

# FILIA

England & Wales · Charity number 1163473

## Details

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Other names	FEMINISM IN LONDON, FIL
Status	Registered
Legal form	CIO
Registered	2015-09-08
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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**Address**  
The Womens Resource Centre  
Lion House  
72-75 Red Lion Street  
London  
WC1R 4NA

**Phone** 0200000000

**Email** [info@filia.org.uk](mailto:info@filia.org.uk)

**Website** [www.filia.org.uk](http://www.filia.org.uk)

## Activities

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**Objects:** THE OBJECTS OF THE CIO ARE:3.1 TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE SUBJECT OF GENDER EQUALITY BY HOSTING AN ANNUAL CONFERENCE SHOWCASING SPEAKERS AND RESEARCHERS TO DISSEMINATE THE RESULTS OF THEIR WORK AND RESEARCH.3.2 THE PROMOTION OF EQUALITY AND DIVERSITY, IN PARTICULAR EQUALITY BETWEEN WOMEN AND MEN, AND TO ELIMINATE GENDER DISCRIMINATION FOR THE PUBLIC BENEFIT BY:(A) RAISING AWARENESS OF DISCRIMINATION IN SOCIETY BY PUBLICATIONS, LECTURES, USE OF THE MEDIA, PUBLIC ADVOCACY AND BY HOSTING AN ANNUAL CONFERENCE;(B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY BY THE SAME MEANS AS THOSE IN 3.2(A);(C) PROMOTING ATTITUDES, CUSTOMS AND PRACTICES IN FAVOUR OF EQUALITY BY THE USE OF PUBLICATIONS, MEDIA AND PUBLIC ADVOCACY;(D) DISSEMINATING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND SHOWCASING THE RESULTS TO THE PUBLIC AT AN ANNUAL CONFERENCE;(E) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.3.3 TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) AND IN PARTICULAR WOMEN'S RIGHTS THROUGHOUT THE WORLD BY ALL OR ANY OF THE FOLLOWING MEANS:OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSESRESEARCH INTO HUMAN RIGHTS ISSUESCOMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATIONRAISING AWARENESS OF HUMAN RIGHTS ISSUESPROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTSPROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS.IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIED OUT ITS OBJECTS.3.4 TO PROMOTE ART FOR THE BENEFIT OF THE PUBLIC, IN PARTICULAR TO PROMOTE THE ART OF WOMEN ESPECIALLY SOCIALLY EXCLUDED WOMEN, BY THE PROVISION OF AN ART EXHIBITION AT THE ANNUAL CONFERENCE.

**Activities:** Mission: To host a world-renowned annual conference, bringing together women from all around the globe. To advance the education of the public in the subject of sex-based rights and equality. To promote human rights, especially women's rights. To promote women artists, feminist and activist art, and to give voice to minority and disadvantaged women through art.

## Classification

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- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

## Geography

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- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£331,943	£390,242	-	-
2023-12-31	£331,441	£411,995	-	-
2022-12-31	£301,516	£303,724	-	-
2021-12-31	£211,665	£162,774	-	-
2020-12-31	£69,913	£42,062	-	-

## Trustees

Name	Role	Appointed
Joanne Gough		2025-01-03
Kruti Roopel Walsh		2019-07-04
LISA-MARIE TAYLOR		2015-09-08
Ragani Jessica Lindquist		2025-01-03
Sally Jackson		2019-07-04

**FILIA**

England & Wales - Charity number 1163473

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# Accounts

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**FILIA**

**REPORT OF THE TRUSTEES AND  
UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 December 2024**

# **FiLiA**

## **REFERENCE AND ADMINISTRATIVE INFORMATION**

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### **Trustees**

The Trustees during the year ended 31 December 2024 were as follows:

Lisa-Marie Taylor  
Sally Jackson  
Kruti Walsh  
Claire Heuchan

### **Principal Address**

C/o Women's Resource Centre  
3<sup>rd</sup> Floor, 72-75 Red Lion Street  
London  
WC1R 4NA

### **Independent Examiner**

Bells Accountants  
10a High Street  
Chislehurst  
Kent, BR7 5AN

### **Charity Number**

1163473

### **Bankers**

The Co-operative Bank plc  
Business Direct  
PO Box 250  
Skelmersdale  
Lancashire  
WN8 6WT

## REPORT OF THE TRUSTEES

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The Trustees present their report with the receipts and payments account of the charity for the year ended 31 December 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).

This report outlines the work of FiLiA during the year of 2024.

### Objectives and aims

In brief, our charitable objects are:

- To advance the education of the public in the subject of sex equality by hosting an annual conference showcasing speakers and researchers to disseminate the results of their work and research;
- The promotion of equality and diversity, in particular equality between women and men, and to eliminate sex discrimination for the public benefit;
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) and in particular women's rights throughout the world; and
- to promote art for the benefit of the public, in particular to promote the art of women, especially socially excluded women, by the provision of an art exhibition at the annual conference.

FiLiA's mission is to contribute to the Women's Liberation Movement by:

- **Building sisterhood and solidarity** (locally, nationally and globally)
- **Amplifying the voices of women** (particularly those less often heard or purposefully silenced)
- **Defending women's human rights**

### Public benefit

The trustees confirm that they have referred to the recommendations contained in the Charity Commission's general guidance on public benefit when reviewing FiLiA's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

We continued to build the organisation in preparation for our 10<sup>th</sup> conference and expanded into the campaigns and policy sphere. We amplified the voices of women via our various platforms and delivered projects aligned with our strategic aims.

