

DRESS FOR SUCCESS GREATER LONDON LTD

England & Wales · Charity number 1160560

Details

Other names	DRESS FOR SUCCESS GREATER LONDON, DFS GREATER LONDON
Status	Registered
Legal form	Charitable company
Company number	08938602
Registered	2015-02-19
Register	View on the Charity Commission register

Contact

Address Dress for Success Greater London
Albany House
94-98 Petty France
SW1H 9EA

Phone 02037737279

Email greaterlondon@dressforsuccess.org

Website www.dressforsuccessgl.org

Activities

Objects: FOR THE PUBLIC BENEFIT TO RELIEVE FINANCIAL HARDSHIP AND UNEMPLOYMENT OF WOMEN LIVING IN ENGLAND AND WALES IN SUCH WAYS AS MAY BE THOUGHT FIT, INCLUDING (BUT WITHOUT LIMITING THE GENERALITY OF THE FOREGOING) BY:4.1.1 PROVIDING WORK-APPROPRIATE CLOTHING FOR INDIVIDUALS SEEKING EMPLOYMENT AND/OR EDUCATIONAL OPPORTUNITIES;4.1.2 PROVIDING JOB-SEEKING ADVICE, TRAINING AND EDUCATION; AND4.1.3 PROVIDING SUPPORT SERVICES FOR THOSE WHO SUCCESSFULLY PROCURE EMPLOYMENT OR AN EDUCATIONAL OPPORTUNITY.

Activities: DRESS FOR SUCCESS GREATER LONDON PROMOTES THE ECONOMIC INDEPENDENCE OF UNEMPLOYED WOMEN BY PROVIDING PROFESSIONAL CLOTHING, A NETWORK OF SUPPORT AND THE CAREER DEVELOPMENT TOOLS TO HELP WOMEN THRIVE IN WORK AND IN LIFE. WHEN A CLIENT HAS AN INTERVIEW TO ATTEND WE PROVIDE HER WITH FREE PROFESSIONAL CLOTHING AND ACCESSORIES AND A TAILORED INTERVIEW COACHING SESSION TO PREPARE HER FOR INTERVIEW.

Classification

- **How:** Provides Services
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Camden
- City Of London
- City Of Westminster
- Croydon
- Essex
- Hackney
- Hammersmith And Fulham
- Islington
- Kensington And Chelsea
- Tower Hamlets

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£455,258	£389,202	-	-
2024-03-31	£498,502	£518,320	-	-
2023-03-31	£429,070	£469,666	-	-
2022-03-31	£133,113	£254,434	-	-
2021-03-31	£225,895	£171,832	-	-

Trustees

Name	Role	Appointed
Juanita Ingram Esq.	Chair	2014-08-04
Alexis Maule		2024-12-23
Barry Raymond Hancock		2021-07-21
Debra Duncan		2024-08-01
Mary Waring		2024-08-01
Rhiannon Aisling Dodson-Edwards		2024-08-01
Tyler Harnish		2015-11-01
Vedrana Pehar		2024-08-01

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Accounts



DRESS FOR SUCCESS GREATER LONDON

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED

31 MARCH 2025



DRESS FOR[®]
SUCCESS
GREATER LONDON



INTRODUCTION FROM CHAIRWOMAN OF TRUSTEES

REPORT OF THE TRUSTEES

INDEPENDENT EXAMINER'S REPORT

STATEMENT OF FINANCIAL ACTIVITIES

BALANCE SHEET

STATEMENT OF CASHFLOWS

NOTES TO THE ACCOUNTS

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

Dress for Success Greater London

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As Founder and Chair of the Board of Trustees,

I am proud to present the Dress for Success Greater London (DfSGL) Annual Report for the year ending **31 March 2025**. This year marks a significant milestone for the organisation: **ten years since we opened our doors in February 2015**, with a singular purpose to support women in London to move towards economic independence with confidence, dignity, and self-belief.

Dress for Success Greater London was established in 2014 with a clear conviction that employment is about more than income. It is about stability, identity, and opportunity. From the outset, our work has never been solely about clothing. It has been about restoring confidence, removing structural and personal barriers, and ensuring women have access to the tools, support, and encouragement needed to step forward and thrive. A decade on, that conviction continues to guide our mission and our impact.

As an independent UK charity and an affiliate of Dress for Success Worldwide, we benefit from being part of a trusted global movement spanning more than 20 countries, while remaining deeply attuned to the needs of women across Greater London. This dual perspective allows us to draw on international best practice while delivering locally responsive, client-centred services that reflect the realities our women face

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FROM THE FOUNDER & CHAIRWOMAN JUANITA INGRAM JD MBA

Our programmes are rooted in dignity and respect, supporting the whole woman at a pivotal moment in her journey. Through professional attire, interview preparation, and career support, we help women not only prepare for work, but walk into opportunity with confidence. The strength of this approach is reflected in our outcomes: **80% of clients who engage with Dress for Success Greater London achieve success following their first appointment**, a powerful indicator of the effectiveness of our model, particularly for women facing long-term unemployment or repeated setbacks.

Over the past ten years, we have prioritised quality, sustainability, and trust. Growth has been intentional, ensuring strong governance, consistent service delivery, and meaningful impact. The results extend far beyond individual outcomes. When a woman secures employment, the benefits ripple outward, strengthening families, improving life chances for children, and contributing to more resilient communities. This is the long-term social value of economic empowerment.

I would like to extend my sincere thanks to our trustees, staff, volunteers, donors, corporate partners, and the wider Dress for Success global network. Your commitment, generosity, and belief in this mission have shaped the last decade and continue to fuel our future.

As we look ahead, we do so with renewed energy and clarity. While this report reflects ten years of achievement, it also signals the next chapter. With strengthened leadership, deepening partnerships, and an unwavering focus on women's economic independence, Dress for Success Greater London is well positioned to build on its legacy and accelerate impact.

Thank you for being part of this journey. Together, we are not only supporting women into work, we are creating pathways to confidence, stability, and lasting opportunity.

Juanita Brown Ingram
Founder and Chair of the Board of Trustees
Dress for Success Greater London

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The MISSION of **Dress for Success Greater London (DfSGL)** is to promote the economic independence of unemployed and under-employed women by providing professional attire, a network of support and career development tools to help them thrive in work and in life.

DfSGL dresses women from the inside out - providing workforce development services and professional clothing for each of our clients. When a client secures a job interview, we provide her with one free business suit, as well as the appropriate accessories, footwear, cosmetics and jewellery. At this session she is also provided with interview coaching.

When she successfully secures the job, she returns to DfSGL for a second dressing where she receives up to a week's worth of business attire to see her through to her first pay cheque. In addition to the dressings and initial interview coaching, DfSGL offers several programmes to help clients successfully secure and retain employment, including Career Centre, Professional Women's Group, Career Days and a Financial Literacy Programme. DfSGL serves job-ready women by referral only.



DRESS FOR SUCCESS®
GREATER LONDON

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"SOCIAL MOBILITY | SKILLS | SUCCESS"

At Dress for Success Greater London, we are committed to meaningful workforce development and comprehensive skills enhancement, focusing on equipping women with not only the abilities needed to secure employment but also to maintain it through ongoing support services. In the UK, current efforts surrounding job readiness, social mobility, and workforce development emphasise expanding opportunities for individuals from diverse backgrounds.

This is achieved through improved access to quality education, apprenticeships, and employment programs, with a call for employers to play a more active role in promoting social mobility within their organisations. Addressing the "class ceiling" is critical to this effort, ensuring fair recruitment practices and career progression for individuals from various socioeconomic backgrounds.


Key areas of focus include upskilling and continuous professional development, particularly in digital literacy and technical skills, to prepare employees for an evolving job market. Research continues to reveal a persistent pay gap between individuals of similar qualifications but differing socioeconomic backgrounds, alongside notable regional disparities that pose additional challenges to social mobility in certain areas of the UK.

Dress for Success Greater London addresses these pressing issues by preparing women not only to enter the workforce with essential job skills but also to thrive and grow professionally. Through our tailored programs and ongoing support, we empower women to navigate these systemic barriers, contributing to broader goals of workforce development and equitable social mobility.

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MEASURING SUCCESS: OUTCOMES THAT EMPOWER, ECONOMIES THAT THRIVE

At Dress for Success Greater London, we measure success not simply by the number of women who walk through our doors but by the transformative outcomes we help them achieve. For us, true success is defined by the number of women who secure employment, step confidently into the workforce, and maintain sustainable careers.

Each year, we work with an average of 850 women, and through our services, approximately 680 of them—80%—successfully secure a job. This success rate not only impacts their lives and families but also delivers significant economic benefits.

By helping women become wage earners, our organisation reduces the need for state support, particularly by alleviating the need for benefits such as Jobseeker's Allowance, Housing Benefit, and additional unemployment support. Given the cumulative welfare benefits received, the estimated savings per woman is around £14,000 annually^[^1]. This equates to nearly £9.5 million in savings for the city of London each year^[^2].

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MEASURING SUCCESS: OUTCOMES THAT EMPOWER, ECONOMIES THAT THRIVE CONT...

Our investment in each woman is cost-effective, with only £250 required to sustain her through 15 to 18 months of services and support^[^3]. The resulting return on investment is compelling, highlighting the profound economic and societal value that Dress for Success Greater London contributes to the community. For every £250 spent, the savings to society far outweigh the cost, reinforcing the transformative impact and sustainability of our model.

This is the power of investing in DfSGL, workforce development, social mobility, and empowering women. Our approach transforms lives and uplifts communities, demonstrating that supporting women is an investment in a prosperous future for all.

[^1]: The annual estimated cost of £14,000 per unemployed individual includes cumulative welfare benefits, such as Jobseeker's Allowance, Housing Benefit, and other unemployment support, based on UK government figures. Sources: Gov.UK – Jobseeker's Allowance, <https://www.gov.uk/jobseekers-allowance>; Gov.UK – Housing Benefit, <https://www.gov.uk/housing-benefit>; and Statista, "Welfare Benefit Expenditure in the UK," <https://www.statista.com/topics/3904/welfare-benefit-expenditure-in-the-uk/#topicOverview>.

[^2]: The £9.5million in annual savings is derived from the number of women placed into jobs (680) multiplied by the £14,000 per-person savings in cumulative welfare benefits.


[^3]: Dress for Success Greater London calculates the service cost at £250 per woman over an extended support period of 15 to 18 months.

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WOMEN WHO DRESS FOR SUCCESS® *inspire*



DRESS FOR SUCCESS

WOMEN WHO
inspire

AS A YOUNG CAREER FROM A TENDER AGE, I WAS EXPOSED TO LIFE'S PRESSURE, ADULTHOOD & WOMANHOOD. USING MY LIVED EXPERIENCE TO **REMOVE STIGMA** ADVOCATE FOR UNDERREPRESENTED VOICES IN THE COMMUNITY. I AM HONOURED THAT MY STORY CONTINUES TO **INSPIRE PEOPLE** TO CONNECT WITH EACH OTHER AND TO **NEVER GIVE UP** ON THEMSELVES."

TONI-ANN GURDON
DRESS FOR SUCCESS GREATER LONDON

GLOBAL AMBASSADOR & WOMEN WHO INSPIRE HONOUREE - TONI-ANN GORDON

We are immensely proud that our Global Ambassador, Toni-Ann Gordon, was selected by Dress for Success Worldwide as one of the 2025 Women Who Inspire Honourees, a major international recognition that highlights women across the global network whose resilience, leadership, and impact embody our mission. The Women Who Inspire campaign, launched annually in celebration of International Women's Day and Women's History Month, honours a curated group of 31 remarkable women from affiliates in multiple countries whose stories and achievements uplift women and communities around the world. This initiative, one of Dress for Success Worldwide's flagship campaigns, amplifies inspirational voices and helps raise vital support for programmes that advance women's economic independence and confidence. Toni-Ann's phenomenal speech at this year's Power of Women Awards not only showcased her personal journey of transformation and leadership, but also shone a spotlight on the work of Dress for Success Greater London on a global stage, reinforcing the affiliate's influence within the worldwide movement for women's empowerment.

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New Leadership



In December 2024, Dress for Success Greater London welcomed **Samantha Latouche FRSA** as our new Executive Director, marking an exciting chapter of leadership and strategic growth.

Samantha brings a wealth of experience from across the public and charitable sectors, having led major grant-funded programmes and community engagement initiatives that address long-term worklessness, social inclusion, and economic opportunity. Her background includes senior roles managing high-impact projects such as support initiatives for the London 2012 Olympic Games, direction of community services for YMCA Thames Gateway, and partnership leadership with local government and the Greater London Authority. She is also an experienced charity trustee, non-executive director, and former councilor, passionate about empowering women and strengthening community networks.

Under her leadership, we are thrilled to be building deeper partnerships, enhancing client-centred programmes, and advancing the affiliate's mission with renewed energy and strategic focus. Samantha's vision aligns closely with our commitment to enabling women to achieve economic independence with confidence and dignity.

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Advisory Board - A time for expansion

The women we serve at Dress for Success Greater London are at the heart of our mission, and their importance cannot be overstated. Our clientele comes from incredibly diverse and often challenging backgrounds, including ex-offenders, survivors of human trafficking, individuals recovering from drug and alcohol abuse, victims of domestic and sexual abuse, and young people transitioning out of care. Each woman brings her unique story, and it is our privilege to support them on their journey towards empowerment and independence.

Our Holistic Approach: Our work goes beyond just preparing these women for job interviews. We understand that each woman's journey towards self-sufficiency and success is complex and multifaceted. Therefore, our support encompasses a range of services - from providing appropriate attire for job interviews to offering career coaching and professional development opportunities. By doing so, we aim not just to equip these women for their immediate job prospects but to instill in them a sense of self-worth and the skills necessary for long-term career growth.

The Broader Impact: By assisting these women, we are not only impacting their lives but also contributing positively to the broader society. Women who successfully re-enter the workforce become role models in their communities, inspiring others and proving that change and success are possible regardless of one's past. They contribute economically and socially, adding value to our workforce and enriching the diversity of our community.

New Patron Aboard



We were delighted to welcome **Tskonya-Sarah Frazer** as a new Patron of Dress for Success Greater London. An award-winning community leader, broadcaster, author, and social-impact advocate, Tskonya-Sarah served as an outstanding emcee and hostess for the 2025 Power of Women Awards, bringing warmth, authority, and a deeply intersectional perspective to the evening. Her appointment as Patron reflects both her longstanding commitment to social mobility, inclusion, and representation, and her active, hands-on support of the organisation. In early 2025, she leveraged her professional network to secure a BBC radio interview for our Executive Director, significantly amplifying the visibility of Dress for Success Greater London and its mission. Recognised with the Pride of Britain Award for community impact, and with extensive experience advising global organisations on equitable and culturally informed strategy, Tskonya-Sarah brings not only profile but practical influence to the charity. We are honoured to have her as a Patron and look forward to the continued reach, advocacy, and strategic value her leadership brings to the affiliate.

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A Decade of Impact, Advocacy, and Collective Action

The **2025 Power of Women Awards** marked a defining moment for Dress for Success Greater London, celebrating ten years of impact while reaffirming the organisation's role as a convenor of leadership, advocacy, and opportunity for women. More than a celebratory event, the Awards served as a platform to recognise individuals and organisations whose work actively advances equity, inclusion, and economic empowerment across sectors.

Aligned with the **2025 International Women's Day theme, #AccelerateAction**, the evening underscored the urgency of sustained progress. Speakers and honourees reflected the breadth of influence required to drive systemic change, spanning public service, business, media, healthcare, fashion, technology, youth services, entrepreneurship, and community leadership. The event highlighted that empowerment is not symbolic; it is practical, intentional, and driven by access, representation, and accountability.

The Awards also played a vital role in advancing the mission of Dress for Success Greater London. As both a key fundraising and profile-raising initiative, the event generated financial support and strengthened strategic partnerships that directly enable the delivery of client services, including professional attire, employability support, and confidence-building interventions. Equally important, it amplified awareness of the barriers women continue to face in the workplace and the proven solutions Dress for Success provides.

A standout feature of **the evening was the 10-year anniversary recognition, A Decade of Impact: Honouring Women Who Inspire**, which celebrated former clients whose journeys exemplify long-term transformation. By spotlighting client leaders who have progressed into global advocacy and entrepreneurship, the Awards reinforced the organisation's commitment not only to employment outcomes, but to sustained leadership and influence.

The Power of Women Awards also strengthened Dress for Success Greater London's visibility and credibility within the wider civic and corporate landscape. With senior leaders, policymakers, media voices, and community advocates in attendance, the event fostered meaningful connections and reinforced the organisation's position as a trusted partner in advancing women's economic independence.

In celebrating a decade of service, the 2025 Power of Women Awards honoured past achievements while setting a clear direction for the future. The evening reaffirmed that progress requires collaboration, courage, and continued action, and that when women are supported to succeed, the impact extends far beyond the individual to families, communities, and future generations.

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POWER OF WOMEN AWARDS OUR TITLE SPONSOR

✨ Behind the Scenes: Bringing the Power of Women Awards to Life ✨

An event of this magnitude doesn't come together on its own—it takes a dedicated team, generous sponsors, and an incredible community of supporters to create an unforgettable evening.

A heartfelt thank you to **Blue Orchid Hospitality and Skyline London** for transforming our vision into reality. From the elegant tablescapes to the seamless AV, exceptional food, and curated ambiance, your partnership elevated the *Power of Women Awards* to new heights. Your commitment to excellence made all the difference in delivering a truly first-class experience.

To our incredible **volunteers and setup crew**, your hard work behind the scenes did not go unnoticed. Every detail, every chair placed, and every light adjusted helped set the stage for a night that celebrated **10 years of impact, empowerment, and community through Dress for Success Greater London**.

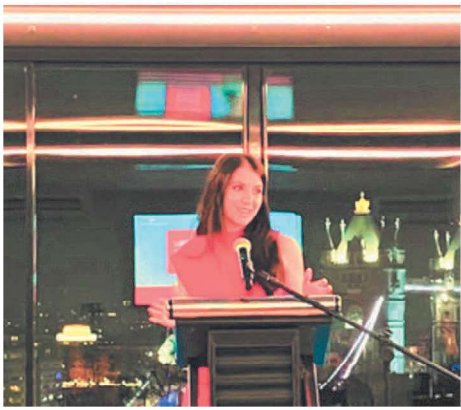
And to everyone who joined us—thank you for celebrating this milestone with us. The energy, the camaraderie, and the unwavering support remind us why we do this work. Here's to the power of collective impact and the bright future ahead!



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POWER OF WOMEN AWARDS



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POWER OF WOMEN AWARDS



MAIN ACTIVITIES FOR THE PUBLIC BENEFIT

Achieving Milestones and Advancing Public Benefit

Dress for Success Greater London (DfSGL) is delighted to share the successful realisation of our key objectives for the fiscal year ending **31 March 2025**. These achievements reflect our steadfast dedication to delivering impactful services for public benefit, empowering women to transform their lives and careers.

Over the past year, DfSGL has maintained robust client engagement, assisting approximately 700-900 women annually through interview dressing and career coaching. Our diverse service recipients include ex-offenders, survivors of abuse, and mothers re-entering the workforce after raising children. Our workshops have played a pivotal role in equipping women with the skills, confidence, and support needed to thrive as they transition into meaningful and sustainable employment.

Our governance and fundraising efforts have seen remarkable progress, thanks to the strategic leadership and expertise of our Trustees. Their invaluable contributions have broadened our networks and strengthened our capacity to achieve our mission.

As part of our commitment to excellence, transparency, and regulatory compliance, DfSGL conducted comprehensive reviews of its financial safeguarding and background check policies this year. These updates were rigorously assessed by the Charity Registration Commission and confirmed as compliant, demonstrating our dedication to ethical governance and best practices.

Further highlighting our organisational integrity, DfSGL voluntarily underwent auditing and certification by the Charities Aid Foundation of America. We are proud to announce that we successfully passed their stringent evaluation process, reaffirming our status as grant-eligible and reinforcing confidence in our operations and financial stewardship.

In line with the Charity Commission's public benefit guidelines, our Trustees remain committed to upholding these principles in all decision-making processes. To ensure alignment with our mission and regulatory standards, each Trustee undergoes a thorough onboarding program covering policies, procedures, obligations, and strategic objectives.

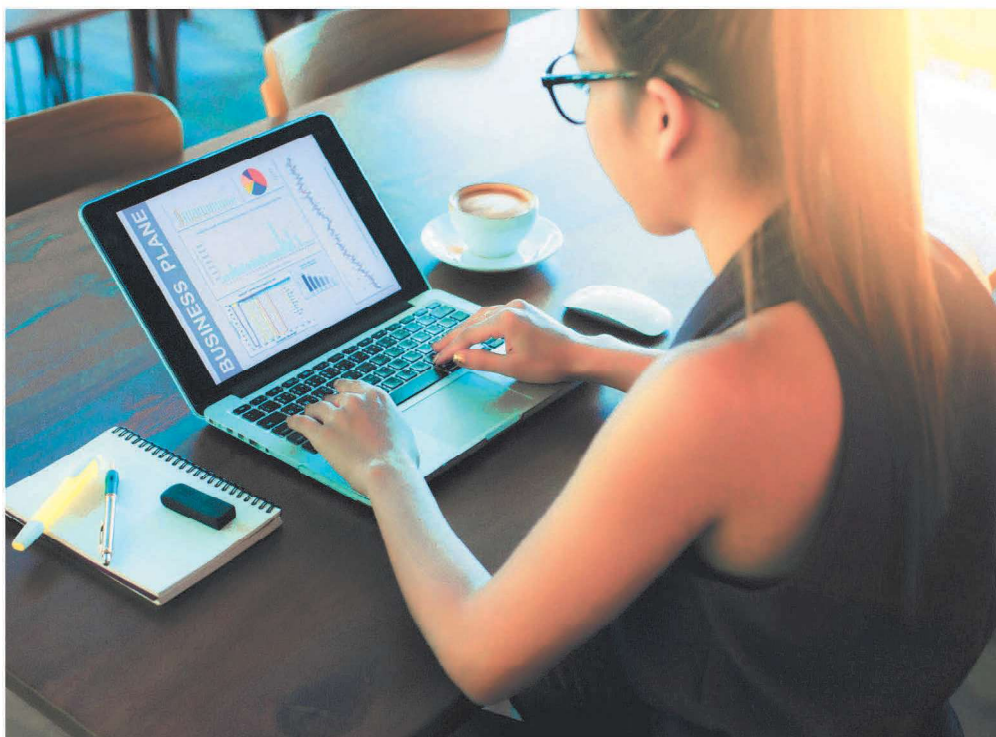
DfSGL's comprehensive approach to governance and operations underscores our unwavering commitment to empowering women, promoting equity, and delivering measurable impact. Together, we continue to advance our vision of a world where every woman can achieve economic independence and thrive.

OPERATIONAL ACHIEVEMENTS & PERFORMANCE

SUITING SERVICE

We continued to operate a suiting service 4 days per week where clients receive a combined service of interview coaching and styling session in preparation for job interview and success. Ongoing support includes a capsule wardrobe session once the client has succeeded at her job interview.

Although we face challenging situations in our limited premises and capacity, we still achieved a minimum of 20 appointments over 4 days a week (20 hours of appointments) with only 2 dressing rooms and a small career centre.



