



Stand Together Network (STN)
End violence & inequality for a brighter tomorrow

Financial Report for year ending 31st October 2024

Registered Charity and Company Limited by Guarantee

Financial Statements

For the period ended

31st October 2024

Company number: 7839780 (England and Wales)

Charity number: 1161029



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General Information

Directors & Trustees:

Tasneem Zeenat Pervaiz

Dr Mohamed Elmeselhi – Not a trustee from 18th August 2023

Shakiratu Opeyemi Akinleye

Aleih Khazali

Dr Mohamed Elhaythem Abdelatey- Not a trustee from 23rd January 2024

Maha Galaleldin

Secretary :

Soad (Sue) Halawa

Registered office:

311 Fore Street

Community House

London

N9 0PZ

STN also operates from the following locations:

Community House – 311 Fore Street, Edmonton, N9 0PZ

Tottenham Office – 639 High Road, Tottenham, N17 8AA

Governing document

Stand Together Network (formerly Skills and Training Network) is governed by its Memorandum and Articles of Association

Bankers: Unity Trust bank and The Cooperative Bank

Accountant: TACTS Accountant, 61 Fountains Crescent, London, N14 6BD



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Trustees'/ Director's Report

The trustees are pleased to present their annual report for the year ended 31st October 2024 which is also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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

Risk management

The Trustees have conducted a thorough review of the key risks facing the STN charity, particularly those related to strategic, operational, and financial challenges. To ensure effective risk mitigation, a Risk Register is regularly assessed by both the Audit Committee and the Board. Appropriate policies, procedures, and systems are in place to safeguard the charity's stability and long-term sustainability.

The rising cost of living continues to affect the charity's fundraising efforts and presents lasting economic challenges. To address this, the Trustees closely monitor financial performance through management accounts, cash flow forecasts, and quarterly reforecasting. They also conduct regular stress tests and scenario analyses, using 12–18-month cash flow projections to assess financial resilience and adaptability.

The economic downturn has influenced general fundraising efforts, necessitating a proactive approach to securing support and diversifying income streams.

The Trustees remain committed to proactively managing risk, ensuring financial stability, and adapting to evolving challenges to safeguard the charity's mission and long-term impact.

ORGANISATIONAL STRUCTURE:

The Board of Trustees, currently comprising four members (all women from BAMER backgrounds), is responsible for setting the charity's strategic direction, developing policies, ensuring compliance, maintaining accountability, monitoring risks, overseeing the budget, and exercising overall governance. The trustees bring a diverse range of skills and expertise that align with both their governance duties and the mission of STN.

The Company Secretary, who also holds the role of STN's CEO, attends Board meetings in a non-voting capacity. Trustees hold formal positions such as Chair, Vice Chair, and Treasurer, and individually provide support for specific projects or areas of work, reporting to the full Board.

The Board is responsible for approving the charity's business plans, annual work programs, and budget. It also reviews quarterly financial reports to assess the charity's performance against its financial objectives.

Day-to-day operations, staff management, and operational decision-making are delegated to STN's CEO. The CEO is supervised by the Chair of the Board, ensuring alignment with the Board's strategic oversight.



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GOVERNING STRUCTURE:

Stand Together Network (STN) is a charitable organisation incorporated on November 11, 2011, and officially registered as a charity in May 2015. It was established under a memorandum of association, which defines its objectives and powers, and operates in accordance with its articles of association. In the event of dissolution, members are required to contribute up to a maximum of £1 each.

Objectives and aims

The purposes of the charity as set out in its governing document and the main activities undertaken in relation to those purposes during the year and to further the charity's purpose for the public benefit.