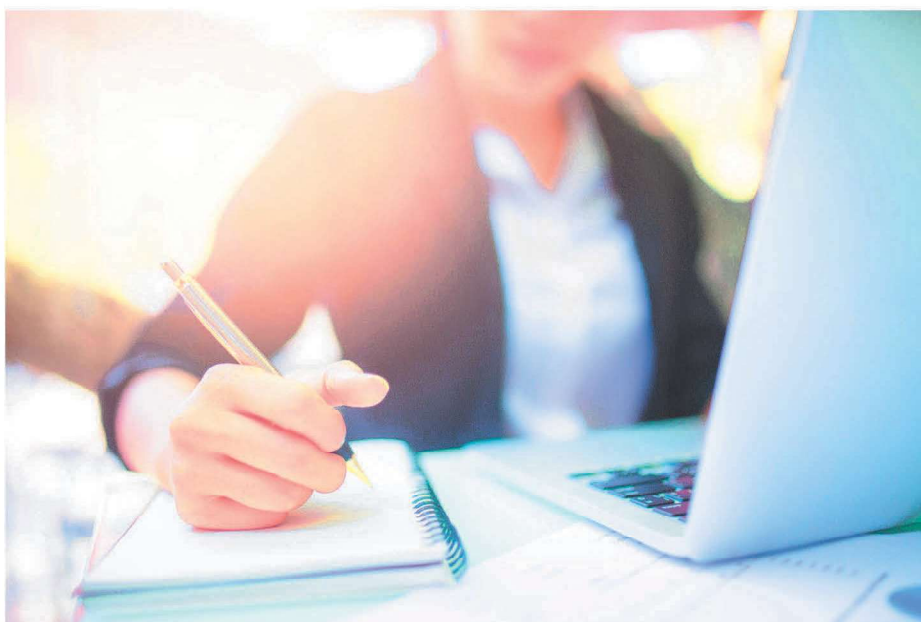
OPERATIONAL ACHIEVEMENTS & PERFORMANCE

CAREER CENTRE

Our career centre continues to grow in demand for mock interview sessions, CV reviews and interview skills and techniques. Although we offer interview skills and techniques as part of our suiting service, throughout 2024 and 2025, we continued separate individual CV reviews and mock interviews. We also offer separate Career Chats at each client's first dressing.

BLOCK BOOKINGS

Block bookings continue to be delivered in response to the demand of Referral Organisations that operate employment platform programmes. Referral partners make a block booking at the Dress for Success Boutique at an appropriate time within their programme. We promoted block bookings so that vulnerable clients who rely and depend on peer support at their support organisation can come to our boutique as a group. This model particularly applies to ex-offenders and young women leaving care.



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

REFERRAL PARTNERS/ORGANISATIONS

In 2024/2025 we maintained our Referral Organisation engagement. We have engaged with all of our Referral Organisations through campaigns, presentations to team leaders, and Boutique open days. We receive clients from a diverse range of organisations that includes: ex-offenders, human trafficking, drug and alcohol abuse, victims of domestic and sexual abuse, and out-of-care young people.

We work with Jobcentre Plus branches (state-run employment support and social security) serving 300 outside of this network.

PR & MARKETING

We are grateful for all of the positive feedback we continuously receive regarding our new website. We cannot express enough our appreciation to the volunteer who serves on our Marketing Committee that devoted countless pro bono hours to develop our new website. Due to this redesign, we have experienced an increase in web traffic, volunteer applications, and donations.

Social Media is certainly a prominent staple in our daily lives and we are pleased with the continuous interactions that our social media channels provide.

We are always grateful for opportunities to inform the public about the services we provide, celebrate our clients' successes, and inform audiences of ways in which they can support the women that we serve.





PERFORMANCE OF FUNDRAISING ACTIVITIES

Partners and donors are an integral part of Dress for Success Greater London to sustain and maintain our services. **Our fundraising efforts remained steady in 2024 and early 2025 and we are grateful for all of our donors and supporters that allow us to continue to serve the women we help. Corporate and retail partners donate various "in-kind" and financial support.**

Developing and maintaining corporate relations together with the commitment corporate partners make to us help us to succeed and empower even more women. We are appreciative of the corporate partners that believe in the work we do and the impact we make.

CORPORATE PARTNERS & DONORS

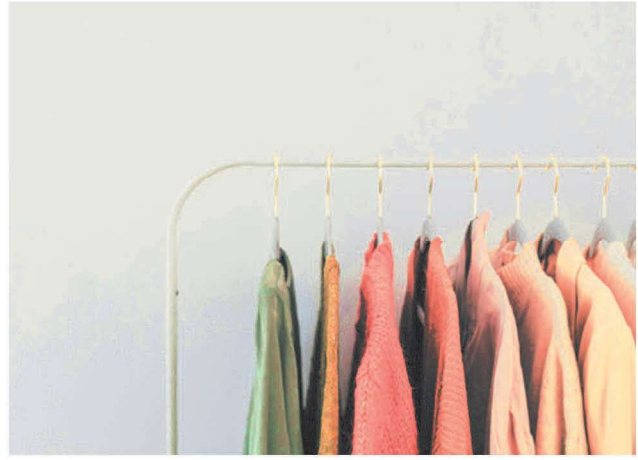
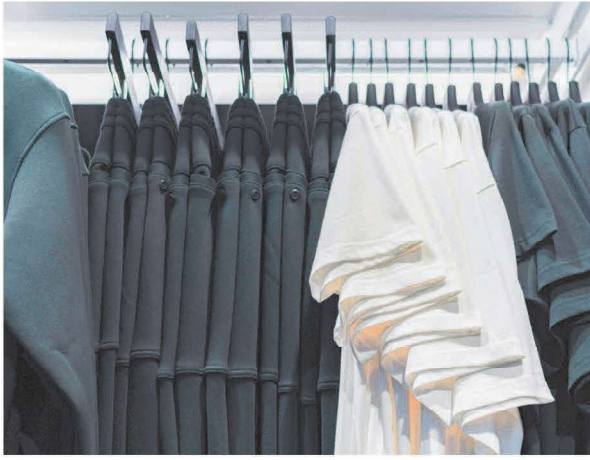
We have continued to build and establish new relationships with corporate partners who support and are committed to the work of DfSGL. Corporate and retail partners donate various "in kind" and financial support.



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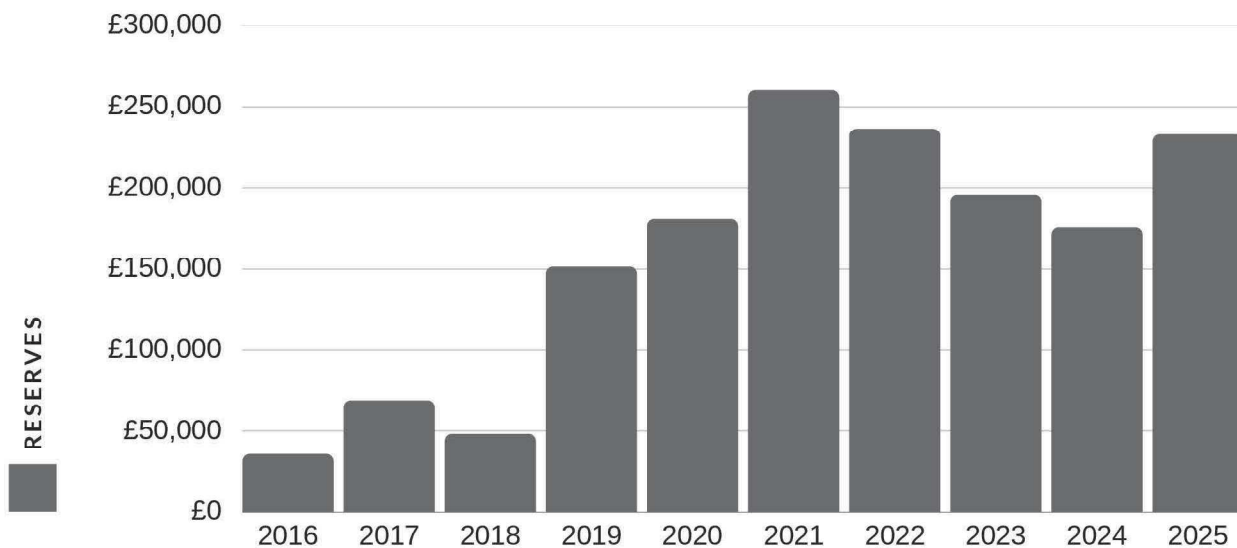
CLOTHING DONATIONS

We continue to provide a winter coat to all clients from October to February, as well as a full range of gently-used professional clothing, shoes, handbags, and accessories to support women preparing for interviews and entering the workplace. Beyond warmth and dignity, this work forms a meaningful fashion sustainability effort by keeping high-quality garments in active use and out of landfill. Our clients benefit directly from donations of work-appropriate attire, while the wider community is served by our charity shop at 55 Broadway which champions circular fashion through the resale of pre-loved items and funds vital services. By diverting wearable clothing back into use, we not only empower women economically, we also contribute to a reduction in textile waste and promote a more sustainable approach to fashion consumption in Greater London.



As of 31 March 2025 the Charity had unrestricted reserves of £232,872.

DFSGL FINANCIAL SUMMARY YE 31 MARCH 2025



RESERVES POLICY

Unrestricted reserves are to comprise total reserves to the charity less those reserves which have been restricted or designated for specific purposes. Unrestricted reserves should not exceed what is required to support on-going operations for up to 18 consecutive months. The trustees have considered that the most appropriate policy is to maintain any surplus funds in the form of bank deposits. This policy is kept under review, having regard to the level of funds available. Each year the Finance Committee, in consultation with the senior officer, reviews the reserves policy, taking into consideration the major risks faced by the charity. Any changes to the policy will be proposed by the Finance Committee and approved by the Trustees.

FINANCIAL REVIEW (CON'T.)

AMOUNT OF RESERVES HELD

As of 31 March 2025 DfSGL held unrestricted reserves of £232,872.

DETAILS OF FUND MATERIALLY IN DEFICIT

The Directors consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

GOING CONCERN

The Directors consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

PRINCIPAL SOURCES OF REVENUE

The Charity relies on a variety of sources, primarily fundraising activities, grants, corporate and individual sponsors, for revenue. For the fiscal years to 31 March 2016 and March 2017, DfSGL also benefited from the support of Dress for Success Worldwide for start-up funding and operating capital over the period. For fiscal years commencing on April 1, 2017, through March 2025, DfSGL relied on grant funding, corporate sponsors, and fundraising activities.

FINANCIAL REVIEW (CON'T.)

EXPENDITURES, INCOME & FINANCIAL POLICIES

The Trustees of DfSGL review planned expenditures and expected income as part of a formal annual budgeting process. Any proposed new expenditures or programmes are inventoried and evaluated prior to incurring costs to ensure adherence to the budget and maintenance of adequate reserves. Risks associated with new or increased expenditures are inventoried and evaluated prior to incurring costs. Mechanisms for mitigation are put in place as soon as deemed necessary.

Internal controls over all forms of income, assets, and commitment and expenditure continue to be refined to improve efficiency. Performance is monitored through a series of operational Key Performance Indicators (KPIs) reviewed regularly by the Trustees. Financial management information is prepared and presented to the Finance Committee on a monthly basis and to the Trustees for regular review.

With regard to fundraising and advertising, the vast majority of these outgoings can be associated with an in-kind donation of services, with minimal cash expenditure.

The cost/benefit to the public purse in delivering Dress for Success services continued to be a saving of over £9.5 million in 2024/2025 and this amount is increasing. To support a client for approximately 15 months costs just £250 providing value for money invested.

PRINCIPAL RISKS FACING THE CHARITY

All current financial obligations are short term and flexible in nature and cash flows are monitored monthly and forecasts updated regularly to ensure adequate financial resources for the Charity. In addition, the Charity manages other operational risks with staff and volunteer training, adherence to policies and procedures as well as third party insurances as appropriate.

NOTE REGARDING IN-KIND DONATIONS

Donated goods and services are recognised in the financial statements when the goods and services are received by the charity and their value can be measured with reasonable accuracy. The value placed on these resources is their value to the charity.



STRUCTURE, GOVERNANCE & MANAGEMENT

DESCRIPTION OF THE CHARITY'S TRUSTS

Type of governing document

Dress for Success Greater London Limited ("DfSGL") is registered as a charitable company limited by guarantee without share capital. It was set up by a Memorandum and Articles of Association which were incorporated on 13th March 2014. DfSGL and its Trustees are bound by said Memorandum and Articles of Association. **The names of the trustees who served during the year are set forth herein.**

How is the charity constituted

The charity is constituted as a private company limited by guarantee without share capital.

Trustee selection methods

All Trustees are recruited against a role description. Candidates for Trustee positions meet with at least two Trustees (serving as an ad hoc Nominating Committee) to assess suitability for the Board in terms of experience, skills and potential value that they will add. If the candidate is deemed suitable, Board members may by ordinary resolution appoint a person who is willing to be a Trustee under the terms of the Articles of Association. Regular reviews of Trustee Scorecards are undertaken to assess the skills of the current trustees and identify any areas of expertise gaps.

Additional governance issues

Policies and procedures adopted for the induction and training of trustees:

New Trustees participate in a comprehensive induction process and are provided with an information pack covering the work of the charity and their responsibilities as a Trustee. The Chair of the Board of Trustees works closely with new Trustees to ensure that they have a good understanding of their role and the contribution that they can make to the charity.

Organisational structure and any wider network within which the charity works:

The management of the Company is the responsibility of the Trustees (who are also Directors of the charity for purposes of the Companies Act). The trustees review and approve all policies, and follow a strategy set forth in 2015, and recently revised in 2018.

Pay Policy

All trustees give their time freely and no trustee received remuneration this year. Pay policies for staff and independent contractors should be fair, transparent, competitive, benchmarked and sustainable. DfSGL shall pay its staff and independent contractors competitively and at the same time ensure that it remains prudent, guaranteeing that salary and compensation costs are sustainable at all times. We aspire to pay staff and independent contractors around the medium market pay level for comparable jobs in similar sized charities in London.

Relationship to any related parties

Dress for Success Greater London is an affiliate of Dress for Success Worldwide

Dress for Success Greater London

0203 773 7279 info@dressforsuccessgl.org

© Dress for Success Greater London Registered Charity Number 1160560

Reference and Administrative Information

Registered Charity Number: 1160560

Charity's Principal Address: 10A Leather Lane,
London EC1N 7SS

Funds held as custodian Trustee on behalf of others

Not Applicable.

Names and addresses of advisors (Optional information)

Type of Advisor	Name	Address
Accountant	MHR Consultancy	Minister House, 126a High Street Whitton, Twickenham, Middlesex TW2 7LL

Names of the Trustees Who Run the Charity

Juanita Ingram	Appointed 4.8.14	Current
Tyler Harnish	Appointed 1.11.15	Current
Barry Raymond Hancock	Appointed 21.7.21	Current
Clair McCarthy	appointed 1.8.24	Current
Debra (Debbie) Duncan	appointed 1.8.24	Current
Rhiannon Aisling Dodson-Edwards	appointed 1.8.24	Current
MARY PHILOMENA WARING	appointed 1.8.24	Current
Vedrana Pehar	appointed 1.8.24	Current
Megan Campbell Gratzer-Marshall	Appointed 20.2.17	Retired December 16, 2024
Alexis Cepeda Maule	Appointed 19.12.24	Current

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025
FOR
Dress For Success Greater London Ltd**

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
Hampshire
GU14 6DQ

CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2025

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REPORT OF THE TRUSTEES
for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRATEGIC REPORT
Achievements and performance
Charitable activities
Charitable activities

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08938602 (England and Wales)

Registered Charity number
1160560

Registered office
Tower 42 30th Floor
25 Old Broad Street
London
EC2N 1HQ

Trustees

Ms M C Gratzer-Marshall Insurance Executive (resigned 16.12.24)
Mr T Harnish Vice President, Salesforce.com
Ms J R Ingram Lawyer
Ms J Schneider Business Owner (resigned 15.7.24)
Mr B R Hancock Retired
Mr R A Dodson-Edwards Marketing Specialist (appointed 1.8.24)
Ms D Duncan Head Of Digital Marketing (appointed 1.8.24)
Mrs M P Waring Chartered Financial Planner (appointed 1.8.24)
Ms V Pehar Barrister (appointed 1.8.24)
Ms A C Maule Managing Director (appointed 19.12.24)
Ms C V Mccarthy Entrepreneur (appointed 1.8.24) (resigned 11.7.25)

Independent Examiner

Mark Blackwell
MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
Hampshire
GU14 6DQ

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 05/12/2025 and signed on the board's behalf by:

Juanita Ingram

Ms J R Ingram - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
DRESS FOR SUCCESS GREATER LONDON LTD**

Independent examiner's report to the trustees of Dress For Success Greater London Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Management Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

EABFA180EB8A47C...

Mark Blackwell
The Chartered Institute of Management Accountants

MHR Consultancy Limited
Fernberga House
Alexandra Road
Farnborough
Hampshire
GU14 6DQ

12/6/2025

Date:

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2025

	Notes	31.3.25 Unrestricted fund £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2	455,258	498,501
EXPENDITURE ON			
Raising funds	3	1,707	12,750
Charitable activities	4		
General		396,495	505,569
Total		398,202	518,319
NET INCOME/(EXPENDITURE)		57,056	(19,818)
RECONCILIATION OF FUNDS			
Total funds brought forward		175,816	195,634
TOTAL FUNDS CARRIED FORWARD		232,872	175,816

Dress For Success Greater London Ltd

BALANCE SHEET

31 March 2025

	Notes	31.3.25 Unrestricted fund £	31.3.24 Total funds £
CURRENT ASSETS			
Debtors	10	31,659	28,650
Cash at bank		306,736	169,528
		<u>338,395</u>	<u>198,178</u>
CREDITORS			
Amounts falling due within one year	11	(55,523)	(22,362)
		<u>282,872</u>	<u>175,816</u>
NET CURRENT ASSETS			
		282,872	175,816
TOTAL ASSETS LESS CURRENT LIABILITIES			
		282,872	175,816
CREDITORS			
Amounts falling due after more than one year	12	(50,000)	-
		<u>232,872</u>	<u>175,816</u>
NET ASSETS			
		232,872	175,816
FUNDS			
Unrestricted funds	13	232,872	175,816
		<u>232,872</u>	<u>175,816</u>
TOTAL FUNDS			
		<u>232,872</u>	<u>175,816</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

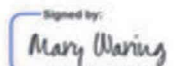
- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

05/12/2025

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

Juanita Ingram

Ms J R Ingram - Trustee

Signed by:

 4C3069199F2048D
 Mrs M P Waring - Trustee

The notes form part of these financial statements

CASH FLOW STATEMENT
for the Year Ended 31 March 2025

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities			
Cash generated from operations	1	137,208	(4,547)
Net cash provided by/(used in) operating activities		137,208	(4,547)
Change in cash and cash equivalents in the reporting period		137,208	(4,547)
Cash and cash equivalents at the beginning of the reporting period		169,528	174,075
Cash and cash equivalents at the end of the reporting period		306,736	169,528

The notes form part of these financial statements

Dress For Success Greater London Ltd

**NOTES TO THE CASH FLOW STATEMENT
for the Year Ended 31 March 2025**

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES	31.3.25	31.3.24
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	57,056	(19,818)
Adjustments for:		
Increase in debtors	(3,009)	(4,650)
Increase in creditors	83,161	19,921
Net cash provided by/(used in) operations	<u>137,208</u>	<u>(4,547)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
Net cash			
Cash at bank	<u>169,528</u>	<u>137,208</u>	<u>306,736</u>
	<u>169,528</u>	<u>137,208</u>	<u>306,736</u>
Total	<u>169,528</u>	<u>137,208</u>	<u>306,736</u>

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	31.3.25	31.3.24
	£	£
Donations	15,840	25,530
Donations in Kind	171,044	258,315
Grants	19,750	-
Events	28,988	13,627
DFS US	12,458	11,509
Donations - Corporates	148,469	187,826
Clothing Sale	58,709	1,694
	<u>455,258</u>	<u>498,501</u>

Grants received, included in the above, are as follows:

	31.3.25	31.3.24
	£	£
Other grants	<u>19,750</u>	<u>-</u>

Dress For Success Greater London Ltd

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2025

3. RAISING FUNDS

Raising donations and legacies

31.3.25	31.3.24
£	£
1,707	12,750
<u> </u>	<u> </u>

Fundraising Costs

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 5) £	Totals £
General	390,063	6,432	396,495
	<u> </u>	<u> </u>	<u> </u>

5. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
General	44	93	6,295	6,432
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

7. STAFF COSTS

	31.3.25	31.3.24
	£	£
Wages and salaries	72,327	-
Social security costs	2,886	-
Other pension costs	1,634	-
	<u> </u>	<u> </u>
	76,847	-
	<u> </u>	<u> </u>

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Manager	3	-
	<u> </u>	<u> </u>

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	498,501
	<u> </u>
EXPENDITURE ON	
Raising funds	12,750
Charitable activities	
General	505,569
	<u> </u>
Total	518,319
	<u> </u>
NET INCOME/(EXPENDITURE)	(19,818)

NOTES TO THE FINANCIAL STATEMENTS - continued
 for the Year Ended 31 March 2025

8.	COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued		Unrestricted fund £
	RECONCILIATION OF FUNDS		
	Total funds brought forward		195,634
	TOTAL FUNDS CARRIED FORWARD		<u>175,816</u>
9.	INTANGIBLE FIXED ASSETS		Computer software £
	COST		
	At 1 April 2024 and 31 March 2025		<u>570</u>
	AMORTISATION		
	At 1 April 2024 and 31 March 2025		<u>570</u>
	NET BOOK VALUE		
	At 31 March 2025		<u>-</u>
	At 31 March 2024		<u>-</u>
10.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.3.25	31.3.24
		£	£
	Trade debtors	10,360	-
	Other debtors	299	-
	Prepayments	<u>21,000</u>	<u>28,650</u>
		<u>31,659</u>	<u>28,650</u>
11.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.3.25	31.3.24
		£	£
	Trade creditors	2,980	21,512
	Accruals and deferred income	50,000	-
	Accrued expenses	<u>2,543</u>	<u>850</u>
		<u>55,523</u>	<u>22,362</u>
12.	CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	31.3.25	31.3.24
		£	£
	Accruals and deferred income	<u>50,000</u>	<u>-</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2025

13. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	175,816	57,056	232,872
TOTAL FUNDS	<u>175,816</u>	<u>57,056</u>	<u>232,872</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	455,258	(398,202)	57,056
TOTAL FUNDS	<u>455,258</u>	<u>(398,202)</u>	<u>57,056</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	195,634	(19,818)	175,816
TOTAL FUNDS	<u>195,634</u>	<u>(19,818)</u>	<u>175,816</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	498,501	(518,319)	(19,818)
TOTAL FUNDS	<u>498,501</u>	<u>(518,319)</u>	<u>(19,818)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	195,634	37,238	232,872
TOTAL FUNDS	<u>195,634</u>	<u>37,238</u>	<u>232,872</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2025

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	953,759	(916,521)	37,238
TOTAL FUNDS	<u>953,759</u>	<u>(916,521)</u>	<u>37,238</u>

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
 for the Year Ended 31 March 2025

	31.3.25	31.3.24
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	15,840	25,530
Donations in Kind	171,044	258,315
Grants	19,750	-
Events	28,988	13,627
DFS US	12,458	11,509
Donations - Corporates	148,469	187,826
Clothing Sale	58,709	1,694
	<u>455,258</u>	<u>498,501</u>
Total incoming resources	455,258	498,501
EXPENDITURE		
Raising donations and legacies		
Fundraising Costs	1,707	12,750
Charitable activities		
Wages	72,327	-
Social security	2,886	-
Pensions	1,634	-
Rates and water	23,581	9,335
Insurance	3,608	2,506
Light and heat	7,237	6,686
Telephone	2,358	1,796
Postage and stationery	1,535	220
Rent	10,150	17,502
Travel & Subsistence	4,008	1,893
Computer Costs	2,482	2,296
Subscriptions	216	707
Professional Fees	79,334	136,561
Repairs & Renewals	1,174	4,709
Storage Costs	2,752	-
Event Costs - Non Fundraising	174,781	318,123
	<u>390,063</u>	<u>502,334</u>
Support costs		
Management		
Sundries	44	-
Finance		
Bank charges	93	116
Governance costs		
Accountancy fees	6,295	3,119
	<u>398,202</u>	<u>518,319</u>
Total resources expended	398,202	518,319
Net income/(expenditure)	<u>57,056</u>	<u>(19,818)</u>

The Trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's Trustees:

Signature:

DocuSigned by:

#E7E83945EDD4E8...

Name: Juanita R. Ingram

Position: Founder/ Chair

Date: 1/10/2026

Signature:

DocuSigned by:

#8D891C88358459...

Name: Barry Hancock

Position: Vice- Chair

Date: 1/11/2026

DRESS FOR SUCCESS GREATER LONDON LTD

England & Wales - Charity number 1160560

Accounts



DRESS FOR SUCCESS GREATER LONDON

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED

31 MARCH 2024



DRESS FOR[®]
SUCCESS
GREATER LONDON



INTRODUCTION FROM CHAIRWOMAN OF TRUSTEES

REPORT OF THE TRUSTEES

INDEPENDENT EXAMINER'S REPORT

STATEMENT OF FINANCIAL ACTIVITIES

BALANCE SHEET

STATEMENT OF CASHFLOWS

NOTES TO THE ACCOUNTS

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY



As the Founder and Chair of the Board of Trustees, I am pleased to share the Dress for Success Greater London (DfSGL) Annual Report for the fiscal year concluding on 31 March 2024. This report captures our accomplishments and underscores the invaluable contributions of our supporters and the remarkable women we serve.

Since our establishment in 2014 and the opening of our doors in February 2015, DfSGL has remained dedicated to empowering unemployed women in London, helping them secure employment and achieve financial independence. As we mark our eighth year, we reflect with pride on our journey and move forward with strengthened resolve toward our mission. As an affiliate of a renowned global charity with over 133 offices in more than 20 countries, and a legacy of 27 years, we are uniquely positioned to combine global insights with local expertise, benefitting the women of London.

DfSGL goes beyond providing services; it offers a transformative experience centered on dignity, respect, and self-worth. These values play a crucial role in building confidence, self-efficacy, and self-esteem, leading our clients toward economic empowerment.

Our affiliate, like each Dress for Success chapter worldwide, operates independently but is connected within a robust network, sharing knowledge, best practices, and corporate social responsibility initiatives on a global scale. This framework enables us to harness global expertise while adapting our services to the specific needs of London's women, all supported by a trusted international network.

Dress for Success Greater London

0203 773 7279 info@dressforsuccessgl.org

© Dress for Success Greater London Registered Charity Number 1160560

FROM THE FOUNDER & CHAIRWOMAN JUANITA INGRAM JD MBA

Over the past nine years, our primary focus has been on delivering quality, client-centered services while preparing for the growth necessary to sustain and expand our impact. We have remained steadfast in providing suiting and interview training services that equip each client with not only professional attire but also the confidence and skills needed to excel in her job interview. Our well-established and trusted services have proven highly effective, particularly for our clients who face long-term unemployment and repeated setbacks in their job search. Thanks to the strength of our approach, clients who engage with our London affiliate have an impressive 80% success rate after just one visit.

We are deeply honored to know that our services significantly benefit our clients, many of whom experience transformational change. Research shows that when we uplift a woman's economic stability, we impact not only her life but also the futures of her children and others who depend on her, creating lasting change for generations.

Our heartfelt gratitude goes to our global Dress for Success family and our local supporters. Your dedication to our mission and your generous support have been vital to our accomplishments. As we look forward, we remain committed to empowering more women in London by drawing on the strength of our international network and the warmth of our local community.

Thank you for being a crucial part of our journey. Your ongoing support and trust continue to make a profound difference in the lives of those we serve.

Sincerely,

Juanita Brown Ingram



The MISSION of **Dress for Success Greater London (DfSGL)** is to promote the economic independence of unemployed and under-employed women by providing professional attire, a network of support and career development tools to help them thrive in work and in life.

DfSGL dresses women from the inside out - providing workforce development services and professional clothing for each of our clients. When a client secures a job interview, we provide her with one free business suit, as well as the appropriate accessories, footwear, cosmetics and jewelry. At this session she is also provided with interview coaching.

When she successfully secures the job, she returns to DfSGL for a second dressing where she receives up to a week's worth of business attire to see her through to her first pay cheque. In addition to the dressings and initial interview coaching, DfSGL offers several programmes to help clients successfully secure and retain employment, including Career Centre, Professional Women's Group, Career Days and a Financial Literacy Programme. DfSGL serves job-ready women by referral only.



DRESS FOR SUCCESS[®]
GREATER LONDON

Dress for Success Greater London

0203 773 7279 info@dressforsuccessgl.org

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"SOCIAL MOBILITY | SKILLS | SUCCESS"

At Dress for Success Greater London, we are committed to meaningful workforce development and comprehensive skills enhancement, focusing on equipping women with not only the abilities needed to secure employment but also to maintain it through ongoing support services. In the UK, current efforts surrounding job readiness, social mobility, and workforce development emphasize expanding opportunities for individuals from diverse backgrounds. This is achieved through improved access to quality education, apprenticeships, and employment programs, with a call for employers to play a more active role in promoting social mobility within their organizations. Addressing the "class ceiling" is critical to this effort, ensuring fair recruitment practices and career progression for individuals from various socioeconomic backgrounds.

Key areas of focus include upskilling and continuous professional development, particularly in digital literacy and technical skills, to prepare employees for an evolving job market. Research continues to reveal a persistent pay gap between individuals of similar qualifications but differing socioeconomic backgrounds, alongside notable regional disparities that pose additional challenges to social mobility in certain areas of the UK.

Dress for Success Greater London addresses these pressing issues by preparing women not only to enter the workforce with essential job skills but also to thrive and grow professionally. Through our tailored programs and ongoing support, we empower women to navigate these systemic barriers, contributing to broader goals of workforce development and equitable social mobility.

Dress for Success Greater London

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MEASURING SUCCESS: OUTCOMES THAT EMPOWER, ECONOMIES THAT THRIVE

At Dress for Success Greater London, we measure success not simply by the number of women who walk through our doors but by the transformative outcomes we help them achieve. For us, true success is defined by the number of women who secure employment, step confidently into the workforce, and maintain sustainable careers.

Each year, we work with an average of 1,200 women, and through our services, approximately 960 of them—80%—successfully secure a job. This success rate not only impacts their lives and families but also delivers significant economic benefits. By helping women become wage earners, our organization reduces the need for state support, particularly by alleviating the need for benefits such as Jobseeker's Allowance, Housing Benefit, and additional unemployment support. Given the cumulative welfare benefits received, the estimated savings per woman is around £14,000 annually^[^1]. This equates to nearly £13 million in savings for the city of London each year^[^2].

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MEASURING SUCCESS: OUTCOMES THAT EMPOWER, ECONOMIES THAT THRIVE

Our investment in each woman is cost-effective, with only £250 required to sustain her through 15 to 18 months of services and support^[^3]. The resulting return on investment is compelling, highlighting the profound economic and societal value that Dress for Success Greater London contributes to the community. For every £250 spent, the savings to society far outweigh the cost, reinforcing the transformative impact and sustainability of our model.

[^1]: The annual estimated cost of £14,000 per unemployed individual includes cumulative welfare benefits, such as Jobseeker's Allowance, Housing Benefit, and other unemployment support, based on UK government figures. Sources: Gov.UK – Jobseeker's Allowance, <https://www.gov.uk/jobseekers-allowance>; Gov.UK – Housing Benefit, <https://www.gov.uk/housing-benefit>; and Statista, "Welfare Benefit Expenditure in the UK," <https://www.statista.com/topics/3904/welfare-benefit-expenditure-in-the-uk/#topicOverview>.

[^2]: The £13 million in annual savings is derived from the number of women placed into jobs (960) multiplied by the £14,000 per-person savings in cumulative welfare benefits.

[^3]: Dress for Success Greater London calculates the service cost at £250 per woman over an extended support period of 15 to 18 months.

This is the power of investing in DFSGL, workforce development, social mobility, and empowering women. Our approach transforms lives and uplifts communities, demonstrating that supporting women is an investment in a prosperous future for all.

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"WOMEN | WORKFORCE | WARDROBE"

This evolution in our branding reflects the depth and scope of our commitment to empowering women. Far from being just a provider of career attire, our organisation has grown into a comprehensive force for workforce development, emphasising holistic support and empowerment for women in their professional journeys.

Women: The forefront of our mission remains the incredible women we serve. Our rebranding is a testament to our deep understanding of the unique paths each woman walks. We are more than a service; we are a partner in the personal and professional growth of women, providing support, encouragement, and resources to help them realise their full potential.

Workforce: Recognising the dynamic nature of the modern workforce, we have expanded our focus to include comprehensive workforce development. Our approach goes beyond the basics of job readiness; we are committed to equipping women with the skills, confidence, and opportunities to navigate and excel in today's job market. Our aim is to create environments where women can not only find employment but also thrive and advance in their careers.

Wardrobe: Our origins in providing career attire have evolved into a symbol of transformation and empowerment. The wardrobe services are a vital first step, enabling a shift in self-perception and confidence as women prepare to enter or re-enter the workforce. It's a tangible expression of empowerment, representing the internal and external transformation that we strive to achieve in every woman we assist.

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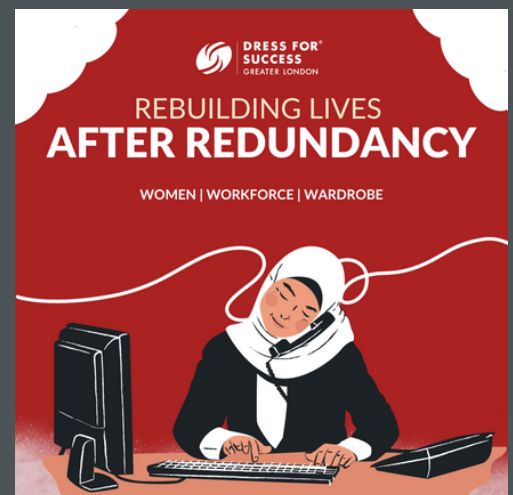


WHO DO WE SERVE?

The women we serve at Dress for Success Greater London are at the heart of our mission, and their importance cannot be overstated. Our clientele comes from incredibly diverse and often challenging backgrounds, including ex-offenders, survivors of human trafficking, individuals recovering from drug and alcohol abuse, victims of domestic and sexual abuse, and young people transitioning out of care. Each woman brings her unique story, and it is our privilege to support them on their journey towards empowerment and independence.

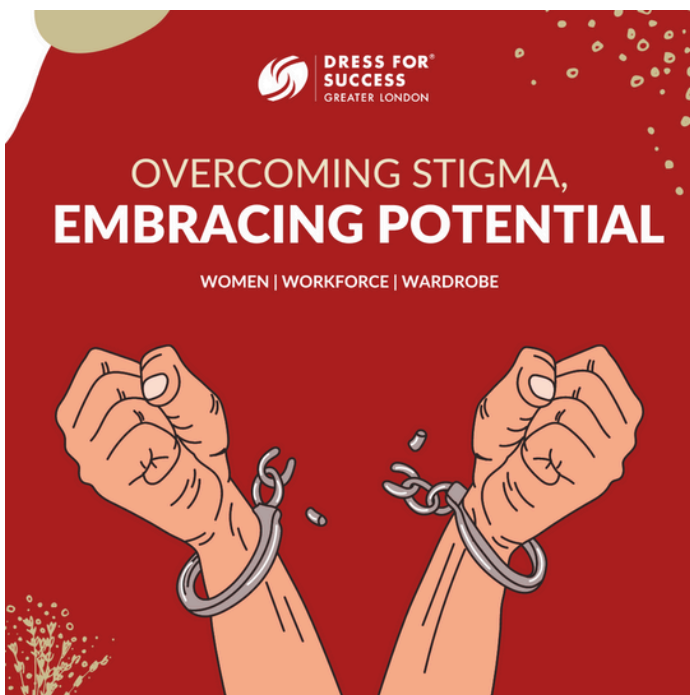
Our Holistic Approach: Our work goes beyond just preparing these women for job interviews. We understand that each woman's journey towards self-sufficiency and success is complex and multifaceted. Therefore, our support encompasses a range of services - from providing appropriate attire for job interviews to offering career coaching and professional development opportunities. By doing so, we aim not just to equip these women for their immediate job prospects but to instil in them a sense of self-worth and the skills necessary for long-term career growth.

The Broader Impact: By assisting these women, we are not only impacting their lives but also contributing positively to the broader society. Women who successfully re-enter the workforce become role models in their communities, inspiring others and proving that change and success are possible regardless of one's past. They contribute economically and socially, adding value to our workforce and enriching the diversity of our community.



The Importance of Supporting Ex-Offenders: Among the groups we serve, ex-offenders hold a particular significance. Their reintegration into society as productive members is not only crucial for their personal redemption and growth but also for the wellbeing of our community as a whole. When ex-offenders successfully re-enter the workforce, it represents a significant step towards breaking the cycle of reoffending, reducing the burden on the criminal justice system, and fostering a more inclusive and compassionate society.

For many ex-offenders, re-entering the workplace is laden with challenges - from overcoming the stigma attached to their past to the gap in their employment history. This is where our role becomes crucial. We collaborate with four dedicated organisations focused on assisting ex-offenders in their transition back into the workplace. These partnerships enable us to provide tailored support that addresses the specific needs of these women, helping them regain their confidence, rebuild their professional skills, and step back into the workforce with dignity.



The women we serve, particularly ex-offenders, are of immense importance to our organisation and to society at large. By supporting their journey back into the workforce, we are not just helping individuals; we are fostering a more inclusive, equitable, and productive society. Our partnerships with organisations that assist ex-offenders are integral to this mission, underlining our commitment to making a meaningful and lasting impact in the lives of these women and the community we serve.

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CLIENT FEEDBACK - Pauline, 2022

"Happy with the styles presented to me. Nice colour combinations, very helpful stylist with respect and enthusiasm."

BEFORE



“ I LOVED THE SESSION. IT MADE ME FEEL BRAVE! ”

AFTER



“ I LOVED THE FEEDBACK GIVEN TO ME WHEN I WAS TRYING ON ALL THE OUTFITS. EXTREMELY PROFESSIONAL AND VERY FUN! NOTHING I DIDN'T LIKE. ”





POWER OF WOMEN AWARDS

The Power of Women Awards, hosted at the Radisson Blu Edwardian Hotel, stood as a landmark celebration of International Women’s Day and Women’s History Month. This prestigious event brought together leaders from various industries, creating a dynamic space to honor outstanding individuals and organizations shaping their communities and workplaces with purpose and impact.

Honoring Everyday Heroes Who Inspire Change

The awards paid tribute to extraordinary individuals whose actions have made a profound difference across diverse fields. These unsung heroes, often working behind the scenes, showcased resilience, determination, and a drive to create positive societal change. By shining a spotlight on their achievements, the Power of Women Awards inspires others to follow their lead and make meaningful contributions.

Recognizing Champions of Workplace Equity

A highlight of the evening was the celebration of corporations and male allies who have played pivotal roles in advancing women’s opportunities in the workplace. This recognition highlighted the collective effort required to achieve gender equality, positioning it as a universal mission rather than a women-specific issue. By honoring these advocates, the event underscored the power of collaboration in driving lasting progress.

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A Celebration of Resilience and Empowerment

The Significance of the Event

The Power of Women Awards transcends being just a ceremony—it embodies societal progress and the relentless journey toward equality. By sharing stories of resilience and triumph, the event cultivated a profound sense of community and support. It served as a beacon for change, inspiring future generations to continue championing the cause of empowerment and making a lasting difference.

Supporting Dress for Success Greater London

This event was instrumental in advancing Dress for Success Greater London's mission to empower women. Through active participation and generous contributions, it enabled the provision of critical resources, including professional attire, career coaching, and tools essential for success. As both a key fundraiser and an awareness platform, the Power of Women Awards plays a pivotal role in driving the mission of women's empowerment forward.

An Evening of Celebration and Connection

The Power of Women Awards stood as a powerful testament to the movement toward a more equitable future. The evening not only honored extraordinary achievements but also fostered meaningful connections and renewed collective commitment to realizing women's potential. Supporting this event reflects an investment in a future where empowerment and equality are tangible realities.

Honoring Excellence

This year's honorees—**Baroness Karren Brady, CBE; Leona Lewis, OBE; Debbie Hewitt, MBE; Vanessa Kingori, OBE; Sarah Lamptey, MBE; Toni-Ann Gurdon; Ruth Duston, OBE; Jay Howard; Anita Asante; Cui He; Shola West;** and more—were celebrated for their remarkable contributions to their fields and communities. The evening was made even more memorable by a warm and inspiring welcome from Angie Greaves, which added to the atmosphere of celebration and recognition.

A Resounding Success

The Power of Women Awards was more than an event; it was a transformative experience. From the recognition of extraordinary individuals to its impact on the ongoing dialogue about gender equality, the evening stood as a powerful contributor to advancing women's empowerment. It not only celebrated achievements but also served as a platform for meaningful change, leaving an enduring legacy of hope and progress.

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MAIN ACTIVITIES FOR THE PUBLIC BENEFIT

Achieving Milestones and Advancing Public Benefit

Dress for Success Greater London (DfSGL) is delighted to share the successful realization of our key objectives for the fiscal year ending 31 March 2024. These achievements reflect our steadfast dedication to delivering impactful services for public benefit, empowering women to transform their lives and careers.

Over the past year, DfSGL has maintained robust client engagement, assisting approximately 1,200–1,500 women annually through interview dressing and career coaching. Our diverse service recipients include ex-offenders, survivors of abuse, and mothers re-entering the workforce after raising children. Our workshops have played a pivotal role in equipping women with the skills, confidence, and support needed to thrive as they transition into meaningful and sustainable employment.

Our governance and fundraising efforts have seen remarkable progress, thanks to the strategic leadership and expertise of our Trustees. Their invaluable contributions have broadened our networks and strengthened our capacity to achieve our mission.

As part of our commitment to excellence, transparency, and regulatory compliance, DfSGL conducted comprehensive reviews of its financial safeguarding and background check policies this year. These updates were rigorously assessed by the Charity Registration Commission and confirmed as compliant, demonstrating our dedication to ethical governance and best practices.

Further highlighting our organizational integrity, DfSGL voluntarily underwent auditing and certification by the Charities Aid Foundation of America. We are proud to announce that we successfully passed their stringent evaluation process, reaffirming our status as grant-eligible and reinforcing confidence in our operations and financial stewardship.

In line with the Charity Commission's public benefit guidelines, our Trustees remain committed to upholding these principles in all decision-making processes. To ensure alignment with our mission and regulatory standards, each Trustee undergoes a thorough onboarding program covering policies, procedures, obligations, and strategic objectives. DfSGL's comprehensive approach to governance and operations underscores our unwavering commitment to empowering women, promoting equity, and delivering measurable impact. Together, we continue to advance our vision of a world where every woman can achieve economic independence and thrive.

OPERATIONAL ACHIEVEMENTS & PERFORMANCE

SUITING SERVICE

We continued to operate a suiting service 4 days per week where clients receive a combined service of interview coaching and styling session in preparation for job interview and success. Ongoing support includes a capsule wardrobe session once the client has succeeded at her job interview.

Although we face challenging situations in our limited premises and capacity, we still achieved a minimum of 20 appointments over 4 days a week (20 hours of appointments) with only 2 dressing rooms and a small career centre.



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

CAREER CENTRE

Our career centre continues to grow in demand for mock interview sessions, CV reviews and interview skills and techniques. Although we offer interview skills and techniques as part of our suiting service, throughout 2023 and 2024, we continued separate individual CV reviews and mock interviews. We also offer separate Career Chats at each client's first dressing.

BLOCK BOOKINGS

Block bookings continue to be delivered in response to the demand of Referral Organisations that operate employment platform programmes. Referral partners make a block booking at the Dress for Success Boutique at an appropriate time within their programme. We promoted block bookings so that vulnerable clients who rely and depend on peer support at their support organisation can come to our boutique as a group. This model particularly applies to ex-offenders and young women leaving care.



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

REFERRAL PARTNERS/ORGANISATIONS

In 2023/2024 we maintained our Referral Organisation engagement. We have engaged with all of our Referral Organisations through campaigns, presentations to team leaders, and Boutique open days. We receive clients from a diverse range of organisations that includes: ex-offenders, human trafficking, drug and alcohol abuse, victims of domestic and sexual abuse, and out-of-care young people.

We work with Jobcentre Plus branches (state-run employment support and social security) serving 300 outside of this network.

PR & MARKETING

We are grateful for all of the positive feedback we continuously receive regarding our new website. We cannot express enough our appreciation to the volunteer who serves on our Marketing Committee that devoted countless pro bono hours to develop our new website. Due to this redesign, we have experienced an increase in web traffic, volunteer applications, and donations.

Social Media is certainly a prominent staple in our daily lives and we are pleased with the continuous interactions that our social media channels provide.

We are always grateful for opportunities to inform the public about the services we provide, celebrate our clients' successes, and inform audiences of ways in which they can support the women that we serve.





PERFORMANCE OF FUNDRAISING ACTIVITIES

Partners and donors are an integral part of Dress for Success Greater London to sustain and maintain our services. **Our fundraising efforts remained steady in 2023 and early 2024 despite the global post-pandemic challenges. We are grateful for all of our donors and supporters that allow us to continue to serve the women we help. Corporate and retail partners donate various "in-kind" and financial support.**

Developing and maintaining corporate relations together with the commitment corporate partners make to us help us to succeed and empower even more women. We are appreciative of the corporate partners that believe in the work we do and the impact we make.

CORPORATE PARTNERS & DONORS

We have continued to build and establish new relationships with corporate partners who support and are committed to the work of DFS. Corporate and retail partners donate various "in kind" and financial support.



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CLOTHING DONATIONS

We continue to provide a winter coat to all clients from October to February. We have saved over £10,000 per annum on stock storage.