Main Charity Objectives

"The charity's objects (objects) are specifically restricted to the following:

To promote for the public benefit the provision of culturally sensitive support and advice services for those in need:

- (a) To relieve and support those in need due to domestic violence, immigration, homelessness, disability and or unemployment,
- (b) Assisting in finding a safe shelter or temporary refuge accommodation,
- (c) Advancing education for those who have experienced domestic violence, immigration, homelessness, disability and unemployment by developing skills, capacities and capabilities. to enable them to actively participate in society independently.
- (d) Organising recreational and leisure time activities in the interest of social welfare to improve the conditions of life of disadvantaged people.

Public Benefit

The trustees have fulfilled their responsibility to consider the Charity Commission's guidance on public benefit in all decision-making and governance matters. They remain fully aware of their roles and duties, ensuring that all activities planned throughout the year align with this guidance. Public benefit remains central to our mission, and trustees have continuously reviewed and upheld these principles during Trustee meetings.

TRUSTEE INDUCTION & TRAINING

Following their election or appointment, each new director receives a Trustee Information Pack, which outlines their roles and responsibilities, as well as legal, financial, and operational details of the charity, including its business plan and policies.

An in-house trustee induction is conducted after the election of new members. This may include spending at least half a day at the charity's offices to familiarise themselves with daily operations, staff, and services. The company secretary also shares opportunities for external training with Board members.



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During the reporting year, all new trustees attended training on the roles and responsibilities of charity trustees. Additionally, they have either completed or are scheduled to attend specialist training on charity finances. Other board members participated in seminars covering charity legislation and other governance-related topics.

Our volunteers

Stand Together Network's volunteers are very involved in the community and rely on voluntary help. 8 volunteers assisted with our on-going activities. We wish to thank our volunteers for their loyal support and contribution.

Reserves policy

The Board has assessed the charity's requirements for reserves in the light of the main risks to the organisation. As a result, the Board has approved a policy whereby the unrestricted funds not committed, should be held in reserve and maintained at a level which ensures that Stand Together Network core activity could continue during a period of unforeseen difficulty. The target reserve amount represents at least 6 months' (26 weeks) expenditure and will be reviewed annually.

Small company special provisions

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Statement of Directors' and Trustees' Responsibilities

The Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company. Charity trustees are the people who serve on the governing body of a charity. They may be known as trustees, directors, board members, governors or committee members. The principles and main duties are the same in all cases. Trustees have, and must accept, ultimate responsibility for directing the affairs of a charity, and ensuring that it is solvent, well-run, and meeting the needs for which it has been set up.

Chair's Foreword

As we reflect on the past year—marked by uncertainty, global challenges, and the precarious realities faced by many—it is essential to hold on to hope and the power of collective support. This year has been both challenging and rewarding for Stand Together Network (STN). Despite the rising prevalence of homelessness, domestic abuse, and other societal issues, along with shrinking opportunities and the ongoing impact of the cost-of-living crisis, inflation, and funding shortages, we have remained committed to our mission.

Many of our beneficiaries come from diverse migrant and racialised backgrounds, including communities from the Middle East (e.g., Syria), North and East Africa (e.g., Somalia, Eritrea, Ethiopia, Algeria, Egypt), Afghanistan, Pakistan, Bangladesh, Turkey, Ukraine, and Black British groups. Through our person-centred approach, we



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have provided critical support to over 2,000 individuals, ensuring that those most affected by systemic inequalities receive the help they need during these difficult times.

None of this would be possible without our incredible team of staff, volunteers, and trustees, who work tirelessly to uphold our values. We deeply appreciate the dedication of both long-standing and new team members, who continue to drive our work forward. STN stands not only as a symbol of hope and resilience but also as an organisation willing to challenge those in power to ensure justice and equality for our communities.

Our work depends on financial support from trusts, foundations, and individuals. Their generosity has allowed us to develop, expand, and sustain our key services, including drop-in sessions, community outreach, helplines, counselling, group support programmes, and healthy relationship sessions.

A Special Thank You to Our Funders

We extend our heartfelt gratitude to our funders, who have been brave enough to support our vital work. We are deeply grateful to the National Lottery Community Fund, Rosa Women's Fund, City Bridge Trust, London Community Foundation, Trust for London, People's Health Trust, Good Things Foundation, Greater London Authority, and many others. Your support has been instrumental in making a real difference.