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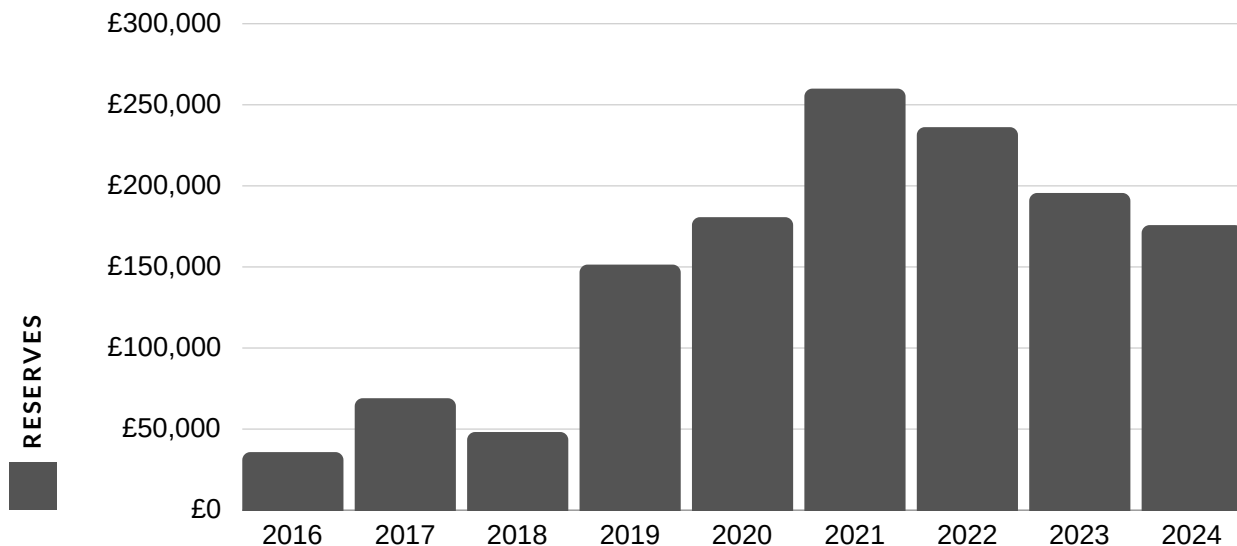
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FINANCIAL REVIEW

As of 31 March 2023 the Charity had unrestricted reserves of £175,816.

DFSGL FINANCIAL SUMMARY YE 31 MARCH 2024



RESERVES POLICY

Unrestricted reserves are to comprise total reserves to the charity less those reserves which have been restricted or designated for specific purposes. Unrestricted reserves should not exceed what is required to support on-going operations for up to 18 consecutive months. The trustees have considered that the most appropriate policy is to maintain any surplus funds in the form of bank deposits. This policy is kept under review, having regard to the level of funds available.

Each year the Finance Committee, in consultation with the senior officer, reviews the reserves policy, taking into consideration the major risks faced by the charity. Any changes to the policy will be proposed by the Finance Committee and approved by the Trustees.

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FINANCIAL REVIEW (CON'T.)

AMOUNT OF RESERVES HELD

As of 31 March 2024 DfSGL held unrestricted reserves of £175,816.

DETAILS OF FUND MATERIALLY IN DEFICIT

The Charity has no funds materially in deficit.

GOING CONCERN

The Directors consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

PRINCIPAL SOURCES OF REVENUE

The Charity relies on a variety of sources, primarily fundraising activities, grants, corporate and individual sponsors, for revenue. For the fiscal years to 31 March 2016 and March 2017, DfSGL also benefited from the support of Dress for Success Worldwide for start-up funding and operating capital over the period. For fiscal years commencing on April 1, 2017, through March 2024, DfSGL relied on grant funding, corporate sponsors, and fundraising activities.

FINANCIAL REVIEW (CON'T.)

EXPENDITURES, INCOME & FINANCIAL POLICIES

The Trustees of DfSGL review planned expenditures and expected income as part of a formal annual budgeting process. Any proposed new expenditures or programmes are inventoried and evaluated prior to incurring costs to ensure adherence to the budget and maintenance of adequate reserves. Risks associated with new or increased expenditures are inventoried and evaluated prior to incurring costs. Mechanisms for mitigation are put in place as soon as deemed necessary.

Internal controls over all forms of income, assets, and commitment and expenditure continue to be refined to improve efficiency. Performance is monitored through a series of operational Key Performance Indicators (KPIs) reviewed regularly by the Trustees. Financial management information is prepared and presented to the Finance Committee on a monthly basis and to the Trustees for regular review.

With regard to fundraising and advertising, the vast majority of these outgoings can be associated with an in-kind donation of services, with minimal cash expenditure.

The cost/benefit to the public purse in delivering Dress for Success services continued to be a saving of over £13 million in 2023/2024 and this amount is increasing. To support a client for approximately 15 months costs just £250 providing value for money invested.

PRINCIPAL RISKS FACING THE CHARITY

All current financial obligations are short term and flexible in nature and cash flows are monitored monthly and forecasts updated regularly to ensure adequate financial resources for the Charity. In addition, the Charity manages other operational risks with staff and volunteer training, adherence to policies and procedures as well as third party insurances as appropriate.

NOTE REGARDING IN-KIND DONATIONS

Donated goods and services are recognised in the financial statements when the goods and services are received by the charity and their value can be measured with reasonable accuracy. The value placed on these resources is their value to the charity.



STRUCTURE, GOVERNANCE & MANAGEMENT

DESCRIPTION OF THE CHARITY'S TRUSTS

Type of governing document

Dress for Success Greater London Limited ("DfSGL") is registered as a charitable company limited by guarantee without share capital. It was set up by a Memorandum and Articles of Association which were incorporated on 13th March 2014. DfSGL and its Trustees are bound by said Memorandum and Articles of Association. **The names of the trustees who served during the year are set forth herein.**

How is the charity constituted

The charity is constituted as a private company limited by guarantee without share capital

Trustee selection methods

All Trustees are recruited against a role description. Candidates for Trustee positions meet with at least two Trustees (serving as an ad hoc Nominating Committee) to assess suitability for the Board in terms of experience, skills and potential value that they will add. If the candidate is deemed suitable, Board members may by ordinary resolution appoint a person who is willing to be a Trustee under the terms of the Articles of Association. Regular reviews of Trustee Scorecards are undertaken to assess the skills of the current trustees and identify any areas of expertise gaps.

Additional governance issues

Policies and procedures adopted for the induction and training of trustees:

New Trustees participate in a comprehensive induction process and are provided with an information pack covering the work of the charity and their responsibilities as a Trustee. The Chair of the Board of Trustees works closely with new Trustees to ensure that they have a good understanding of their role and the contribution that they can make to the charity.

Organisational structure and any wider network within which the charity works:

The management of the Company is the responsibility of the Trustees (who are also Directors of the charity for purposes of the Companies Act). The trustees review and approve all policies, and follow a strategy set forth in 2015, and recently revised in 2018.

Pay Policy

All trustees give their time freely and no trustee received remuneration this year. Pay policies for staff and independent contractors should be fair, transparent, competitive, benchmarked and sustainable. DfSGL shall pay its staff and independent contractors competitively and at the same time ensure that it remains prudent, guaranteeing that salary and compensation costs are sustainable at all times. We aspire to pay staff and independent contractors around the medium market pay level for comparable jobs in similar sized charities in London.

Relationship to any related parties

Dress for Success Greater London is an affiliate of Dress for Success Worldwide

Dress for Success Greater London

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Reference and Administrative Information

Registered Charity Number: 1160560

Charity's Principal Address: 10A Leather Lane,
London EC1N 7SS

Names of the Trustees Who Run the Charity

Not Applicable.

Funds held as custodian Trustee on behalf of others

Not Applicable.

Names and addresses of advisors (Optional information)

Type of Advisor	Name	Address
Accountant	MHR Consultancy	Minister House, 126a High Street Whitton, Twickenham, Middlesex TW2 7LL

Names of the Trustees Who Run the Charity

Juanita Ingram	Appointed 8/4/2014	Current
Tyler Harnish	Appointed 11/1/2015	Current
Barry Raymond Hancock	Appointed 07/21/2021	Current
Clair McCarthy	appointed 1.8.24	Current
Debra (Debbie) Duncan	appointed 1.8.24	Current
Rhiannon Aisling Dodson-Edwards	appointed 1.8.24	Current
MARY PHILOMENA WARING	appointed 1.8.24	Current
Vedrana Pehar	appointed 1.8.24	Current
Megan Campbell Gratzner-Marshall	Appointed 2/20/2017	Current
Jennifer Schneider	Appointed 5/30/2019	Terminated 08/15/2024

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REGISTERED COMPANY NUMBER: 08938602 (England and Wales)
REGISTERED CHARITY NUMBER: 1160560

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
FOR
Dress For Success Greater London Ltd

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2024

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Dress For Success Greater London Ltd

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

ACHIEVEMENT AND PERFORMANCE

Charitable activities
Charitable activities

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08938602 (England and Wales)

Registered Charity number
1160560

Registered office
Tower 42 30th Floor
25 Old Broad Street
London
EC2N 1HQ

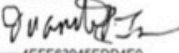
Trustees

Ms M C Gratzer-Marshall Insurance Executive
T Harnish Vice President, Salesforce.com
Ms J R Ingram Lawyer
Ms J Schneider Business Owner
B R Hancock Retired

Independent Examiner

Mark Blackwell
MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

Approved by order of the board of trustees on 12 October 2024 and signed on its behalf by:

DocuSigned by:

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Ms J R Ingram - Trustee

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**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
DRESS FOR SUCCESS GREATER LONDON LTD**

Independent examiner's report to the trustees of Dress For Success Greater London Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Management Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Mark Blackwell
The Chartered Institute of Management Accountants

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

12 October 2024

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Dress For Success Greater London Ltd**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2024**

	Notes	31.3.24 Unrestricted fund £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		226,560	181,435
Charitable activities			
General		-	1,011
Other trading activities	2	13,627	20,024
Other income		258,315	226,600
Total		<u>498,502</u>	<u>429,070</u>
EXPENDITURE ON			
Raising funds		254,874	219,319
Charitable activities			
General		263,446	250,347
Total		<u>518,320</u>	<u>469,666</u>
NET INCOME/(EXPENDITURE)		(19,818)	(40,596)
RECONCILIATION OF FUNDS			
Total funds brought forward		195,634	236,230
TOTAL FUNDS CARRIED FORWARD		<u><u>175,816</u></u>	<u><u>195,634</u></u>

The notes form part of these financial statements

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Dress For Success Greater London Ltd**BALANCE SHEET****31 March 2024**

	Notes	31.3.24 Unrestricted fund £	31.3.23 Total funds £
CURRENT ASSETS			
Debtors	6	28,650	24,000
Cash at bank		169,528	174,075
		<u>198,178</u>	<u>198,075</u>
CREDITORS			
Amounts falling due within one year	7	(22,362)	(2,441)
		<u>175,816</u>	<u>195,634</u>
NET CURRENT ASSETS			
		<u>175,816</u>	<u>195,634</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>175,816</u>	<u>195,634</u>
NET ASSETS			
		<u>175,816</u>	<u>195,634</u>
FUNDS	8		
Unrestricted funds		175,816	195,634
TOTAL FUNDS		<u>175,816</u>	<u>195,634</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

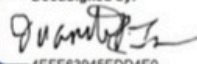
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.


The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 12 October 2024 and were signed on its behalf by:

DocuSigned by:

 4EFE63945EDD4E0...
 J R Ingram - Trustee

DocuSigned by:

 08D691C8B359459...
 B R Hancock - Trustee

Dress For Success Greater London Ltd**NOTES TO THE FINANCIAL STATEMENTS****for the Year Ended 31 March 2024****1. ACCOUNTING POLICIES****Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

	31.3.24	31.3.23
	£	£
Fundraising events	13,627	20,024
	<u> </u>	<u> </u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	181,435
Charitable activities	
General	1,011
Other trading activities	20,024
Other income	226,600
Total	<u>429,070</u>
EXPENDITURE ON	
Raising funds	219,319
Charitable activities	
General	250,347
Total	<u>469,666</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2024

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £
NET INCOME/(EXPENDITURE)	(40,596)
RECONCILIATION OF FUNDS	
Total funds brought forward	236,230
TOTAL FUNDS CARRIED FORWARD	<u>195,634</u>

5. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 April 2023 and 31 March 2024	570
AMORTISATION	
At 1 April 2023 and 31 March 2024	570
NET BOOK VALUE	
At 31 March 2024	-
At 31 March 2023	-

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24 £	31.3.23 £
Other debtors	-	24,000
Prepayments	28,650	-
	<u>28,650</u>	<u>24,000</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24 £	31.3.23 £
Trade creditors	21,512	1,591
Accrued expenses	850	850
	<u>22,362</u>	<u>2,441</u>

8. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	195,634	(19,818)	175,816
TOTAL FUNDS	<u>195,634</u>	<u>(19,818)</u>	<u>175,816</u>

Dress For Success Greater London Ltd

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2024

8. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	498,502	(518,320)	(19,818)
TOTAL FUNDS	<u>498,502</u>	<u>(518,320)</u>	<u>(19,818)</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	236,230	(40,596)	195,634
TOTAL FUNDS	<u>236,230</u>	<u>(40,596)</u>	<u>195,634</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	429,070	(469,666)	(40,596)
TOTAL FUNDS	<u>429,070</u>	<u>(469,666)</u>	<u>(40,596)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	236,230	(60,414)	175,816
TOTAL FUNDS	<u>236,230</u>	<u>(60,414)</u>	<u>175,816</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	927,572	(987,986)	(60,414)
TOTAL FUNDS	<u>927,572</u>	<u>(987,986)</u>	<u>(60,414)</u>

Dress For Success Greater London Ltd

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2024

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

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Dress For Success Greater London Ltd**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**
for the Year Ended 31 March 2024

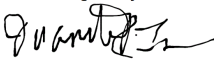
	31.3.24	31.3.23
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	25,531	61,164
DFS US	11,509	7,498
Donations - Corporates	187,826	107,679
Clothing Sale	1,694	5,094
	<u>226,560</u>	<u>181,435</u>
Other trading activities		
Fundraising events	13,627	20,024
Charitable activities		
Grants	-	1,011
Other income		
Donations in Kind	258,315	226,600
	<u>498,502</u>	<u>429,070</u>
Total incoming resources		
	498,502	429,070
EXPENDITURE		
Raising donations and legacies		
Fundraising Costs	51,282	25,993
Other trading activities		
Purchases	21,277	3,326
Purchases (Donations in Kind)	182,315	190,000
	<u>203,592</u>	<u>193,326</u>
Charitable activities		
Rates and water	9,335	5,572
Insurance	2,506	2,813
Light and heat	6,686	4,655
Telephone	1,796	1,777
Postage and stationery	220	159
Events (Donations in Kind)	76,000	-
Rent	17,502	42,057
Volunteering Costs (in Kind)	-	21,738
Travel & Subsistence	1,893	5,355
Computer Costs	2,296	15,000
Subscriptions	707	11,655
Professional Fees	136,561	122,368
Repairs & Renewals	4,709	6,302
Storage Costs	-	8,073
	<u>260,211</u>	<u>247,524</u>
Support costs		
Finance		
Bank charges	116	13
Governance costs		
Accountancy fees	3,119	2,810
	<u>518,320</u>	<u>469,666</u>
Total resources expended	518,320	469,666
Net expenditure	<u>(19,818)</u>	<u>(40,596)</u>

This page does not form part of the statutory financial statements

The Trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's Trustees:

Signature:

DocuSigned by:

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Name: Juanita R. Ingram

Position: Founder/ Chair

Date: 11/25/2024

Signature:

DocuSigned by:

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Name: Barry Hancock

Position: Vice- Chair

Date: 11/26/2024

DRESS FOR SUCCESS GREATER LONDON LTD

England & Wales - Charity number 1160560

Accounts



DRESS FOR SUCCESS GREATER LONDON

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED

31 MARCH 2023



DRESS FOR[®]
SUCCESS
GREATER LONDON



INTRODUCTION FROM CHAIRWOMAN OF TRUSTEES

REPORT OF THE TRUSTEES

INDEPENDENT EXAMINER'S REPORT

STATEMENT OF FINANCIAL ACTIVITIES

BALANCE SHEET

STATEMENT OF CASHFLOWS

NOTES TO THE ACCOUNTS

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

Dress for Success Greater London

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As the Chairwoman of the Board of Trustees, I am honoured and delighted to present the Dress for Success Greater London (DfSGL) Annual Report for the fiscal year ending 31 March 2023. This report not only highlights our significant achievements but also reflects the invaluable support we have received from our benefactors and the inspiring women we serve.

Embarking on this journey in 2014 and opening our doors in February 2015, DfSGL has steadfastly dedicated itself to empowering unemployed women in London to achieve job success and financial independence. Celebrating our eighth anniversary, we look back with pride and forward with renewed commitment to our mission. Our affiliation with a globally recognised charity, extending over 140 offices in 23 countries for more than 26 years, endows us with a unique blend of international insights and local expertise, essential in supporting the women of London.

DfSGL is more than an organisation offering assistance; it is a transformative experience where dignity, respect, and self-worth are the cornerstones. These principles are vital in fostering confidence, self-efficacy, and self-esteem, guiding our clients towards economic success.

Each Dress for Success affiliate, including ours, operates independently yet is intricately linked through a network of shared wisdom, best practices, and global corporate social responsibility initiatives. This structure enables us to leverage global expertise while tailoring our services to meet the unique needs of the women in London, supported by a well-established and trusted global network.

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FROM THE FOUNDER & CHAIRWOMAN JUANITA INGRAM JD MBA

Our primary focus during these past eight years has been to remain committed to our suiting and interview training services. Each client received a dignified experience, inclusive of receiving interview attire and interview training in order to be successful at her upcoming job interview. Our well-established and trusted services are extremely effective. Many of our clients are long-term unemployed and have been unsuccessful in their pursuit of a number of job interviews and applications. Yet our clients who come through our London affiliate have an 80% success rate after the first visit and receipt of our services. We are honoured to know that so many of our clients benefit from the services we provide. We know that statistically when you change the economic posturing of a woman, you not only impact her life, but also the trajectory of the lives of those who depend on her including her children.

Our profound gratitude extends to our global Dress for Success family and our local supporters. Your unwavering belief in our mission and generous contributions have been pivotal to our success. As we look to the future, we are committed to empowering more women in London, drawing strength from a global network and nurturing the warmth of our local community.

Thank you for being an integral part of our journey. Your support and trust have made, and continue to make, a significant impact on the lives we touch.



The MISSION of **Dress for Success Greater London (DfSGL)** is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and career development tools to help them thrive in work and in life.

DfSGL provides professional clothing and counselling for each of our clients. When a client secures a job interview, we provide her with one free business suit, as well as the appropriate accessories, footwear, cosmetics and jewelry. At this session she is also provided with interview coaching.

When she successfully secures the job, she returns to DfSGL for a second dressing where she receives up to a week's worth of business attire to see her through to her first pay cheque. In addition to the dressings and initial interview coaching, DfSGL offers several programmes to help clients successfully secure and retain employment, including Career Centre, Professional Women's Group, Career Days and a Financial Literacy Programme. DfSGL serves job-ready women by referral only.



DRESS FOR SUCCESS[®]
GREATER LONDON

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"WOMEN | WORKFORCE | WARDROBE."

This evolution in our branding reflects the depth and scope of our commitment to empowering women. Far from being just a provider of career attire, our organisation has grown into a comprehensive force for workforce development, emphasising holistic support and empowerment for women in their professional journeys.

Women: The forefront of our mission remains the incredible women we serve. Our rebranding is a testament to our deep understanding of the unique paths each woman walks. We are more than a service; we are a partner in the personal and professional growth of women, providing support, encouragement, and resources to help them realise their full potential.

Workforce: Recognising the dynamic nature of the modern workforce, we have expanded our focus to include comprehensive workforce development. Our approach goes beyond the basics of job readiness; we are committed to equipping women with the skills, confidence, and opportunities to navigate and excel in today's job market. Our aim is to create environments where women can not only find employment but also thrive and advance in their careers.

Wardrobe: Our origins in providing career attire have evolved into a symbol of transformation and empowerment. The wardrobe services are a vital first step, enabling a shift in self-perception and confidence as women prepare to enter or re-enter the workforce. It's a tangible expression of empowerment, representing the internal and external transformation that we strive to achieve in every woman we assist.

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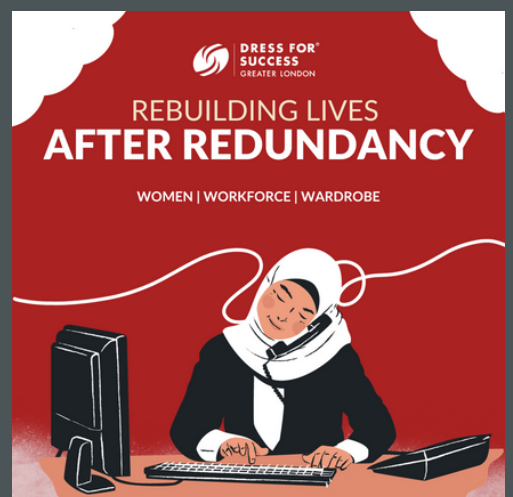


WHO DO WE SERVE?

The women we serve at Dress for Success Greater London are at the heart of our mission, and their importance cannot be overstated. Our clientele comes from incredibly diverse and often challenging backgrounds, including ex-offenders, survivors of human trafficking, individuals recovering from drug and alcohol abuse, victims of domestic and sexual abuse, and young people transitioning out of care. Each woman brings her unique story, and it is our privilege to support them on their journey towards empowerment and independence.

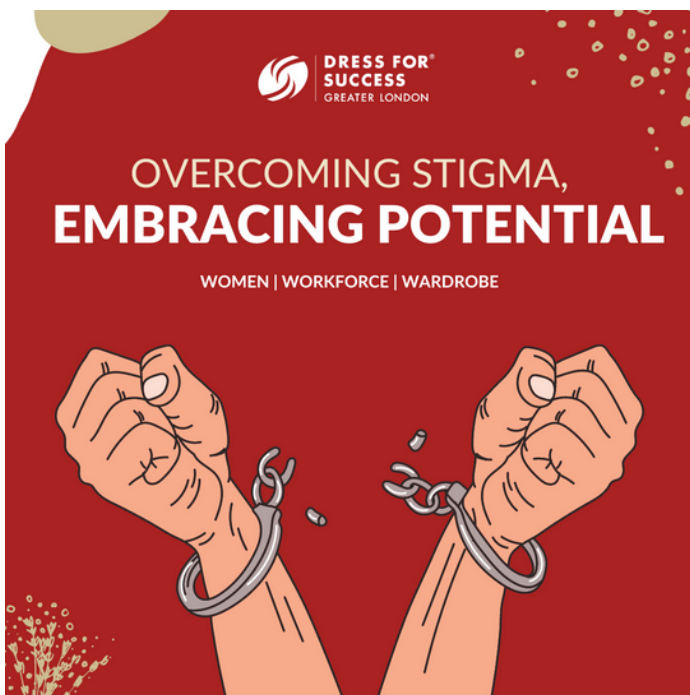
Our Holistic Approach: Our work goes beyond just preparing these women for job interviews. We understand that each woman's journey towards self-sufficiency and success is complex and multifaceted. Therefore, our support encompasses a range of services - from providing appropriate attire for job interviews to offering career coaching and professional development opportunities. By doing so, we aim not just to equip these women for their immediate job prospects but to instil in them a sense of self-worth and the skills necessary for long-term career growth.

The Broader Impact: By assisting these women, we are not only impacting their lives but also contributing positively to the broader society. Women who successfully re-enter the workforce become role models in their communities, inspiring others and proving that change and success are possible regardless of one's past. They contribute economically and socially, adding value to our workforce and enriching the diversity of our community.



The Importance of Supporting Ex-Offenders: Among the groups we serve, ex-offenders hold a particular significance. Their reintegration into society as productive members is not only crucial for their personal redemption and growth but also for the wellbeing of our community as a whole. When ex-offenders successfully re-enter the workforce, it represents a significant step towards breaking the cycle of reoffending, reducing the burden on the criminal justice system, and fostering a more inclusive and compassionate society.

For many ex-offenders, re-entering the workplace is laden with challenges - from overcoming the stigma attached to their past to the gap in their employment history. This is where our role becomes crucial. We collaborate with four dedicated organisations focused on assisting ex-offenders in their transition back into the workplace. These partnerships enable us to provide tailored support that addresses the specific needs of these women, helping them regain their confidence, rebuild their professional skills, and step back into the workforce with dignity.



The women we serve, particularly ex-offenders, are of immense importance to our organisation and to society at large. By supporting their journey back into the workforce, we are not just helping individuals; we are fostering a more inclusive, equitable, and productive society. Our partnerships with organisations that assist ex-offenders are integral to this mission, underlining our commitment to making a meaningful and lasting impact in the lives of these women and the community we serve.

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CLIENT FEEDBACK - Pauline, 2022

"Happy with the styles presented to me. Nice colour combinations, very helpful stylist with respect and enthusiasm."

“ I LOVED THE SESSION. IT MADE ME FEEL BRAVE! ”



“ I LOVED THE FEEDBACK GIVEN TO ME WHEN I WAS TRYING ON ALL THE OUTFITS. EXTREMELY PROFESSIONAL AND VERY FUN! NOTHING I DIDN'T LIKE. ”



BEFORE



AFTER





POWER OF WOMEN AWARDS

The Power of Women Awards, held at NBC Universal, was an extraordinary success, marking a significant moment in the celebration of International Women's Day and Women's History Month. This prestigious event, resonating with the spirit of empowerment and recognition, brought together notable leaders from various industries, creating a dynamic platform to honour individuals and organisations making substantial impacts in their communities and workplaces.

Celebrating People with Extraordinary Impact: The event focused on honouring everyday individuals who have made remarkable contributions across diverse fields. These unsung heroes, coming from varied backgrounds, have demonstrated exceptional tenacity and a passion for change. By recognizing their efforts, the Power of Women Awards serves as an inspiration for others, motivating them to contribute positively to society.

Honoring Allies in Gender Equality: A significant highlight of the event was the acknowledgment of corporations and men who have actively supported women's advancement in the workplace. This aspect of the awards underscored the importance of gender equality as a collective goal, not just a women's issue. Celebrating these supporters, the event promoted a sense of unity and shared responsibility in the quest for gender parity.



The Significance of This Event: The Power of Women Awards is more than just a ceremony; it's a reflection of societal progress and the ongoing journey towards equality. Sharing stories of resilience and triumph, the event fostered a sense of community and support. It served as a catalyst for change, inspiring future generations to continue the work of making a difference.

Supporting Dress for Success Greater London: The event was pivotal in supporting Dress for Success Greater London's mission to empower women. Through participation and contributions, it provided essential resources such as attire, support, and tools necessary for women's success. As a vital fundraiser and awareness-raiser, the event played a crucial role in furthering the cause of women's empowerment.

An Evening of Celebration and Empowerment: The Power of Women Awards represented a pivotal movement towards a more equitable future. It was an evening that not only celebrated achievements but also built connections and reaffirmed the collective commitment to realizing women's potential. Supporting this event signifies investing in a future where equality and empowerment are not just ideals but realities.

This year's honorees, including **Tessy Ojo, Brenda Edwards, Dr. Alisha Jones, Nicci Take, Chizzy Akadolu, Mary Waring, Amanda Brown, Anne Pritcher, and the Central District Alliance**, were acknowledged for their outstanding contributions. The event was further elevated by a beautiful welcome from **Ben Shepard**, adding to the atmosphere of celebration and recognition.

In summary, the Power of Women Awards was a resounding success, not only in terms of recognition and celebration but also as an impactful contributor to the ongoing dialogue and actions towards women's empowerment and gender equality.

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MAIN ACTIVITIES FOR THE PUBLIC BENEFIT

Dress for Success Greater London (DfSGL) is proud to announce the successful achievement of its primary objectives for the year ending 31 March 2023, aligning with our unwavering commitment to public benefit. These objectives, thoughtfully designed to expand our reach and efficacy, have been instrumental in empowering a diverse array of women.

Throughout 2022 and into early 2023, our Charity has experienced steady client engagement, assisting over 1500 women with interview dressing and career coaching. Our service beneficiaries include a wide range of women, from ex-offenders and survivors of abuse to those re-entering the workforce after raising children. The Professional Women's Group has been integral in this journey, providing vital support to women as they transition into and succeed in their new professional lives.

Our corporate governance and fundraising capabilities have continued to excel. The Trustees of DfSGL have been instrumental in this success, bringing essential skills and new networks to the Charity, thereby enhancing our ability to fulfil our mission.

In line with our commitment to transparency and regulatory compliance, we have reviewed and updated our financial safeguarding policy and background check policy. These policies have been recently examined by the Charity Registration Commission and found to be compliant, reflecting our dedication to maintaining the highest standards of governance and ethical practice.

Additionally, DfSGL voluntarily undergoes auditing and certification by Charities Aid Foundation of America. We are delighted to report that we have successfully passed their rigorous scrutiny and evaluation, qualifying us as grant-eligible. This certification is a testament to our organisational integrity and the effectiveness of our operations.

The Trustees of DfSGL have consistently adhered to the guidelines set forth by the Charity Commission regarding public benefit. This diligence is integral to our decision-making processes. To ensure continued alignment with our mission and compliance with regulatory standards, all Trustees participate in a comprehensive onboarding orientation, which includes an in-depth review of all relevant policies, procedures, requirements, obligations, and objectives.

This holistic approach to governance and operation underscores our commitment to empowering women and our dedication to upholding the principles of public benefit and organisational excellence.

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OPERATIONAL ACHIEVEMENTS & PERFORMANCE

SUITING SERVICE

We continued to operate a suiting service 4 days per week where clients receive a combined service of interview coaching and styling session in preparation for job interview and success. Ongoing support includes a capsule wardrobe session once the client has succeeded at her job interview.

Although we face challenging situations in our limited premises and capacity, we still achieved a minimum of 20 appointments over 4 days a week (20 hours of appointments) with only 2 dressing rooms and a small career centre.



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

CAREER CENTRE

Our career centre continues to grow in demand for mock interview sessions, CV reviews and interview skills and techniques. Although we offer interview skills and techniques as part of our suiting service, throughout 2022 and 2023, we continued separate individual CV reviews and mock interviews. We also offer separate Career Chats at each client's first dressing.

BLOCK BOOKINGS

Block bookings continue to be delivered in response to the demand of Referral Organisations that operate employment platform programmes. Referral partners make a block booking at the Dress for Success Boutique at an appropriate time within their programme. We promoted block bookings so that vulnerable clients who rely and depend on peer support at their support organisation can come to our boutique as a group. This model particularly applies to ex-offenders and young women leaving care.



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OPERATIONAL ACHIEVEMENTS & PERFORMANCE

REFERRAL PARTNERS/ORGANISATIONS

In 2022/2023 we maintained our Referral Organisation engagement. We have engaged with all of our Referral Organisations through campaigns, presentations to team leaders, and Boutique open days. We receive clients from a diverse range of organisations that includes: ex-offenders, human trafficking, drug and alcohol abuse, victims of domestic and sexual abuse, and out-of-care young people.

We work with Jobcentre Plus branches (state-run employment support and social security) serving 200 outside of this network.

PR & MARKETING

We are grateful for all of the positive feedback we continuously receive regarding our new website. We cannot express enough our appreciation to the volunteer who serves on our Marketing Committee that devoted countless pro bono hours to develop our new website. Due to this redesign, we have experienced an increase in web traffic, volunteer applications, and donations.

Social Media is certainly a prominent staple in our daily lives and we are pleased with the continuous interactions that our social media channels provide.

We are always grateful for opportunities to inform the public about the services we provide, celebrate our clients' successes, and inform audiences of ways in which they can support the women that we serve.



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PERFORMANCE OF FUNDRAISING ACTIVITIES

Partners and donors are an integral part of Dress for Success Greater London to sustain and maintain our services. **Our fundraising efforts remained steady in 2022 and 2023 despite the global post-pandemic challenges. We are grateful for all of our donors and supporters that allow us to continue to serve the women we help. Corporate and retail partners donate various "in-kind" and financial support.**

Developing and maintaining corporate relations together with the commitment corporate partners make to us help us to succeed and empower even more women. We are appreciative of the corporate partners that believe in the work we do and the impact we make.

CORPORATE PARTNERS & DONORS

We have continued to build and establish new relationships with corporate partners who support and are committed to the work of DFS. Corporate and retail partners donate various "in kind" and financial support.



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CLOTHING DONATIONS

We continue to provide a winter coat to all clients from October to February. We have saved over £10,000 per annum on stock storage.



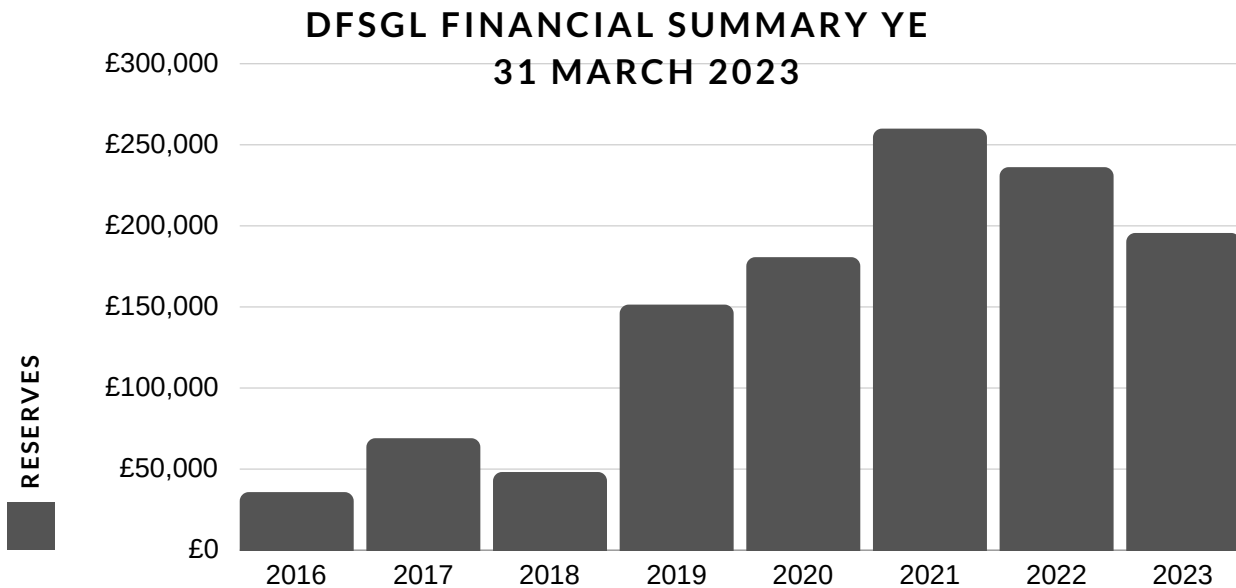
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As of 31 March 2023 the Charity had unrestricted reserves of £195,634.



RESERVES POLICY

Unrestricted reserves are to comprise total reserves to the charity less those reserves which have been restricted or designated for specific purposes. Unrestricted reserves should not exceed what is required to support on-going operations for up to 18 consecutive months. The trustees have considered that the most appropriate policy is to maintain any surplus funds in the form of bank deposits. This policy is kept under review, having regard to the level of funds available.

Each year the Finance Committee, in consultation with the senior officer, reviews the reserves policy, taking into consideration the major risks faced by the charity. Any changes to the policy will be proposed by the Finance Committee and approved by the Trustees.

Dress for Success Greater London

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FINANCIAL REVIEW (CON'T.)

AMOUNT OF RESERVES HELD

As of 31 March 2023 DfSGL held unrestricted reserves of £195,634.

DETAILS OF FUND MATERIALLY IN DEFICIT

The Charity has no funds materially in deficit.

GOING CONCERN

The Directors consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

PRINCIPAL SOURCES OF REVENUE

The Charity relies on a variety of sources, primarily fundraising activities, grants, corporate and individual sponsors, for revenue. For the fiscal years to 31 March 2016 and March 2017, DfSGL also benefited from the support of Dress for Success Worldwide for start-up funding and operating capital over the period. For fiscal years commencing on April 1, 2017, through March 2023, DfSGL relied on grant funding, corporate sponsors, and fundraising activities.

FINANCIAL REVIEW (CON'T.)

EXPENDITURES, INCOME & FINANCIAL POLICIES

The Trustees of DfSGL review planned expenditures and expected income as part of a formal annual budgeting process. Any proposed new expenditures or programmes are inventoried and evaluated prior to incurring costs to ensure adherence to the budget and maintenance of adequate reserves. Risks associated with new or increased expenditures are inventoried and evaluated prior to incurring costs. Mechanisms for mitigation are put in place as soon as deemed necessary.

Internal controls over all forms of income, assets, and commitment and expenditure continue to be refined to improve efficiency. Performance is monitored through a series of operational Key Performance Indicators (KPIs) reviewed regularly by the Trustees. Financial management information is prepared and presented to the Finance Committee on a monthly basis and to the Trustees for regular review.

With regard to fundraising and advertising, the vast majority of these outgoings can be associated with an in-kind donation of services, with minimal cash expenditure.

The cost/benefit to the public purse in delivering Dress for Success services continued to be a saving of over £1.8 million in 2022/2023 and this amount is increasing. To support a client for approximately 15 months costs just £230 providing value for money invested.

PRINCIPAL RISKS FACING THE CHARITY

All current financial obligations are short term and flexible in nature and cash flows are monitored monthly and forecasts updated regularly to ensure adequate financial resources for the Charity. In addition, the Charity manages other operational risks with staff and volunteer training, adherence to policies and procedures as well as third party insurances as appropriate.

NOTE REGARDING IN-KIND DONATIONS

Donated goods and services are recognised in the financial statements when the goods and services are received by the charity and their value can be measured with reasonable accuracy. The value placed on these resources is their value to the charity.



STRUCTURE, GOVERNANCE & MANAGEMENT

DESCRIPTION OF THE CHARITY'S TRUSTS

Type of governing document

Dress for Success Greater London Limited ("DfSGL") is registered as a charitable company limited by guarantee without share capital. It was set up by a Memorandum and Articles of Association which were incorporated on 13th March 2014. DfSGL and its Trustees are bound by said Memorandum and Articles of Association. **The names of the trustees who served during the year are set forth herein.**

How is the charity constituted

The charity is constituted as a private company limited by guarantee without share capital

Trustee selection methods

All Trustees are recruited against a role description. Candidates for Trustee positions meet with at least two Trustees (serving as an ad hoc Nominating Committee) to assess suitability for the Board in terms of experience, skills and potential value that they will add. If the candidate is deemed suitable, Board members may by ordinary resolution appoint a person who is willing to be a Trustee under the terms of the Articles of Association. Regular reviews of Trustee Scorecards are undertaken to assess the skills of the current trustees and identify any areas of expertise gaps.

Additional governance issues

Policies and procedures adopted for the induction and training of trustees:

New Trustees participate in a comprehensive induction process and are provided with an information pack covering the work of the charity and their responsibilities as a Trustee. The Chair of the Board of Trustees works closely with new Trustees to ensure that they have a good understanding of their role and the contribution that they can make to the charity.

Organisational structure and any wider network within which the charity works:

The management of the Company is the responsibility of the Trustees (who are also Directors of the charity for purposes of the Companies Act). The trustees review and approve all policies, and follow a strategy set forth in 2015, and recently revised in 2018.

Pay Policy

All trustees give their time freely and no trustee received remuneration this year. Pay policies for staff and independent contractors should be fair, transparent, competitive, benchmarked and sustainable. DfSGL shall pay its staff and independent contractors competitively and at the same time ensure that it remains prudent, guaranteeing that salary and compensation costs are sustainable at all times. We aspire to pay staff and independent contractors around the medium market pay level for comparable jobs in similar sized charities in London.

Relationship to any related parties

Dress for Success Greater London is an affiliate of Dress for Success Worldwide

Dress for Success Greater London

0203 773 7279 info@dressforsuccessgl.org

© Dress for Success Greater London Registered Charity Number 1160560

Reference and Administrative Information

Registered Charity Number: 1160560

Charity's Principal Address: 10A Leather Lane,
London EC1N 7SS

Names of the Trustees Who Run the Charity

Not Applicable.

Funds held as custodian Trustee on behalf of others

Not Applicable.

Names and addresses of advisors (Optional information)

Type of Advisor	Name	Address
Accountant	MHR Consultancy	Minister House, 126a High Street Whitton, Twickenham, Middlesex TW2 7LL

Names of the Trustees Who Run the Charity

	Name	Date Appointed Month/ Date/ Year	Date Terminated
1	Juanita Ingram	Appointed 8/4/2014	Current
2	Tyler Harnish	Appointed 11/1/2015	Current
3	Stacey Anne Kordei Quaye	Appointed 2/20/2017	Terminated Sept. 1, 2022
4	Katherine Joanne Bryant	Appointed 2/20/2017	Terminated 05/06/2021
5	Barry Raymond Hancock	Appointed 07/21/2021	Current
6	Megan Campbell Gratzer-Marshall	Appointed 2/20/2017	Current
7	Jennifer Schneider	Appointed 5/30/2019	Current
8	Ambrita Shahani	Appointed 2/20/2017	Terminated 1/21/2020
9	Susan Denmead	Appointed 2/24/2014	Terminated 02/10/2020
10	Rina Lynette Einy	Appointed 2/20/2017	Terminated 1/21/2020
11	Jessica Lion	Appointed 2/20/2017	Terminated 12/31/2018
12	Wendy Leyland	Appointed 2/20/2017	Terminated 12/31/2018
13	Katy Pell	Appointed 2/20/2017	Terminated 12/31/2018
14	Nina Patel	Appointed 3/12/2015	Terminated 3/27/2018
15	Alanna Thompson	Appointed 10/9/2014	Terminated 3/19/2018
16	Fran Hutchinson	Appointed 1/1/2016	Terminated 3/19/2018
17	Heather McCormick	Appointed 8/4/2014	Terminated 11/27/2017
18	Greg Davidson	Appointed 9/2/2014	Terminated 11/27/2017
19	Panela Jones	Appointed 11/1/2015	Terminated 11/27/2017
20	Shaundra Hamilton	Appointed 11/1/2015	Terminated 12/31/2016
21	Ekta Malhorta	Appointed 2/24/2014	Terminated 1/18/2016
22	Toney Roy	Appointed 9/2/2014	Terminated 11/1/2015
23	Su-Fern Lee	Appointed 9/2/2014	Terminated 4/20/2015
24	Jennifer Crowl	Appointed 9/2/2014	Terminated 1/1/2015
25	Therese Georgianna Prince	Appointed 2/20/2017	Terminated 04/30/2020
26	Donna Louise Reeves	Appointed 2/20/2017	Terminated 04/30/2020
27	Monica Pahwa	Appointed 2/20/2017	Terminated 04/30/2020

REGISTERED COMPANY NUMBER: 08938602 (England and Wales)
REGISTERED CHARITY NUMBER: 1160560

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
FOR
Dress For Success Greater London Ltd

MHR Consultancy Limited
Femeberga House
Alexandra Road
Farnborough
GU14 6DQ

Dress For Success Greater London Ltd

**CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2023**

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Dress For Success Greater London Ltd

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Charitable activities

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08938602 (England and Wales)

Registered Charity number

1160560

Registered office

Tower 42 30th Floor
25 Old Broad Street
London
EC2N 1HQ

Trustees

Ms M C Gratzer-Marshall Insurance Executive
T Harnish Vice President, Salesforce.com
Ms J R Ingram Lawyer
Ms S A K Quaye Solicitor (resigned 1.9.22)
Ms J Schneider Business Owner
B R Hancock Retired

Independent Examiner

Mark Blackwell
MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

Approved by order of the board of trustees on 20 May 2023 and signed on its behalf by:

Ms J R Ingram - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
DRESS FOR SUCCESS GREATER LONDON LTD**

Independent examiner's report to the trustees of Dress For Success Greater London Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the ****ERROR - relevant professional body must be completed****, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Mark Blackwell

MHR Consultancy Limited
Ferneberga House
Alexandra Road
Farnborough
GU14 6DQ

20 May 2023

Dress For Success Greater London Ltd

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2023

	Notes	31.3.23 Unrestricted fund £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		181,435	133,113
Charitable activities			
General		1,011	34,672
Other trading activities	2	20,024	19,969
Other income		226,600	264,800
Total		<u>429,070</u>	<u>452,554</u>
EXPENDITURE ON			
Raising funds		219,319	254,434
Charitable activities			
General		250,347	221,891
Total		<u>469,666</u>	<u>476,325</u>
NET INCOME/(EXPENDITURE)		(40,596)	(23,771)
RECONCILIATION OF FUNDS			
Total funds brought forward		236,230	260,001
TOTAL FUNDS CARRIED FORWARD		<u>195,634</u>	<u>236,230</u>

Dress For Success Greater London Ltd

BALANCE SHEET
31 March 2023

	Notes	31.3.23 Unrestricted fund £	31.3.22 Total funds £
CURRENT ASSETS			
Debtors	6	24,000	19,213
Cash at bank		174,075	219,277
		<u>198,075</u>	<u>238,490</u>
CREDITORS			
Amounts falling due within one year	7	(2,441)	(2,260)
		<u>195,634</u>	<u>236,230</u>
NET CURRENT ASSETS			
		<u>195,634</u>	<u>236,230</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>195,634</u>	<u>236,230</u>
NET ASSETS		<u>195,634</u>	<u>236,230</u>
FUNDS	8		
Unrestricted funds		<u>195,634</u>	<u>236,230</u>
TOTAL FUNDS		<u>195,634</u>	<u>236,230</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 20 May 2023 and were signed on its behalf by:

J R Ingram - Trustee

B R Hancock - Trustee

Dress For Success Greater London Ltd

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2023

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	133,113
Charitable activities	
General	34,672
Other trading activities	19,969
Other income	264,800
Total	<u>452,554</u>
EXPENDITURE ON	
Raising funds	254,434
Charitable activities	
General	221,891
Total	<u>476,325</u>
NET INCOME/(EXPENDITURE)	(23,771)
RECONCILIATION OF FUNDS	
Total funds brought forward	260,001
TOTAL FUNDS CARRIED FORWARD	<u><u>236,230</u></u>
5. INTANGIBLE FIXED ASSETS	Computer software £
COST	
At 1 April 2022 and 31 March 2023	570
AMORTISATION	
At 1 April 2022 and 31 March 2023	570
NET BOOK VALUE	
At 31 March 2023	<u>-</u>
At 31 March 2022	<u>-</u>

Dress For Success Greater London Ltd

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2023**

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Other debtors	24,000	308
Prepayments	-	18,905
	<u>24,000</u>	<u>19,213</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Trade creditors	1,591	1,129
Social security and other taxes	-	281
Accrued expenses	850	850
	<u>2,441</u>	<u>2,260</u>

8. MOVEMENT IN FUNDS

	At 1.4.22	Net movement in funds	At 31.3.23
	£	£	£
Unrestricted funds			
General fund	236,230	(40,596)	195,634
	<u>236,230</u>	<u>(40,596)</u>	<u>195,634</u>
TOTAL FUNDS	<u>236,230</u>	<u>(40,596)</u>	<u>195,634</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	429,070	(469,666)	(40,596)
	<u>429,070</u>	<u>(469,666)</u>	<u>(40,596)</u>
TOTAL FUNDS	<u>429,070</u>	<u>(469,666)</u>	<u>(40,596)</u>

Comparatives for movement in funds

	At 1.4.21	Net movement in funds	At 31.3.22
	£	£	£
Unrestricted funds			
General fund	260,001	(23,771)	236,230
	<u>260,001</u>	<u>(23,771)</u>	<u>236,230</u>
TOTAL FUNDS	<u>260,001</u>	<u>(23,771)</u>	<u>236,230</u>

Dress For Success Greater London Ltd

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2023

8. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	452,554	(476,325)	(23,771)
TOTAL FUNDS	<u>452,554</u>	<u>(476,325)</u>	<u>(23,771)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	260,001	(64,367)	195,634
TOTAL FUNDS	<u>260,001</u>	<u>(64,367)</u>	<u>195,634</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	881,624	(945,991)	(64,367)
TOTAL FUNDS	<u>881,624</u>	<u>(945,991)</u>	<u>(64,367)</u>

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

Dress For Success Greater London Ltd**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2023**

	31.3.23	31.3.22
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	61,164	67,186
DFS US	7,498	3,598
Donations - Corporates	107,679	53,786
Clothing Sale	5,094	8,543
	<hr/>	<hr/>
	181,435	133,113
Other trading activities		
Fundraising events	20,024	19,969
Charitable activities		
Grants	1,011	34,672
Other income		
Donations in Kind	226,600	264,800
	<hr/>	<hr/>
Total incoming resources	429,070	452,554
EXPENDITURE		
Raising donations and legacies		
Fundraising Costs	25,993	50,842
Other trading activities		
Purchases	3,326	3,592
Purchases (Donations in Kind)	190,000	200,000
	<hr/>	<hr/>
	193,326	203,592
Charitable activities		
Wages	-	19,664
Pensions	-	144
Rates and water	5,572	-
Insurance	2,813	1,552
Light and heat	4,655	711
Telephone	1,777	8,806
Postage and stationery	159	125
Rent	42,057	7,500
Volunteering Costs (in Kind)	21,738	64,800
Travel & Subsistence	5,355	1,933
Computer Costs	15,000	123
Subscriptions	11,655	174
Professional Fees	122,368	107,968
Repairs & Renewals	6,302	2,361
Storage Costs	8,073	2,655
Staff Training	-	500
	<hr/>	<hr/>
	247,524	219,016
Support costs		
Finance		
Bank charges	13	197

This page does not form part of the statutory financial statements

Dress For Success Greater London Ltd

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2023

	31.3.23 £	31.3.22 £
Finance		
Governance costs		
Accountancy fees	<u>2,810</u>	<u>2,678</u>
Total resources expended	<u>469,666</u>	<u>476,325</u>
Net expenditure	<u>(40,596)</u>	<u>(23,771)</u>

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. OTHER TRADING ACTIVITIES

	31.3.23	31.3.22
	£	£
Fundraising events	20,024	19,969

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

The Trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

Signature:



Name: Juanita R. Ingram



Megan Marshall

Position: Founder/ Chair

Trustee/ Committee Chair

Date: January 7, 2024

January 7, 2024

DRESS FOR SUCCESS GREATER LONDON LTD

England & Wales - Charity number 1160560

Accounts



DRESS FOR SUCCESS GREATER LONDON

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED

31 MARCH 2022



DRESS FOR SUCCESS[®]
GREATER LONDON



INTRODUCTION FROM CHAIRWOMAN OF TRUSTEES

REPORT OF THE TRUSTEES

INDEPENDENT EXAMINER'S REPORT

STATEMENT OF FINANCIAL ACTIVITIES

BALANCE SHEET

STATEMENT OF CASHFLOWS

NOTES TO THE ACCOUNTS

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY



It is indeed an honour and a privilege to present the Dress for Success Greater London Annual Report of the Board of Trustees for the year ending 31 March 2022.