Strengthening Our Impact

This year, we achieved the Advice Quality Standard accreditation, a significant milestone that reflects our commitment to delivering high-quality support services. Additionally, our partnerships with beneficiaries, businesses, and community organisations in Enfield, Haringey, and Islington have enabled us to strengthen our impact, foster meaningful collaborations, and amplify the voices of racialised communities.

I am particularly proud of Sue Halawa, STN's CEO, whose leadership and vision have ensured that the organisation remains steadfast in addressing the needs of the most marginalised individuals. Many of those we support face severe deprivation, compounded by an immigration system that denies asylum seekers the right to work, forcing them to endure long, uncertain waits while their cases are processed.

Looking Ahead

As outlined in this report, STN remains financially stable. However, to meet the growing and complex needs of our beneficiaries, we must continue to expand our services and secure long-term sustainability.

Gratitude & Closing Thoughts

STN owes its success to our beneficiaries, funders, partners, local businesses, and supporters. Without your generosity, commitment, and belief in our mission, none of this work would be possible.

THANK YOU!

Tasneem Zeenat Pervaiz
STN Chair and Co-founder



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Our CEO Message

At STN, our mission remains clear: to take practical action and respond swiftly to the needs of our community and beneficiaries. This year, we have significantly expanded our advisory services and operations, strengthening our commitment to those we serve.

Our Commitment to the Community

The individuals and communities we support are at the heart of our mission, values, and objectives. Their voices shape every aspect of our work, ensuring that our services remain relevant, impactful, and inclusive. We pride ourselves on being adaptable and going beyond expectations to meet people's needs while upholding human rights.

As a grassroots organisation, we have steadfastly served our community for over a decade, providing critical support to individuals affected by poverty, homelessness, and insecure housing in Enfield, Haringey, and surrounding areas. We specialise in assisting racialised communities experiencing deep-rooted inequalities, including Black, Asian, Minority Ethnic, and Refugee (BAMER) women from diverse backgrounds, particularly those of Turkish, Arab, North African, Somali, and Bangladeshi heritage.

Many of our beneficiaries face systemic barriers to accessing mainstream services, especially during times of crisis such as domestic violence, homelessness, or unemployment. We bridge this gap by providing timely, holistic, and person-centred support when it matters most.

Progress and Achievements

This year's STN Annual Report highlights our progress and achievements in safeguarding individuals and families across Enfield and Haringey. Like many small organisations striving for a big impact, we remain focused on sustainability.

I am deeply grateful to the trusts and foundations that continue to support our work, as well as to our incredible volunteers, whose dedication transforms lives daily. Their unwavering commitment inspires us all and strengthens our ability to create lasting change.

Governance and Continuous Learning

Our trustees play a crucial role in governance and strategic management, ensuring we remain aligned with our mission and objectives. At STN, we embrace continuous learning, drawing on the experiences of our beneficiaries to refine and improve our services. Their resilience drives us to innovate and expand our impact.



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Gratitude to Our Supporters

We are also immensely grateful for the generosity of our funders, partners, and supporters across various sectors. Their contributions extend beyond financial support—they place deep trust in our mission, enabling us to continue delivering essential services. Without their belief in our work, we would not be able to achieve the milestones we have reached.

Looking Ahead

Looking ahead, we are optimistic about the future. With renewed energy and determination, we will continue to strengthen our organisation and extend our reach to even more beneficiaries. Our website remains a dynamic hub, regularly updated with the latest developments in our partnerships and the impactful work of our action groups.

Our Core Values

At STN, we are committed to inclusivity, resilience, and compassion. Everyone deserves a chance. We never give up on people and respond to their needs with empathy and kindness. Our work is not just about providing immediate assistance but about empowering individuals and communities to build a secure and stable future.