The Dress for Success Greater London (“DfSGL”) affiliate opened its doors in 2015 and we celebrate seven (7) years of being focused on continuing the legacy of helping unemployed women succeed at their job interviews and ultimately find economic independence. We have the benefit of being an affiliate of a large and well-established worldwide charity organisation, present in 141 offices and 23 countries, which has been in existence for over 24 years. DfSGL sets itself apart in that it offers our clients a differentiated experience where dignity, respect, and self-worth come together to build confidence, self-efficacy, and self-esteem on the road to economic success. We are unique in our global and established brand partnered with our local London understanding of our clients and supporters.

Each affiliate of Dress for Success is a stand-alone organisation with its own board of trustees and operational staff. We are grateful for the on-going support from our Worldwide organisation and sister affiliates as we continue to leverage a global platform that provides for shared learnings, best practices, and global corporate social responsibility opportunities. This again makes DfSGL unique in its ability to help women in London through the implementation of well-established practices and programmes, with the backing of a time-tested and trusted global organisation.

INTRODUCTION

FROM THE FOUNDER & CHAIRWOMAN JUANITA INGRAM JD MBA

Our primary focus during these past seven years has been to remain committed to our suiting and interview training services. Each client received a dignified experience, inclusive of receiving interview attire and interview training in order to be successful at her upcoming job interview. Our well-established and trusted services are extremely effective. Many of our clients are long-term unemployed and have been unsuccessful in their pursuit of a number of job interviews and applications. Yet our clients who come through our London affiliate have an 80% success rate after the first visit and receipt of our services. We are honoured to know that so many of our clients benefit from the services we provide. We know that statistically when you change the economic posturing of a woman, you not only impact her life, but also the trajectory of the lives of those who depend on her including her children.

Our success rate is due in large part to the dedication of our Operational Leadership and Team and the distinctive services that we provide, and our outstanding volunteers who give their time to dress and train our clients. The advice, expertise, and consideration given by our volunteers to our clients will always be our greatest strength. DfSGL is also buttressed by comprehensive partnerships that enable our service to thrive by donating their clothes, financial support, and time. We consider it an honour and a privilege to have a number of respected names in the fashion and beauty industry. Their trust in the established 20+ year Dress for Success brand not only cements our integrity and credibility, but also affords us the opportunity to have access to vital stock to deliver a high-quality service.

Simultaneously, our trusted corporate partnerships and referral organisation relationships are also fundamental in enabling us to support the women who need our services. In addition, our grant funders provide us with critical funding to enable our growth and sustainability.

Finally, I would like to say thank you to the Dress for Success Greater London Board of Trustees who have set a clear strategy for sustainability and growth. Their advice, dedication, and wisdom given to the charity are vital. Each Trustee brings their unique perspective, skill set, and network to the charity. They are truly inspiring and have a passion for the work that we do and the women that we serve. We remain committed and passionate about the support we provide to each woman that walks through our doors because we have seen the transformation our services have provided. I hope you enjoy reading this report and are inspired by the women we serve and their remarkable journey to success.



OBJECTIVES & ACTIVITIES

The MISSION of **Dress for Success Greater London (DfSGL)** is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and career development tools to help them thrive in work and in life.

DfSGL provides professional clothing and counselling for each of our clients. When a client secures a job interview, we provide her with one free business suit, as well as the appropriate accessories, footwear, cosmetics and jewelry. At this session she is also provided with interview coaching.

When she successfully secures the job, she returns to DfSGL for a second dressing where she receives up to a week's worth of business attire to see her through to her first pay cheque. In addition to the dressings and initial interview coaching, DfSGL offers several programmes to help clients successfully secure and retain employment, including Career Centre, Professional Women's Group, Career Days and a Financial Literacy Programme. DfSGL serves job-ready women by referral only.



DRESS FOR SUCCESS[®]
GREATER LONDON



EMERGING OUT OF COVID19 - ADAPTING OUR SERVICES

Dress for Success Greater London has continued to experience challenge with the ever changing environment throughout 2021. After continues lockdown in 2020 that disrupted our services significantly, we were able to keep our doors open and offer services to clients. This was the result of previous years successful fundraising and maintaining our relationships with corporates and retailers.

We continued to deliver virtual services where necessary so that the client experience was not disrupted. However, the continuous change in guidelines resulted in more clients experiencing high levels of stress in an unpredictable world. Various reports by research organisations in London such as the Trust for London and Catalyst reported that women were impacted the most throughout the pandemic and this would have an effect on increased mental health and a reduction in self confidence, making employability a struggle. Research also suggested that young women – under the age of 35-were more likely to have long lasting impact from the pandemic. As a result, even though Dress for Success Greater London physical services were not running at full capacity, we continued to deliver virtual and telephone consultations throughout 2021.

Our measure of success throughout 2021 into early 2022 included telephone calls with clients, follow up calls for advice and assistance and providing a listening ear and signposting for clients with high anxiety.



CONTINUING TO ADAPT SERVICES IN A CHALLENGING ENVIRONMENT

We continued to temporarily close our physical services when guidelines changed and quickly returned to virtual services and organised our corporate partners and core volunteers to deliver the following -

1. Virtual Career chats and interview sessions
2. Virtual styling sessions and refreshing your existing wardrobe with our new Dress for Success Express service
3. Transitional skills identification for moving forward
4. After-hours befriending service to lend a listening ear to clients in need and signpost them to specialised services,
5. Weekly facilitated sessions on topics relevant to the current climate-hosted by Weil law firm
6. Weekly facilitated sessions hosted by professional experts in the field of mental health and well-being and coping mechanisms
7. Weekly drop-in "Zoom sessions" for clients to network with others and tell their stories.

We also ran urgent physical Styling sessions for clients by appointment only. These sessions commenced as we moved out of lockdown and into a tier system and we ensured that COVID guidelines and social distancing were in place. Physical styling sessions were delivered at our Kensington boutique as the existing boutique in East London was not adequate to adapt to social distancing and ensure the safety of our clients. Staff and volunteers. In addition to the adaptation of services, we ensured that we developed robust COVID guidelines and procedures that were in line with government requirements with all staff, volunteers and clients signing a COVID waiver and notices displayed at all locations. Dress for Success Greater London could not have delivered our new norm without corporate partners stepping in and our grateful to Weil, Gotsha, and Manges and Goldman Sachs for their intervention of not only delivering interview skills, career chats etc but also group facilitated sessions and keeping clients morale lifted.

The challenges of delivering virtual services were evidenced in the time taken to organise and match clients to corporate volunteers. Prior to the pandemic, volunteers from corporates attended their sessions at our locations and given the client list for the session. Once the pandemic hit. This process took twice as long.

MAIN ACTIVITIES FOR THE PUBLIC BENEFIT

Dress for Success Greater London (DfSGL) successfully achieved its primary objectives as outlined by our action plan for the year to 31 March 2022. These objectives in support of the public benefit include to:

- Provide work appropriate clothing for individuals seeking employment and/or educational opportunities;
- Provide job-seeking advice, training and education;
- Provide support services for those who successfully procure employment or an educational opportunity.

During 2021 and early 2022, the Charity continued to steadily increase the number of clients served. We saw over 1700 women for interview dressing and interview and career coaching versus 1089 during the prior year. Women served included but were not limited to, ex-offenders, survivors of abuse, and women looking to return to work after raising children. The Professional Women's Group continued to support women who found employment to be successful in their new working life.

Corporate governance and fundraising capacity continued to be highly effective. Our Trustees continued to bring essential and complementary skills and new networks to support the Charity.

The Trustees of DfSGL have had regard to the requirements of the Charity Commission on public benefit take such into account when making decisions. All Trustees are provided an in-depth onboarding orientation which includes a review of all relevant policies, procedures, requirements, obligations, and objectives.

CONTRIBUTION MADE BY VOLUNTEERS - RISING TO THE OCCASION

Throughout 2021/2022, DFSGL could not have achieved what we accomplished without the commitment and dedication of our volunteers who rose to the challenge of providing physical services when needed and virtual services when required. They helped to address our client's needs through this difficult time. Often, our volunteers faced emotional and traumatic issues from clients who were experiencing increased stress and anxiety due to the pandemic. Our volunteers remained calm, organised, and responded to suit the client's needs either on an individual basis or in group sessions.

Our volunteers included our corporate partners and our core volunteers who went over and above what was expected of them. Evaluation sessions with volunteers post-delivery displayed a deep desire and commitment to continue to support DFSGL and clients also benefitted from additional support in terms of mentoring.

ACHIEVEMENTS & PERFORMANCE

HIGHLIGHTS OF OUR YEAR

The Dress for Success brand and mission sits at the heart of our events and activities. Our ethos and values are echoed in our approach to our events and partnership. We continue to run events that not only raise funds but also broaden the awareness of our charity's mission while simultaneously uplifting women globally.

POWER GALA



As most organisations continued to revert to hosting virtual events, DFSGL managed to organise or participate in events throughout 2021. Our virtual events remained a success and we hosted other various events including a pop-up Market stall for vintage fashion, L&L styling fashion sale with one of our corporate partners Mace Construction. In March we had a series of virtual Power of Women Series with interviews hosted by our Chair and notable figures. In September we had a PR Photoshoot at our new premises that included some VIPs and celebs including Nancy Sorrell, Tessy Ojo OBE, and CEO of The Diana Awards amongst others. We had coverage in UK Media including OK magazine. Also in September, we organised a photoshoot for our clients in partnership with SHEIN Fashion that was posted overall Social Media Platforms. One of our major events was The Power Gala in November sponsored by The Hippodrome London and attended by 150 guests, media, and celebs. In December we had an inspirational Holiday Special with Vanessa Williams, our Chair, and Paul Wharton with a message of encouragement going into the holidays and new year. This is the start of major events going forward into 2022.

CLIENT FEEDBACK - EBONY, 2021

"I was a little bit concerned because (as you can see) I have a bit of a different style and I wasn't sure that would be catered to but they were amazing. They were super quick, all on one day, they knew it was an emergency. They were really comforting in that if I didn't like something I didn't have to take it, I was able to be honest and I've ended up with finding an outfit that I feel really comfortable in. And I've also got some formal options if i have more interviews."

CONCLUSION

Although 2021 continued to be an overwhelming year of challenges, Dress for Success Greater London coped in a way that many other small charities failed to do so and faced closure. We achieved this by quickly acting and responding to the never-ending changing climate. This could not have been achieved without the dedication of a very small staff team consisting of two full-time members, the leadership of the Chair and Founder, our trustees, and our wonderful volunteers and corporate supporters to whom we owe so much. At the very root of our organisation are our clients whom we continued to serve throughout and ensure they receive an exceptional client experience. Their appreciation of our services remaining throughout the pandemic was evident from client feedback, attendance at virtual sessions, take up of our befriending service and the overwhelming of emotions that we experienced with them

BEFORE



AFTER



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

GENERAL

Women who had successfully gained interviews benefitted from our Dress for Success Express service throughout 2021 as we assisted over 500 women to interview. Although this was a slight decrease in the previous year, we consider it a success to have pivoted our services to a virtual platform and still supported so many women to success. When the lockdown started to ease, we experienced clients getting interviews in the health service, administration, and retail. Out of the clients we assisted on their pathway to employment, we maintained our 80% success rate trend from the previous year. The remainder of client's assistance was through attendance at virtual weekly sessions, career chats, and befriending services.



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

SUITING SERVICE

We continued to operate a suiting service 4 days per week where clients receive a combined service of interview coaching and styling session in preparation for job interview and success. Ongoing support includes a capsule wardrobe session once the client has succeeded at her job interview.

Although we face challenging situations in our limited premises and capacity, we still achieved a minimum of 20 appointments over 4 days a week (20 hours of appointments) with only 2 dressing rooms and a small career centre.

BLOCK BOOKINGS

Block bookings continue to be delivered in response to the demand of Referral Organisations that operate employment platform programmes. Referral partners make a block booking at the Dress for Success Boutique at an appropriate time within their programme. We promoted block bookings so that vulnerable clients who rely and depend on peer support at their support organisation can come to our boutique as a group. This model particularly applies to ex-offenders and young women leaving care.



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

INSTANT IMPACT PROGRAMME

This innovative programme continues to be promoted to corporate partners that provide a condensed session on the importance of "Instant Impact" in relation to communications and appearance. This is offered to partners who run work experience week programmes for students aged 16+. The Students are then offered our suiting service as a follow up. This programme aligns with corporate social responsibility and inclusion and diversity strategies. Due to the success of "Instant Impact", we will continue to offer this to corporate partners.

PROFESSIONAL WOMEN'S GROUP (PWG)

Clients who have successfully obtained employment meet monthly to continue to receive the ongoing support that they so very much need. Subjects addressed during PWG sessions include financial literacy, body language confidence, job performance review prep, make-up lessons, confidence-building sessions, and more.

Our PWG runs once a month and is attended by 20 clients virtually and in person when permitted.

CAREER CENTRE

Our career centre continues to grow in demand for mock interview sessions, CV reviews and interview skills and techniques. Although we offer interview skills and techniques as part of our suiting service, throughout 2021 and 2022, we continued separate individual CV reviews and mock interviews. We also offer separate Career Chats at each client's first dressing.

OPERATIONAL ACHIEVEMENTS & PERFORMANCE

REFERRAL PARTNERS/ORGANISATIONS

In 2021/2022 we maintained our Referral Organisation engagement. We have engaged with all of our Referral Organisations through campaigns, presentations to team leaders, and Boutique open days. We receive clients from a diverse range of organisations that includes: ex-offenders, human trafficking, drug and alcohol abuse, victims of domestic and sexual abuse, and out-of-care young people.

We work with Jobcentre Plus branches (state-run employment support and social security) serving 200 outside of this network.

PR & MARKETING

We are grateful for all of the positive feedback we continuously receive regarding our new website. We cannot express enough our appreciation to the volunteer who serves on our Marketing Committee that devoted countless pro bono hours to develop our new website. Due to this redesign, we have experienced an increase in web traffic, volunteer applications, and donations.

Social Media is certainly a prominent staple in our daily lives and we are pleased with the continuous interactions that our social media channels provide.

We are always grateful for opportunities to inform the public about the services we provide, celebrate our clients' successes, and inform audiences of ways in which they can support the women that we serve.





PERFORMANCE OF FUNDRAISING ACTIVITIES AGAINST OBJECTIVES SET

Partners and donors are an integral part of Dress for Success Greater London to sustain and maintain our services. **Our fundraising efforts have increased significantly in 2021 and 2022 despite the global pandemic challenges. We are grateful for all of our donors and supporters that allow us to continue to serve the women we help. Corporate and retail partners donate various "in-kind" and financial support.**

Developing and maintaining corporate relations together with the commitment corporate partners make to us help us to succeed and empower even more women. We are appreciative of the corporate partners that believe in the work we do and the impact we make.

CORPORATE PARTNERS & DONORS

We have continued to build and establish new relationships with corporate partners who support and are committed to the work of DFS. Corporate and retail partners donate various "in kind" and financial support.





CLOTHING DONATIONS

We continue to provide a winter coat to all clients from October to February. We have saved over £10,000 per annum on stock storage.



THE DRESS FOR SUCCESS TRANSFORMATION IMPACT

The daily transformation that we witness in our clients continues to fuel our passion for the services we provide. We continue to play a critical role in helping women re-enter the workplace and building self-worth, self-efficacy, and confidence in each woman that we serve. We know that statistically when you change the economic posturing of a women, you not only impact her life, but also the trajectory of the lives of those who depend on her including her children. The most impactful way to understand our impact is through the testimonies of our clients:

VOLUNTEER FEEDBACK 2021

Question asked:

What do you like about volunteering with Dress For Success Greater London?

Beverly:

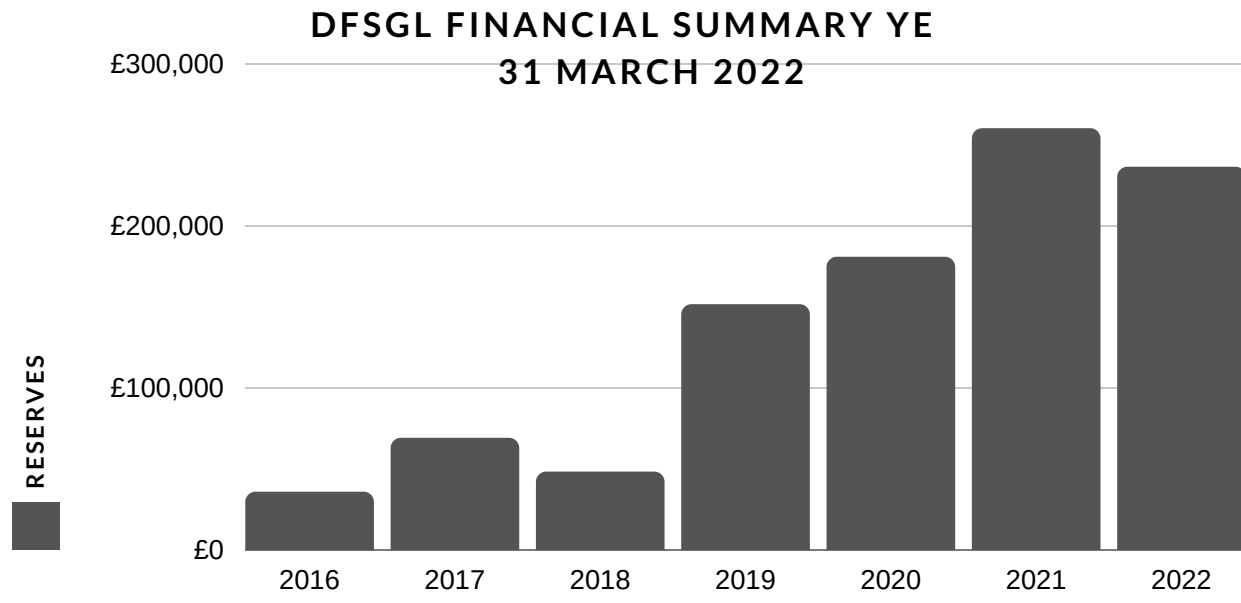
I like the sense of being useful, I've had a good career so want to help other women in their journey. I get enjoyment meeting new people and we have some fun while here. I get a lot of personal satisfaction when I'm here.

Marilyn:

I've had a good career and want to empower other women, and provide other alternative ideas to overcome challenges. It's a very worth while charity to volunteer for and I think more people should know about it!



As of 31 March 2022 the Charity had unrestricted reserves of £236,230. **Both the reserves and gross profit have increased from the previous year.**



RESERVES POLICY

Unrestricted reserves are to comprise total reserves to the charity less those reserves which have been restricted or designated for specific purposes. Unrestricted reserves should not exceed what is required to support on-going operations for up to 18 consecutive months. The trustees have considered that the most appropriate policy is to maintain any surplus funds in the form of bank deposits. This policy is kept under review, having regard to the level of funds available.

Each year the Finance Committee, in consultation with the senior officer, reviews the reserves policy, taking into consideration the major risks faced by the charity. Any changes to the policy will be proposed by the Finance Committee and approved by the Trustees.

FINANCIAL REVIEW (CON'T.)

AMOUNT OF RESERVES HELD

As of 31 March 2021 DfSGL held unrestricted reserves of £236,230.

DETAILS OF FUND MATERIALLY IN DEFICIT

The Charity has no funds materially in deficit.

GOING CONCERN

The Directors consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

PRINCIPAL SOURCES OF REVENUE

The Charity relies on a variety of sources, primarily fundraising activities, grants, corporate and individual sponsors, for revenue. For the fiscal years to 31 March 2016 and March 2017, DfSGL also benefited from the support of Dress for Success Worldwide for start-up funding and operating capital over the period. For fiscal years commencing on April 1, 2017, through March 2022, DfSGL relied on grant funding, corporate sponsors, and fundraising activities.

FINANCIAL REVIEW (CON'T.)

EXPENDITURES, INCOME & FINANCIAL POLICIES

The Trustees of DfSGL review planned expenditures and expected income as part of a formal annual budgeting process. Any proposed new expenditures or programmes are inventoried and evaluated prior to incurring costs to ensure adherence to the budget and maintenance of adequate reserves. Risks associated with new or increased expenditures are inventoried and evaluated prior to incurring costs. Mechanisms for mitigation are put in place as soon as deemed necessary.

Internal controls over all forms of income, assets, and commitment and expenditure continue to be refined to improve efficiency. Performance is monitored through a series of operational Key Performance Indicators (KPIs) reviewed regularly by the Trustees. Financial management information is prepared and presented to the Finance Committee on a monthly basis and to the Trustees for regular review.

With regard to fundraising and advertising, the vast majority of these outgoings can be associated with an in-kind donation of services, with minimal cash expenditure.

The cost/benefit to the public purse in delivering Dress for Success services continued to be a saving of over £1.8 million in 2021/2022 and this amount is increasing. To support a client for approximately 15 months costs just £230 providing value for money invested.

PRINCIPAL RISKS FACING THE CHARITY

All current financial obligations are short term and flexible in nature and cash flows are monitored monthly and forecasts updated regularly to ensure adequate financial resources for the Charity. In addition, the Charity manages other operational risks with staff and volunteer training, adherence to policies and procedures as well as third party insurances as appropriate.

NOTE REGARDING IN-KIND DONATIONS

Donated goods and services are recognised in the financial statements when the goods and services are received by the charity and their value can be measured with reasonable accuracy. The value placed on these resources is their value to the charity.



STRUCTURE, GOVERNANCE & MANAGEMENT

DESCRIPTION OF THE CHARITY'S TRUSTS

Type of governing document

Dress for Success Greater London Limited (“DfSGL”) is registered as a charitable company limited by guarantee without share capital. It was set up by a Memorandum and Articles of Association which were incorporated on 13th March 2014. DfSGL and its Trustees are bound by said Memorandum and Articles of Association. **The names of the trustees who served during the year are set forth on page 26.**

How is the charity constituted

The charity is constituted as a private company limited by guarantee without share capital

Trustee selection methods

All Trustees are recruited against a role description. Candidates for Trustee positions meet with at least two Trustees (serving as an ad hoc Nominating Committee) to assess suitability for the Board in terms of experience, skills and potential value that they will add. If the candidate is deemed suitable, Board members may by ordinary resolution appoint a person who is willing to be a Trustee under the terms of the Articles of Association. Regular reviews of Trustee Scorecards are undertaken to assess the skills of the current trustees and identify any areas of expertise gaps.

Additional governance issues

Policies and procedures adopted for the induction and training of trustees:

New Trustees participate in a comprehensive induction process and are provided with an information pack covering the work of the charity and their responsibilities as a Trustee. The Chair of the Board of Trustees works closely with new Trustees to ensure that they have a good understanding of their role and the contribution that they can make to the charity.

Organisational structure and any wider network within which the charity works:

The management of the Company is the responsibility of the Trustees (who are also Directors of the charity for purposes of the Companies Act). The trustees review and approve all policies, and follow a strategy set forth in 2015, and recently revised in 2018.

Pay Policy

All trustees give their time freely and no trustee received remuneration this year. Pay policies for staff and independent contractors should be fair, transparent, competitive, benchmarked and sustainable. DfSGL shall pay its staff and independent contractors competitively and at the same time ensure that it remains prudent, guaranteeing that salary and compensation costs are sustainable at all times. We aspire to pay staff and independent contractors around the medium market pay level for comparable jobs in similar sized charities in London.

Relationship to any related parties

Dress for Success Greater London is an affiliate of Dress for Success Worldwide

Reference and Administrative Information

Registered Charity Number: 1160560

Charity's Principal Address: Newcombe House, 45
Notting Hill Gate,
London W11 3LQ

Names of the Trustees Who Run the Charity

Not Applicable.

Funds held as custodian Trustee on behalf of others

Not Applicable.

Names and addresses of advisors (Optional information)

Type of Advisor	Name	Address
Accountant	MHR Consultancy	Minister House, 126a High Street Whitton, Twickenham, Middlesex TW2 7LL

Names of the Trustees Who Run the Charity

	Name	Date Appointed Month/ Date/ Year	Date Terminated
1	Juanita Ingram	Appointed 8/4/2014	Current
2	Tyler Harnish	Appointed 11/1/2015	Current
3	Stacey Anne Kordei Quaye	Appointed 2/20/2017	Current
4	Katherine Joanne Bryant	Appointed 2/20/2017	Terminated 05/06/2021
5	Barry Raymond Hancock	Appointed 07/21/2021	Current
6	Megan Campbell Gratzer-Marshall	Appointed 2/20/2017	Current
7	Jennifer Schneider	Appointed 5/30/2019	Current
8	Ambrita Shahani	Appointed 2/20/2017	Terminated 1/21/2020
9	Susan Denmead	Appointed 2/24/2014	Terminated 02/10/2020
10	Rina Lynette Einy	Appointed 2/20/2017	Terminated 1/21/2020
11	Jessica Lion	Appointed 2/20/2017	Terminated 12/31/2018
12	Wendy Leyland	Appointed 2/20/2017	Terminated 12/31/2018
13	Katy Pell	Appointed 2/20/2017	Terminated 12/31/2018
14	Nina Patel	Appointed 3/12/2015	Terminated 3/27/2018
15	Alanna Thompson	Appointed 10/9/2014	Terminated 3/19/2018
16	Fran Hutchinson	Appointed 1/1/2016	Terminated 3/19/2018
17	Heather McCormick	Appointed 8/4/2014	Terminated 11/27/2017
18	Greg Davidson	Appointed 9/2/2014	Terminated 11/27/2017
19	Panela Jones	Appointed 11/1/2015	Terminated 11/27/2017
20	Shaundra Hamilton	Appointed 11/1/2015	Terminated 12/31/2016
21	Ekta Malhorta	Appointed 2/24/2014	Terminated 1/18/2016
22	Toney Roy	Appointed 9/2/2014	Terminated 11/1/2015
23	Su-Fern Lee	Appointed 9/2/2014	Terminated 4/20/2015
24	Jennifer Crowl	Appointed 9/2/2014	Terminated 1/1/2015
25	Therese Georgianna Prince	Appointed 2/20/2017	Terminated 04/30/2020
26	Donna Louise Reeves	Appointed 2/20/2017	Terminated 04/30/2020
27	Monica Pahwa	Appointed 2/20/2017	Terminated 04/30/2020

REGISTERED COMPANY NUMBER: 08938602 (England and Wales)
REGISTERED CHARITY NUMBER: 1160560

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022
FOR
Dress For Success Greater London Ltd**

MHR Consultancy Limited
Minster House, 126a High St
Whitton
Twickenham
Middlesex
TW2 7LL

**CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2022**

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**REPORT OF THE TRUSTEES
for the Year Ended 31 March 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08938602 (England and Wales)

Registered Charity number

1160560

Registered office

Tower 42 30th Floor
25 Old Broad Street
London
EC2N 1HQ

Trustees

Ms K J Bryant Consultant (resigned 5.6.21)
Ms M C Gratzter-Marshall Insurance Executive
T Harnish Vice President, Salesforce.com
Ms J R Ingram Lawyer
Ms S A K Quaye Solicitor
Ms J Schneider Business Owner
B R Hancock Retired (appointed 21.7.21)

Independent Examiner

Mark Blackwell
ACMA
MHR Consultancy Limited
Minster House, 126a High St
Whitton
Twickenham
Middlesex
TW2 7LL

Approved by order of the board of trustees on 21 April 2022 and signed on its behalf by:

Ms J R Ingram - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
DRESS FOR SUCCESS GREATER LONDON LTD**

Independent examiner's report to the trustees of Dress For Success Greater London Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACMA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Mark Blackwell
ACMA
MHR Consultancy Limited
Minster House, 126a High St
Whitton
Twickenham
Middlesex
TW2 7LL

21 April 2022

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2022

	Notes	31.3.22 Unrestricted fund £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		133,113	225,895
Charitable activities			
General		34,672	14,428
Other trading activities	2	19,969	14,975
Other income		264,800	290,000
Total		<u>452,554</u>	<u>545,298</u>
EXPENDITURE ON			
Raising funds		254,434	171,832
Charitable activities			
General		221,891	294,175
Total		<u>476,325</u>	<u>466,007</u>
NET INCOME/(EXPENDITURE)		<u>(23,771)</u>	<u>79,291</u>
RECONCILIATION OF FUNDS			
Total funds brought forward		260,001	180,710
TOTAL FUNDS CARRIED FORWARD		<u><u>236,230</u></u>	<u><u>260,001</u></u>

BALANCE SHEET
31 March 2022

	Notes	31.3.22 Unrestricted fund £	31.3.21 Total funds £
CURRENT ASSETS			
Debtors	6	19,213	6,422
Cash at bank		219,277	257,673
		<u>238,490</u>	<u>264,095</u>
CREDITORS			
Amounts falling due within one year	7	(2,260)	(4,094)
		<u>236,230</u>	<u>260,001</u>
NET CURRENT ASSETS			
		<u>236,230</u>	<u>260,001</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>236,230</u>	<u>260,001</u>
NET ASSETS			
		<u>236,230</u>	<u>260,001</u>
FUNDS	8		
Unrestricted funds		236,230	260,001
TOTAL FUNDS		<u>236,230</u>	<u>260,001</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21 April 2022 and were signed on its behalf by:

J R Ingram - Trustee

B R Hancock - Trustee

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. OTHER TRADING ACTIVITIES

	31.3.22	31.3.21
	£	£
Fundraising events	19,969	14,975

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund
	£
INCOME AND ENDOWMENTS FROM	
Donations and legacies	225,895
Charitable activities	
General	14,428
Other trading activities	14,975
Other income	290,000
Total	545,298
EXPENDITURE ON	
Raising funds	171,832
Charitable activities	
General	294,175

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2022

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £
Total	466,007
NET INCOME	79,291
RECONCILIATION OF FUNDS	
Total funds brought forward	180,710
TOTAL FUNDS CARRIED FORWARD	260,001

5. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 April 2021 and 31 March 2022	570
AMORTISATION	
At 1 April 2021 and 31 March 2022	570
NET BOOK VALUE	
At 31 March 2022	-
At 31 March 2021	-

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Other debtors	308	-
Prepayments	18,905	6,422
	<u>19,213</u>	<u>6,422</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22 £	31.3.21 £
Trade creditors	1,129	3,244
Social security and other taxes	281	-
Accruals and deferred income	-	850
Accrued expenses	850	-
	<u>2,260</u>	<u>4,094</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2022

8. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	260,001	(23,771)	236,230
TOTAL FUNDS	<u>260,001</u>	<u>(23,771)</u>	<u>236,230</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	452,554	(476,325)	(23,771)
TOTAL FUNDS	<u>452,554</u>	<u>(476,325)</u>	<u>(23,771)</u>

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	180,710	79,291	260,001
TOTAL FUNDS	<u>180,710</u>	<u>79,291</u>	<u>260,001</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	545,298	(466,007)	79,291
TOTAL FUNDS	<u>545,298</u>	<u>(466,007)</u>	<u>79,291</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	180,710	55,520	236,230
TOTAL FUNDS	<u>180,710</u>	<u>55,520</u>	<u>236,230</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2022

8. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	997,852	(942,332)	55,520
TOTAL FUNDS	<u>997,852</u>	<u>(942,332)</u>	<u>55,520</u>

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

The Trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

Signature:



Name: Juanita R. Ingram



Megan Marshall

Position: Founder/ Chair

Trustee/ Committee Chair


Date: January 21, 2023

January 23, 2023

DRESS FOR SUCCESS GREATER LONDON LTD

England & Wales - Charity number 1160560

Accounts



DRESS FOR SUCCESS GREATER LONDON

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED

31 MARCH 2021



DRESS FOR SUCCESS[®]
GREATER LONDON



INTRODUCTION FROM CHAIRWOMAN OF TRUSTEES

REPORT OF THE TRUSTEES

INDEPENDENT EXAMINER'S REPORT

STATEMENT OF FINANCIAL ACTIVITIES

BALANCE SHEET

STATEMENT OF CASHFLOWS

NOTES TO THE ACCOUNTS

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY



It is indeed an honour and a privilege to present the Dress for Success Greater London Annual Report of the Board of Trustees for the year ending 31 March 2021.

The Dress for Success Greater London (“DfSGL”) affiliate opened its doors in 2015 and we celebrate 5 years of being focused on continuing the legacy of helping unemployed women succeed at their job interviews and ultimately find economic independence. We have the benefit of being an affiliate of a large and well-established worldwide charity organisation, present in 155 offices and 23 countries, which has been in existence for over 21 years. DfSGL sets itself apart in that it offers our clients a differentiated experience where dignity, respect, and self-worth come together to build confidence, self-efficacy, and self-esteem on the road to economic success. We are unique in our global and established brand partnered with our local London understanding of our clients and supporters.

Each affiliate of Dress for Success is a stand-alone organisation with its own board of trustees and operational staff. We are grateful for the on-going support from our Worldwide organisation and sister affiliates as we continue to leverage a global platform that provides for shared learnings, best practices, and global corporate social responsibility opportunities. This again makes DfSGL unique in its ability to help women in London through the implementation of well-established practices and programmes, with the backing of a time-tested and trusted global organisation.

INTRODUCTION

FROM THE FOUNDER & CHAIRWOMAN JUANITA INGRAM JD MBA

Our primary focus during these past six years of re-launch and growth has been to remain committed to our suiting and interview training services. Each client received a dignified experience, inclusive of receiving interview attire and interview training in order to be successful at her upcoming job interview. Our well-established and trusted services are extremely effective. Many of our clients are long-term unemployed and have been unsuccessful in their pursuit of a number of job interviews and applications. Yet our clients who come through our London affiliate have an 80% success rate after the first visit and receipt of our services. We are honoured to know that so many of our clients benefit from the services we provide. We know that statistically when you change the economic posturing of a woman, you not only impact her life, but also the trajectory of the lives of those who depend on her including her children.

Our success rate is due in large part to the dedication of our Operational Leadership and Team and the distinctive services that we provide, and our outstanding volunteers who give their time to dress and train our clients. The advice, expertise, and consideration given by our volunteers to our clients will always be our greatest strength. DfSGL is also buttressed by comprehensive partnerships that enable our service to thrive by donating their clothes, financial support, and time. We consider it an honour and a privilege to have a number of respected names in the fashion and beauty industry. Their trust in the established 20+ year Dress for Success brand not only cements our integrity and credibility, but also affords us the opportunity to have access to vital stock to deliver a high-quality service.

Simultaneously, our trusted corporate partnerships and referral organisation relationships are also fundamental in enabling us to support the women who need our services. In addition, our grant funders provide us with the critical funding to enable our growth and sustainability.

Finally, I would like to say thank you to the Dress for Success Greater London Board of Trustees who have set a clear strategy for sustainability and growth. Their advice, dedication, and wisdom given to the charity are vital. Each Trustee brings their unique perspective, skill set, and network to the charity. They are truly inspiring and have a passion for the work that we do and the women that we serve. We remain committed and passionate about the support we provide to each woman that walks through our doors because we have seen the transformation our services have provided. I hope you enjoy reading this report and are inspired by the women we serve and their remarkable journey to success.



OBJECTIVES & ACTIVITIES

The MISSION of **Dress for Success Greater London (DfSGL)** is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and career development tools to help them thrive in work and in life.

DfSGL provides professional clothing and counselling for each of our clients. When a client secures a job interview, we provide her with one free business suit, as well as the appropriate accessories, footwear, cosmetics and jewelry. At this session she is also provided with interview coaching.

When she successfully secures the job, she returns to DfSGL for a second dressing where she receives up to a week's worth of business attire to see her through to her first pay cheque. In addition to the dressings and initial interview coaching, DfSGL offers several programmes to help clients successfully secure and retain employment, including Career Centre, Professional Women's Group, Career Days and a Financial Literacy Programme. DfSGL serves job-ready women by referral only.



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GREATER LONDON



COVID19 - ADAPTING OUR SERVICES

At the beginning of 2020, Dress for Success Greater London was in a position of strengths and growth after a dynamic year in 2019 where we exceeded our expectations in reaching out to clients and attracting significant partnerships and funds.

In April 2020, with the onset of the global COVID 19 pandemic, our situation changed dramatically with a country lockdown in March that meant our physical services had to cease as social contact was forbidden. Despite this setback, we managed to act quickly and re-strategise our services. The lockdown brought us challenges but also enabled us to reflect and adapt to this challenge. We quickly reset so that we could offer our clients the best service we possibly could in the challenging months ahead throughout 2020 and the early part of 2021. All of our services were made virtual and we continued to support women throughout the unpredictable environment created by the pandemic by providing services such as:

1. Virtual Career chats and interview sessions;
2. Virtual styling sessions and refreshing existing wardrobe with our new Dress for Success Express service;
3. Transitional skills identification for moving forward;
4. After hours befriending service to lend a listening ear to clients in need and signpost them to specialised services;

5. Weekly facilitated sessions on topics relevant to the current climate- hosted by Weil law firm;

6. Weekly facilitated sessions hosted by professional experts in the field of mental health and well being and coping mechanisms; and

7. Weekly drop-in “Zoom sessions” for clients to network with others and tell their stories. We also ran urgent physical Styling sessions for clients by appointment only. These sessions commenced as we moved out of lockdown and into a tier system and we ensured that COVID guidelines and social distancing were in place.

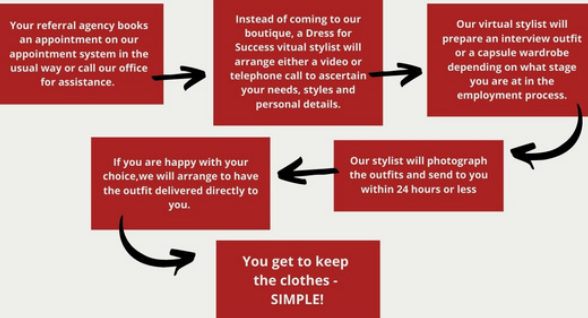


Dress for Success Greater London Announces DFS Express!

We are now offering a dressing service express to all our clients for their upcoming interviews and commencement of employment.

HERE'S HOW IT WORKS:

Free Interview clothes and capsule wardrobes for when you commence your employment, prepared by Dress for Success Stylists and collected at our boutique or posted to your home.



*A separate appointment can be made for career advice and interview tips.

Please note the above service will be in place until such times our boutique can open for physical appointments. When this is the case, we will offer both virtual and in person services.



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GREATER LONDON

MAIN ACTIVITIES FOR THE PUBLIC BENEFIT

Dress for Success Greater London (DfSGL) successfully achieved its primary objectives as outlined by our action plan for the year to 31 March 2021. These objectives in support of the public benefit include to:

- Provide work appropriate clothing for individuals seeking employment and/or educational opportunities;
- Provide job-seeking advice, training and education;
- Provide support services for those who successfully procure employment or an educational opportunity.

During 2020 and early 2021, the Charity continued to steadily increase the number of clients served. We completed 1189 appointments for interview dressing and interview and career coaching versus 1023 during the prior year. Women served included but were not limited to, ex-offenders, survivors of abuse, and women looking to return to work after raising children. The Professional Women's Group continued to support women who found employment to be successful in their new working life.

Corporate governance and fundraising capacity continued to be highly effective. Our Trustees continued to bring essential and complementary skills and new networks to support the Charity.

The Trustees of DfSGL have had regard to the requirements of the Charity Commission on public benefit take such into account when making decisions. All Trustees are provided an in-depth onboarding orientation which includes a review of all relevant policies, procedures, requirements, obligations, and objectives.

CONTRIBUTION MADE BY VOLUNTEERS - RISING TO THE OCCASION

Throughout 2020, DFSGL could not have achieved what we accomplished without the commitment and dedication of our volunteers who rose to the challenge of providing physical services when needed and virtual services when required. They helped to address our client's needs through this difficult time. Often, our volunteers faced emotional and traumatic issues from clients who were experiencing increased stress and anxiety due to the pandemic. Our volunteers remained calm, organised, and responded to suit the client's needs either on an individual basis or in group sessions.

Our volunteers included our corporate partners and our core volunteers who went over and above what was expected of them. Evaluation sessions with volunteers post-delivery displayed a deep desire and commitment to continue to support DFSGL and clients also benefitted from additional support in terms of mentoring.

ACHIEVEMENTS & PERFORMANCE

HIGHLIGHTS OF OUR YEAR

The Dress for Success brand and mission sits at the heart of our events and activities. Our ethos and values are echoed in our approach to our events and partnership. We continue to run events that not only raise funds but also broaden the awareness of our charity's mission while simultaneously uplifting women globally.

We greatly appreciate the support from Roccamore Shoes. Roccamore shoes ran a campaign and designed a dress for success glitter bootie called "The Nita". During the campaign, we agreed that all profits raised would be donated to Dress for Success Greater London. As a result, Roccamore raised an astonishing amount that will support 75 women.



We were thrilled to be featured in LUX Magazine, highlighting the work that we did before and during the pandemic. Founder and Board Chairwoman, Juanita Ingram, discussed our charity and mission, the vision for the future, and the importance of the relationship between the Executive Director and Chair.



LUX: "COVID has placed particular stresses on women especially across the world. How has the organisation been able to crisis-manage an integrated response when no one has ever experienced a pandemic?"

Juanita Ingram: "Our Executive Director Fionnuala Shannon and I have heavily leaned on and learned from one another this year. While many small to mid-sized charities have closed their doors in the wake of COVID-19, Dress for Success Greater London managed to adapt to our "new normal" rather quickly. We are determined that Covid-19 will not defeat us, but rather re-define us!

The seamless relationship between the Chair/Founder and Executive Director of a nonprofit is critical on a normal day. The personal and professional rapport between Fionnuala and I is what allowed us to forecast and persevere in a powerful and sustainable way. Amidst the pandemic, we've managed to raise substantial funds, maintain corporate relationships, and operations, as well as provide new, innovative programs.

I am currently residing and operating my non-profit production company remotely while living in Taiwan as an expat for my husband's job promotion which has enabled me to have a very insightful lens on the pandemic. Having the vantage point of operating businesses on three continents (the US, UK, and Asia) has further enabled me to be informed about COVID-19 prior to my US and UK counterparts. Leveraging the information and knowledge that I acquired while in Taiwan (which has successfully managed the pandemic as a country) has proven to be beneficial to our London affiliate."

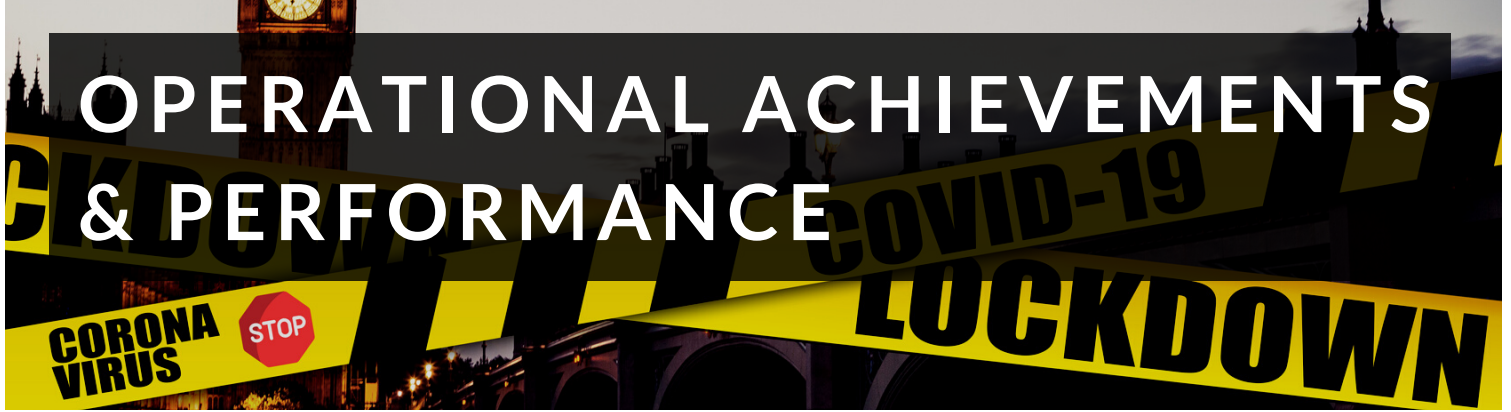
2021 Virtual Power of Women Series

In honor of International Women's Day and Women's History Month, we were delighted to produce The Virtual Power of Women Series consisting of a number of interviews with our supporters including Paul Wharton, Angie Greaves, Sue Reid, Managing Director UK and International at Adrianna Papell; Lady Charlotte Armstrong, and Lara Asprey.