A Call for Collaboration

We look forward to working with you in the coming years, fostering collaboration, and making a meaningful difference in the lives of those who need us most.

Together, we are STN.

Sue Halawa

STN CEO and Co-founder



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Independent examiner's report to the trustees of Stand Together Network

I report on the accounts of the company for the year ended 31st October 2024, which are set out on pages 7 to 12.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants.

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention (other than that disclosed below *) to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

Date: 17/02/2025

Chartered Certified Accountant

TACTS Accountant, 61 Fountains Crescent, London, N14 6BD



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STAND TOGETHER NETWORK
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR END 31ST OCTOBER 2024

	<u>Notes</u>	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>Funds</u> <u>2024</u>	<u>Total</u> <u>Funds</u> <u>2023</u>
<u>INCOMING RESOURCES: -</u>		£	£	£	£
Incoming resources from generated funds					
Services, Contract & Commissioning		10,445	-	10,445	12,540
Investment Income					
Interest Income		2,729	-	2,729	-
Incoming resources from charitable activities					
Grants to provide charitable activities	(9)	-	300,421	300,421	275,133
TOTAL INCOMING RESOURCES		13,174	300,421	313,595	287,673
<u>RESOURCES EXPENDED</u>					
Expenses in raising funds	(10)	-	12,250	12,250	13,777
Charitable Expenses	(10)	-	235,985	235,985	195,612
TOTAL RESOURCES EXPENDED		-	248,234	248,234	209,388
Net Incomings and (outgoings) resources		13,174	52,188	65,362	78,285
Balances Brought Forward		88,758	92,318	181,077	102,793
Balances Carried Forward		101,932	144,506	246,438	181,077

There were no recognised gains or losses for the above period other than those shown in the statement of financial activities for the above financial year. All incoming resources and resources expended are derived from continuing activities.

(The notes attached form part of these financial statements)



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STAND TOGETHER NETWORK

BALANCE SHEET AS AT 31ST OCTOBER 2024

	Notes	Funds <u>2024</u> £	Funds <u>2023</u> £
Fixed Assets			
Current Assets:			
Debtor	(6)	-	-
Cash at Bank and In Hand		307,838	202,784
Current Liability:			
Creditors & Accruals	(7)	61,400	21,707
Net Assets		246,438	181,077
As Represented By:			
Unrestricted Fund		101,933	88,759
Restricted Fund	(8)	144,505	92,319
Total Funds		246,438	181,077

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved by the Directors on – 20/02/205 and signed on their behalf by: -

Chairperson
(Tasneem Pervaiz)

Secretary
(Soad Halawa)



Notes to the account.

Accounting Policies

1.1 Accounting convention

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

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. STN meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Preparation of the accounts on a going concern basis

The Charity trustees are of the view that measures taken subsequent to the year-end to reduce operating costs and successful in applying for continuation funding have secured the immediate future of the Charity for the next 12 to 18 months and that on this basis the charity is a going concern.

1.2 Fund structure

Fund accounting unrestricted funds are available to spend on activities that further any of the purposes of charity particular areas of the charity's work. The charity did not have any designated funds in this financial year.

1.3 Incoming resources

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

1.4 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT as the Charity is exempt from registration for VAT and therefore is reported as part of the expenditure to which it relates.

1.5 Tangible fixed assets and depreciation

Depreciation is provided to write off the cost, of all fixed assets over its expected useful life: - No Fixed acquired in this financial year

1.6 Cash Flow Statement

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity is small.



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2. Taxation

Stand Together Network is a registered charity and is not liable for corporation tax on its income under section 505 of the Income and Corporation Taxes Act 1988 to the extent that it is applied to its charitable activities.

3. Support Cost

Allocation of support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, and governance costs which support the Charity activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 11.

4. Stand Together Network is a registered charity and company limited by guarantee without a share capital.

5. Staff Costs

The total Staff Costs (Including Sessional workers) for the year were £152,966 (£147,354 in 2022/2023), including Tax and NIC.

Total staff paid on payroll were £47,879 and the number of employees on payroll were 3 (part-time).

The total number of self-employed staff were 7.

None of the employees received emoluments in excess of £60,000 in the year or the previous year.

Trustees are not remunerated for their trusteeship duties.

6. Debtors

	2024	2023
	£	£
Debtors	-	-
Total	-	-

7. Creditors & Accruals

	2024	2023
	£	£
HMRC Tax and NIC	-	215
Pension	-	48
Professional Fees	3,000	-
Other Creditors	58,400	21,445
Total	61,400	21,707



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8. Analysis of Restricted Funds

	Balance at 1st November 2023	Incoming resources	Outgoing resources	Balance at 31st October 2024
	£	£	£	£
Awards For All	-	19,998	10,566	9,432
Peoples Health Trust	5,109	19,968	15,183	9,894
The London Community Fund	27,475	57,557	55,600	29,432
Garfield Weston	10,000	-	-	10,000
ESC Lottery Fund	-	12,556	12,556	-
Greater London Authority	-	40,788	21,262	19,526
Enfield Voluntary Action	4,081	6,299	6,747	3,633
City of London	11,394	24,000	28,406	6,988
Big Lottery Fund	16,123	87,825	76,834	27,114
Groundwork London	4,098	-	-	4,098
Trust For London	10,066	24,500	21,081	13,485
Good Thing Foundation	3,973	6,930	-	10,903
	92,319	300,421	248,235	144,505

9. Grant receivable breakdown

Funder	Purpose	2024 £	2023 £
National Lottery Com. Fund	Education and Guidance	19,998	-
Big Lottery Fund	Advice, Employability & Education	87,825	81,252
City of London	Information and advice	24,000	31,000
London Community Fund	Health, Information and advice	57,557	60,030
Greater London Authority	Employability and Guidance	40,788	-
ESC Lottery Fund	Health and wellbeing	12,556	-
Lloyds Bank Foundation	Core Support and advice	-	27,250
Trust For London	Welfare advice and guidance	24,500	12,500
Garfield Weston	AQS and Capacity Building	-	10,000
Enfield Voluntary Action	Employability and Communication	6,299	10,415
London Borough of Enfield	Employability & Guidance	-	-
Peoples Health Trust	Community Activities Engagement	19,968	19,576
Groundwork London	Vocational, Health and Social care	-	12,830
Good Thing Foundation	Information and advice	6,930	10,280
		300,421	275,133



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10. Resources Expended

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>Funds</u> 2024	<u>Total</u> <u>Funds</u> 2023
	£	£	£	£
Raising Funds	-	12,250	12,250	13,777
Salary and Sessional worker	-	140,716	140,716	133,577
Volunteer	-	3,873	3,873	3,175
Premises and Room Hire	-	19,874	19,874	12,963
Partnership and Training	-	38,582	38,582	15,050
Refreshment	-	472	472	432
Accreditation and Subscriptions	-	11,000	11,000	2,998
Project resources and materials	-	1,119	1,119	-
Foodbank and emergency support	-	2,099	2,099	2,681
Equipment	-	-	-	5,417
Publicity	-	719	719	-
E-Learning, Printing & Website	-	5,211	5,211	8,238
Insurance	-	945	945	547
Travel and Transport	-	76	76	33
Professional fees	-	5,050	5,050	4,534
General Running Expenses	-	6,248	6,248	5,967
TOTAL RESOURCES EXPENDED	-	248,234	248,234	209,388

11. Governance and Support Costs

	Support £	Governance £	Total £
Premises and Room Hire	19,874	-	19,874
Publicity	719	-	719
Equipment	-	-	-
Professional fees compliance	-	3,000	3,000
Insurance	-	945	945
General Running Expenses	6,248	-	6,248
	26,841	3,945	30,787