The 2021 theme for International Women's Day is #ChooseToChallenge and we asked some of our powerful supporters to share advice on how they overcome challenges.

Many enjoyed the series and choose to also support our Your Hour Her Hour campaign by pledging to give the equivalent of one hour of their pay to help empower a woman. The Dress for Success Your Hour Her Power fundraising campaign is aimed to assist us in empowering women. By giving just one hour of your pay, you give a Dress for Success woman access to programs, services, and tools that will help her achieve economic advancement.





GENERAL

Women who had successfully gained interviews benefitted from our Dress for Success Express service throughout 2020 as we assisted 630 women to interview. Although this was a slight decrease on the previous year, we consider it a success to have pivoted our services to a virtual platform and still supported so many women to success. When the lockdown started to ease, we experienced clients getting interviews in the health service, administration, and retail. Out of the clients we assisted on their pathway to employment, we maintained our 80% success rate trend from the previous year. The remainder of clients assisted was through attendance at virtual weekly sessions, career chats, and befriending services.



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

SUITING SERVICE

We continued to operate a suiting service 4 days per week where clients receive a combined service of interview coaching and styling session in preparation for job interview and success. Ongoing support includes a capsule wardrobe session once the client has succeeded at her job interview.

Although we face challenging situations in our limited premises and capacity, we still achieved a minimum of 20 appointments over 4 days a week (20 hours of appointments) with only 2 dressing rooms and a small career centre.

BLOCK BOOKINGS

Block bookings continue to be delivered in response to the demand of Referral Organisations that operate employment platform programmes. Referral partners make a block booking at the Dress for Success Boutique at an appropriate time within their programme. We promoted block bookings so that vulnerable clients who rely and depend on peer support at their support organisation can come to our boutique as a group. This model particularly applies to ex-offenders and young women leaving care.



OPERATIONAL ACHIEVEMENTS & PERFORMANCE

INSTANT IMPACT PROGRAMME

This innovative programme continues to be promoted to corporate partners that provide a condensed session on the importance of "Instant Impact" in relation to communications and appearance. This is offered to partners who run work experience week programmes for students aged 16+. The Students are then offered our suiting service as a follow up. This programme aligns with corporate social responsibility and inclusion and diversity strategies. Due to the success of "Instant Impact", we will continue to offer this to corporate partners.

PROFESSIONAL WOMEN'S GROUP (PWG)

Clients who have successfully obtained employment meet monthly to continue to receive the ongoing support that they so very much need. Subjects addressed during PWG sessions include financial literacy, body language confidence, job performance review prep, make-up lessons, confidence-building sessions, and more.

Our PWG runs once a month and is attended by 20 clients virtually and in person when permitted.

CAREER CENTRE

Our career centre continues to grow in demand for mock interview sessions, CV review and interview skills and techniques. Although we offer interview skills and techniques as part of our suiting service, throughout 2020 and 2021, we continued separate individual CV reviews and mock interviews. We also offer separate Career Chats at each client's first dressing.

OPERATIONAL ACHIEVEMENTS & PERFORMANCE

REFERRAL PARTNERS/ORGANISATIONS

In 2020/2021 we maintained our Referral Organisation engagement. We have engaged with all of our Referral Organisations through campaigns, presentations to team leaders, and Boutique open days. We receive clients from a diverse range of organisations that includes: ex-offenders, human trafficking, drug and alcohol abuse, victims of domestic and sexual abuse, and out-of-care young people.

We work with Jobcentre Plus branches (state-run employment support and social security) serving 200 outside of this network.

PR & MARKETING

We are grateful for all of the positive feedback we continuously receive regarding our new website. We cannot express enough our appreciation to the volunteer who serves on our Marketing Committee that devoted countless pro bono hours to develop our new website. Due to this redesign, we have experienced an increase in web traffic, volunteer applications, and donations.

Social Media is certainly a prominent staple in our daily lives and we are pleased with the continuous interactions that our social media channels provide.

We are always grateful for opportunities to inform the public about the services we provide, celebrate our clients' successes, and inform audiences of ways in which they can support the women that we serve.





PERFORMANCE OF FUNDRAISING ACTIVITIES AGAINST OBJECTIVES SET

Partners and donors are an integral part of Dress for Success Greater London to sustain and maintain our services. **Our fundraising efforts have increased significantly in 2020 and 2021 despite the global pandemic challenges. We are grateful for all of our donors and supporters that allow us to continue to serve the women we help. Corporate and retail partners donate various "in-kind" and financial support.**

Developing and maintaining corporate relations together with the commitment corporate partners make to us help us to succeed and empower even more women. We are appreciative of the corporate partners that believe in the work we do and the impact we make.

CORPORATE PARTNERS & DONORS

We have continued to build and establish new relationships with corporate partners who support and are committed to the work of DFS. Corporate and retail partners donate various "in kind" and financial support.





CLOTHING DONATIONS

We continue to provide a winter coat to all clients from October to February. We have saved over £10,000 per annum on stock storage.



THE DRESS FOR SUCCESS TRANSFORMATION IMPACT

The daily transformation that we witness in our clients continues to fuel our passion for the services we provide. We continue to play a critical role in helping women re-enter the workplace and building self-worth, self-efficacy, and confidence in each woman that we serve. We know that statistically when you change the economic posturing of a women, you not only impact her life, but also the trajectory of the lives of those who depend on her including her children. The most impactful way to understand our impact is through the testimonies of our clients:

CLIENT STORY FROM VOLUNTEER

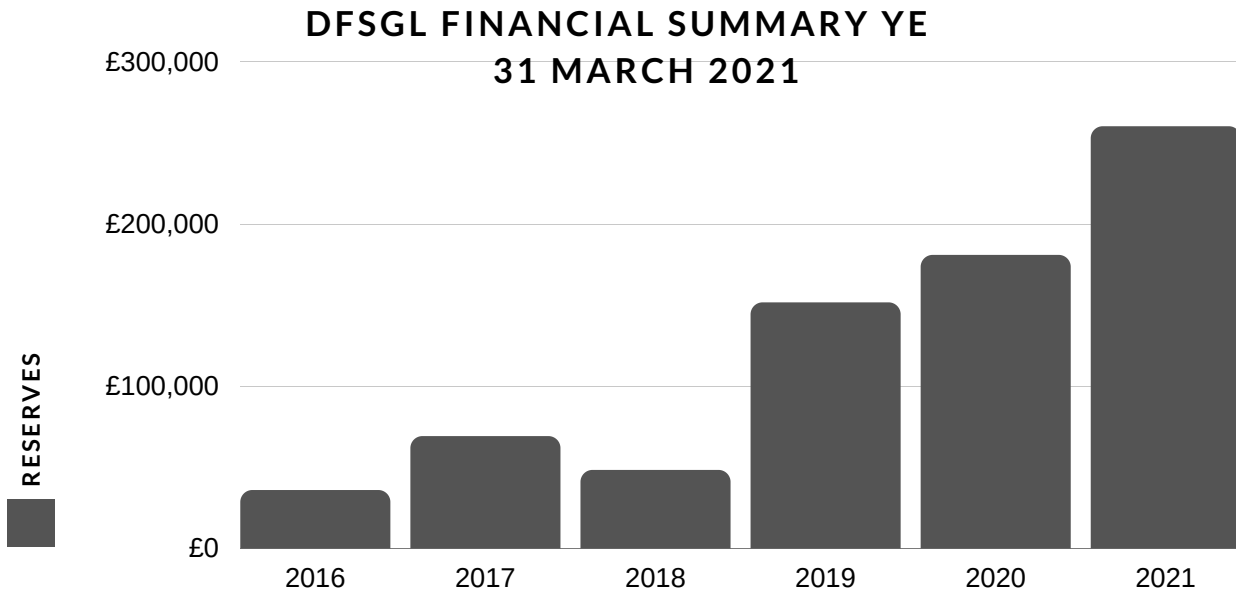
Dress for Success Greater London is a really well thought out charity that has helped me so much this season and I am grateful. The Online version of the help that DFSGL offered me during the Coronavirus Pandemic has been caring, organised, and precise as there were many options available for me to use to link with DFDGL operatives well.

These options were all virtual and I opted for Skype and a Whatsapp Video Call but I was told that loudspeaker calls could be used only if I wanted. I opted for Skype and Whatapp video calls because I wanted to see items of work clothing chosen for me and I was pleased to find that Maria Luisa and Sharon had everything organised and worked out well so that I could select and have clothing items delivered to my address in time for my work start date.





As of 31 March 2021 the Charity had unrestricted reserves of £260,001. **Both the reserves and gross profit have increased from the previous year.**



RESERVES POLICY

Unrestricted reserves are to comprise total reserves to the charity less those reserves which have been restricted or designated for specific purposes. Unrestricted reserves should not exceed what is required to support on-going operations for up to 18 consecutive months. The trustees have considered that the most appropriate policy is to maintain any surplus funds in the form of bank deposits. This policy is kept under review, having regard to the level of funds available.

Each year the Finance Committee, in consultation with the senior officer, reviews the reserves policy, taking into consideration the major risks faced by the charity. Any changes to the policy will be proposed by the Finance Committee and approved by the Trustees.

FINANCIAL REVIEW (CON'T.)

AMOUNT OF RESERVES HELD

As of 31 March 2021 DfSGL held unrestricted reserves of £260,001.

DETAILS OF FUND MATERIALLY IN DEFICIT

The Charity has no funds materially in deficit.

GOING CONCERN

The Directors consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

PRINCIPAL SOURCES OF REVENUE

The Charity relies on a variety of sources, primarily fundraising activities, grants, corporate and individual sponsors, for revenue. For the fiscal years to 31 March 2016 and March 2017, DfSGL also benefited from the support of Dress for Success Worldwide for start-up funding and operating capital over the period. For fiscal years commencing on April 1, 2017, through March 2021, DfSGL relied on grant funding, corporate sponsors, and fundraising activities.

FINANCIAL REVIEW (CON'T.)

EXPENDITURES, INCOME & FINANCIAL POLICIES

The Trustees of DfSGL review planned expenditures and expected income as part of a formal annual budgeting process. Any proposed new expenditures or programmes are inventoried and evaluated prior to incurring costs to ensure adherence to the budget and maintenance of adequate reserves. Risks associated with new or increased expenditures are inventoried and evaluated prior to incurring costs. Mechanisms for mitigation are put in place as soon as deemed necessary.

Internal controls over all forms of income, assets, and commitment and expenditure continue to be refined to improve efficiency. Performance is monitored through a series of operational Key Performance Indicators (KPIs) reviewed regularly by the Trustees. Financial management information is prepared and presented to the Finance Committee on a monthly basis and to the Trustees for regular review.

With regard to fundraising and advertising, the vast majority of these outgoings can be associated with an in-kind donation of services, with minimal cash expenditure.

The cost/benefit to the public purse in delivering Dress for Success services continued to be a saving of over £1.8 million in 2020/2021 and this amount is increasing. To support a client for approximately 15 months costs just £230 providing value for money invested.

PRINCIPAL RISKS FACING THE CHARITY

All current financial obligations are short term and flexible in nature and cash flows are monitored monthly and forecasts updated regularly to ensure adequate financial resources for the Charity. In addition, the Charity manages other operational risks with staff and volunteer training, adherence to policies and procedures as well as third party insurances as appropriate.

NOTE REGARDING IN-KIND DONATIONS

Donated goods and services are recognised in the financial statements when the goods and services are received by the charity and their value can be measured with reasonable accuracy. The value placed on these resources is their value to the charity.



STRUCTURE, GOVERNANCE & MANAGEMENT

DESCRIPTION OF THE CHARITY'S TRUSTS

Type of governing document

Dress for Success Greater London Limited (“DfSGL”) is registered as a charitable company limited by guarantee without share capital. It was set up by a Memorandum and Articles of Association which were incorporated on 13th March 2014. DfSGL and its Trustees are bound by said Memorandum and Articles of Association. **The names of the trustees who served during the year are set forth on page 26.**

How is the charity constituted

The charity is constituted as a private company limited by guarantee without share capital

Trustee selection methods

All Trustees are recruited against a role description. Candidates for Trustee positions meet with at least two Trustees (serving as an ad hoc Nominating Committee) to assess suitability for the Board in terms of experience, skills and potential value that they will add. If the candidate is deemed suitable, Board members may by ordinary resolution appoint a person who is willing to be a Trustee under the terms of the Articles of Association. Regular reviews of Trustee Scorecards are undertaken to assess the skills of the current trustees and identify any areas of expertise gaps.

Additional governance issues

Policies and procedures adopted for the induction and training of trustees:

New Trustees participate in a comprehensive induction process and are provided with an information pack covering the work of the charity and their responsibilities as a Trustee. The Chair of the Board of Trustees works closely with new Trustees to ensure that they have a good understanding of their role and the contribution that they can make to the charity.

Organisational structure and any wider network within which the charity works:

The management of the Company is the responsibility of the Trustees (who are also Directors of the charity for purposes of the Companies Act). The trustees review and approve all policies, and follow a strategy set forth in 2015, and recently revised in 2018.

Pay Policy

All trustees give their time freely and no trustee received remuneration this year. Pay policies for staff and independent contractors should be fair, transparent, competitive, benchmarked and sustainable. DfSGL shall pay its staff and independent contractors competitively and at the same time ensure that it remains prudent, guaranteeing that salary and compensation costs are sustainable at all times. We aspire to pay staff and independent contractors around the medium market pay level for comparable jobs in similar sized charities in London.

Relationship to any related parties

Dress for Success Greater London is an affiliate of Dress for Success Worldwide

Reference and Administrative Information

Registered Charity Number: 1160560

Charity's Principal Address: Newcombe House, 45
Notting Hill Gate,
London W11 3LQ

Names of the Trustees Who Run the Charity

Not Applicable.

Funds held as custodian Trustee on behalf of others

Not Applicable.

Names and addresses of advisors (Optional information)

Type of Advisor	Name	Address
Accountant	MHR Consultancy	Minister House, 126a High Street Whitton, Twickenham, Middlesex TW2 7LL

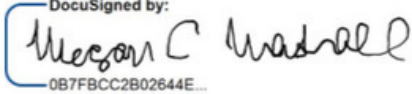
Names of the Trustees Who Run the Charity

	Name	Date Appointed Month/ Date/ Year	Date Terminated
1	Juanita Ingram	Appointed 8/4/2014	Current
2	Tyler Harnish	Appointed 11/1/2015	Current
3	Stacey Anne Kordei Quaye	Appointed 2/20/2017	Current
4	Katherine Joanne Bryant	Appointed 2/20/2017	Current
5	Barry Raymond Hancock	Appointed 07/21/2021	Current
6	Megan Campbell Gratzer-Marshall	Appointed 2/20/2017	Current
7	Jennifer Schneider	Appointed 5/30/2019	Current
8	Ambrita Shahani	Appointed 2/20/2017	Terminated 1/21/2020
9	Susan Denmead	Appointed 2/24/2014	Terminated 02/10/2020
10	Rina Lynette Einy	Appointed 2/20/2017	Terminated 1/21/2020
11	Jessica Lion	Appointed 2/20/2017	Terminated 12/31/2018
12	Wendy Leyland	Appointed 2/20/2017	Terminated 12/31/2018
13	Katy Pell	Appointed 2/20/2017	Terminated 12/31/2018
14	Nina Patel	Appointed 3/12/2015	Terminated 3/27/2018
15	Alanna Thompson	Appointed 10/9/2014	Terminated 3/19/2018
16	Fran Hutchinson	Appointed 1/1/2016	Terminated 3/19/2018
17	Heather McCormick	Appointed 8/4/2014	Terminated 11/27/2017
18	Greg Davidson	Appointed 9/2/2014	Terminated 11/27/2017
19	Panela Jones	Appointed 11/1/2015	Terminated 11/27/2017
20	Shaundra Hamilton	Appointed 11/1/2015	Terminated 12/31/2016
21	Ekta Malhorta	Appointed 2/24/2014	Terminated 1/18/2016
22	Toney Roy	Appointed 9/2/2014	Terminated 11/1/2015
23	Su-Fern Lee	Appointed 9/2/2014	Terminated 4/20/2015
24	Jennifer Crowl	Appointed 9/2/2014	Terminated 1/1/2015
25	Therese Georgianna Prince	Appointed 2/20/2017	Terminated 04/30/2020
26	Donna Louise Reeves	Appointed 2/20/2017	Terminated 04/30/2020
27	Monica Pahwa	Appointed 2/20/2017	Terminated 04/30/2020

The Trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

Signature:  DocuSigned by:
Juanita Ingram
C099208733534A3...

 DocuSigned by:
Megan C Marshall
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Name: Juanita R. Ingram

Megan Marshall

Position: Founder/ Chair

Trustee/ Committee Chair

Date: 1/14/2022

1/16/2022

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
FOR
Dress For Success Greater London Ltd

MHR Consultancy Limited
Minster House, 126a High St
Whitton
Twickenham
Middlesex
TW2 7LL

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
DRESS FOR SUCCESS GREATER LONDON LTD**

Independent examiner's report to the trustees of Dress For Success Greater London Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of _ which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



MHR Consultancy Limited
126a High Street
Whitton
Twickenham
TW2 7LL

21 May 2021

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for the Year Ended 31 March 2021

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**REPORT OF THE TRUSTEES
for the Year Ended 31 March 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08938602 (England and Wales)

Registered Charity number

1160560

Registered office

Tower 42 30th Floor
25 Old Broad Street
London
EC2N 1HQ

Trustees

Ms K J Bryant Consultant
Ms M C Gratzter-Marshall Insurance Executive
T Harnish Vice President, Salesforce.com
Ms J R Ingram Lawyer
Ms S A K Quaye Solicitor
Ms J Schneider Business Owner

21/05/2021

Approved by order of the board of trustees on and signed on its behalf by:



.....
Ms J R Ingram - Trustee

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2021

	Notes	31.3.21 Unrestricted fund £	31.3.20 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		225,895	217,849
Charitable activities			
General		14,428	-
Other trading activities	2	14,975	-
Other income		290,000	425,000
Total		545,298	642,849
EXPENDITURE ON			
Raising funds		171,832	251,265
Charitable activities			
General		294,175	362,324
Total		466,007	613,589
NET INCOME		79,291	29,260
RECONCILIATION OF FUNDS			
Total funds brought forward		180,710	151,450
TOTAL FUNDS CARRIED FORWARD		260,001	180,710

Dress For Success Greater London Ltd

BALANCE SHEET
31 March 2021

	Notes	31.3.21 Unrestricted fund £	31.3.20 Total funds £
CURRENT ASSETS			
Debtors	6	6,422	5,000
Cash at bank		257,673	176,845
		<u>264,095</u>	<u>181,845</u>
CREDITORS			
Amounts falling due within one year	7	(4,094)	(1,135)
		<u>260,001</u>	<u>180,710</u>
NET CURRENT ASSETS			
		<u>260,001</u>	<u>180,710</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>260,001</u>	<u>180,710</u>
NET ASSETS			
		<u>260,001</u>	<u>180,710</u>
FUNDS	8		
Unrestricted funds		260,001	180,710
TOTAL FUNDS		<u>260,001</u>	<u>180,710</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21/05/2021 and were signed on its behalf by:



J R Ingram - Trustee



J Schneider - Trustee

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

	31.3.21	31.3.20
	£	£
Fundraising events	14,975	-
	<u>14,975</u>	<u>-</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund
	£
INCOME AND ENDOWMENTS FROM	
Donations and legacies	217,849
Other income	<u>425,000</u>
Total	642,849
EXPENDITURE ON	
Raising funds	251,265
Charitable activities	
General	<u>362,324</u>
Total	613,589
NET INCOME	<u>29,260</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2021

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £
RECONCILIATION OF FUNDS	
Total funds brought forward	151,450
TOTAL FUNDS CARRIED FORWARD	<u>180,710</u>

5. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 April 2020 and 31 March 2021	<u>570</u>
AMORTISATION	
At 1 April 2020 and 31 March 2021	<u>570</u>
NET BOOK VALUE	
At 31 March 2021	<u>-</u>
At 31 March 2020	<u>-</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Prepayments	6,422	5,000
	<u>6,422</u>	<u>5,000</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Trade creditors	3,244	285
Accruals and deferred income	850	850
	<u>4,094</u>	<u>1,135</u>

8. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	180,710	79,291	260,001
	<u>180,710</u>	<u>79,291</u>	<u>260,001</u>
TOTAL FUNDS	<u>180,710</u>	<u>79,291</u>	<u>260,001</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	545,298	(466,007)	79,291
	<u>545,298</u>	<u>(466,007)</u>	<u>79,291</u>
TOTAL FUNDS	<u>545,298</u>	<u>(466,007)</u>	<u>79,291</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
for the Year Ended 31 March 2021

8. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	151,450	29,260	180,710
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>151,450</u>	<u>29,260</u>	<u>180,710</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	642,849	(613,589)	29,260
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>642,849</u>	<u>(613,589)</u>	<u>29,260</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	151,450	108,551	260,001
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>151,450</u>	<u>108,551</u>	<u>260,001</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,188,147	(1,079,596)	108,551
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>1,188,147</u>	<u>(1,079,596)</u>	<u>108,551</u>

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2021

	31.3.21	31.3.20
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	43,018	35,696
DFS US	6,879	565
Donations - Corporates	175,998	158,035
Clothing Sale	-	23,553
	<hr/>	<hr/>
	225,895	217,849
Other trading activities		
Fundraising events	14,975	-
Charitable activities		
Grants	14,428	-
Other income		
Donations in Kind	290,000	425,000
	<hr/>	<hr/>
Total incoming resources	545,298	642,849
EXPENDITURE		
Raising donations and legacies		
Fundraising Costs	20,150	-
Other trading activities		
Purchases	1,682	1,265
Purchases (Donations in Kind)	150,000	250,000
	<hr/>	<hr/>
	151,682	251,265
Charitable activities		
Rates and water	6,501	5,111
Insurance	1,428	1,999
Light and heat	840	2,443
Telephone	2,080	2,428
Postage and stationery	153	455
Advertising	-	14,860
Events (Donations in Kind)	-	100,070
Rent	16,000	24,998
Volunteering Costs (in Kind)	140,000	75,000
Travel & Subsistence	1,703	2,981
Staff Training	-	1,768
Computer Costs	779	2,244
Subscriptions	197	613
Professional Fees	114,269	121,840
Repairs & Renewals	7,670	2,789
	<hr/>	<hr/>
	291,620	359,599
Support costs		
Finance		
Bank charges	89	93
Governance costs		
Accountancy fees	2,466	2,632
	<hr/>	<hr/>
Total resources expended	466,007	613,589
	<hr/>	<hr/>
Net income	79,291	29,260
	<hr/> <hr/>	<hr/> <hr/>