### Achievements and performance

#### BUILDING THE FiLiA TEAM

We are a women-led majority-volunteer organisation expanded to around 175 volunteers. Most volunteers find their way to us after attending one of our conferences and many are survivors of male violence in all its forms. Our team is made up of women from age 19 to in their 70s and many diverse voices with a wide range of ethnic backgrounds. This plurality in female experience is fully reflected in our leadership – of FiLiA's four trustees, two are women of colour and two are lesbians. We have women of all faiths and none and 30% of our team are disabled women. Over half are mothers, and of those just over 50% are single mothers.

We have introduced new projects and working groups e.g. a Young Women's Group, a Race and Ethnicity Working Group and a [Trade Union Working Group](#). FiLiA continues to enable volunteer-initiated projects to flourish.

We spent our annual weekend away at [Horton Women's Holiday Centre](#), with informal workshops, various activities and time for connecting.

## REPORT OF THE TRUSTEES cont'd

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### INTERNAL EDUCATION SESSIONS

Ongoing education is important, and we thank those who gift their time to us. All volunteers had the opportunity to attend the following sessions, recordings of which were also available to be watched later.

- Women and Trade Unions with Helen O'Connor
- Birth for Feminists with Mara Ricoy
- Violence Against Women and Women's Citizenship 1996 with Amy Holland
- 5 Key Messages for Million Women Rise March with Frances Wright
- Know Your Rights - Hate Crime and Public Order (Scotland) Act with Frances Wright and Dr Lucy Hunter-Blackburn
- Surrogacy Law Reform with Helen Gibson
- Herbalism and Healing with Sarah and Diana
- The History and Future of FiLiA with FiLiA Trustees
- Women in The Western Sahara with Danielle Smith
- Women First with Sally Jackson, Hannah Shead and Ali Morris
- The History of Black Women's Struggles in the UK with Pragna Patel
- The Politics of Structure with Liz Kelly
- FiLiA Hague Mothers with Ruth Dineen
- Feminism's History: Where Activism Meets Ideas with Susanna Rustin
- Fighting Institutionalised Discrimination with Selma Taha
- Women, Human Rights and Policy Making with Purna Sen
- Secularism and Feminism with Megan Manson
- Ultra Processed Food - A Women's Issue with Milli Hill
- Girls Getaway with Brenda Otto and Taryn Lister
- The Facade of Women's Reform in Saudi Arabia with Maryam Aldossari
- A series of Energy Moves wellbeing sessions with Fiona Winter

We also continue with the Charity Learning Consortium to offer e-learning to the team.

### EDUCATION via FiLiA FILM NIGHTS, started in 2024

We organised access to a feminist film for volunteers to watch in their own time. We then held one-hour online sessions to discuss the film, often with the film director present. This is a good way to discuss feminist issues in a different way and to get to watch feminist films that we might not have had the chance to otherwise. Films included *Fly So Far* (Celina Escher), *Six Angry Women* (Megan Jones) and *Exit* (Alison Jayne Wilson), among others. A highlight was watching two films about the Women's Liberation Movement while staying at Horton Women's Holiday Centre together.

### RAD READS

2024 was the first year of Rad Reads, FiLiA's anti-racist book group for the team. We read three books together: *Black Teacher* (Beryl Gilroy) a memoir from Britain's first Black headteacher; *Everything I Never Told You* (Celeste Ng) a novel exploring race and gender through the experiences of a multiracial family; *The Girl with the Louding Voice* (Abi Daré) a novel about domestic slavery and the importance of girls' education. Women discussed these texts with radical honesty, shared passionate discussion and respectful disagreement, and grew together as a community.

### EVENTS

- In person event: The launch of Susanna Rustin's book *Sexed*
- In person event: Silencing Scottish Women. Hurt, hatred, facts and feelings. The Hate Crime and Public Order (Scotland) Act 2021
- Online event: book launch for *The Women Who Wouldn't Wheesht*
- Kiri Tunks, FiLiA Trade Union Women, spoke at a Labour Party fringe event 'Unions For Women' organised by Labour Women's Declaration
- Hannah Shead facilitated a workshop 'A woman's experiential journey: Supporting women with experience of the sex industry' at the Nordic Model Now conference 'Women For Sale: Private matter or public crisis?'
- In person event: #FiLiARaiseOurVoices Writing Women's History

### COMMUNICATIONS

The FiLiA newsletter team has created weekly newsletters which go out to 10,608 subscribers. Sections include our weekly Feminist News feature which includes round ups of all the national and international news relating to women. The average click-through rate (CTR) for charity email newsletters is around 2.7%, according to both Campaign Monitor and Mailchimp. The 2024 click rate for FiLiA newsletters is 24%. We regularly receive positive feedback from readers. E.g. 'Thank you all my FILIA sisters for such an activist packed newsletter. You make me feel so proud to be a FILIA woman.'

Followers on social media: X/Twitter 35.7k; Facebook 9.9k; Instagram (3.9k). BlueSky was launched in February and FiLiA set up an account

### FiLiA PROJECTS

#### HAGUE MOTHERS

It has been a seriously busy year for the [Hague Mothers'](#) campaign which aims to end the injustices caused by the Hague Abduction Convention treaty, especially for mothers and children who are victims of domestic violence. The international volunteer team is now around 70-strong, and we are working with 15 partner organisations from around the world.

And there has been real progress.

Along with GlobalARRK, we went to The Hague to lobby outside the Hague Special Commission meeting in October 2023. We handed in a #ProtectHagueVictims petition with 38,000 signatures; gave out copies of our [Mothers' Voices booklet](#); created an [Open Letter](#) calling for change which was signed by 90 world experts, and which was circulated to all delegates; and encouraged mothers to write to the Hague Secretary-General to raise awareness of the brutal impact of the Convention. Moved by their stories, he offered to organise an international forum on Domestic Violence and the Hague Abduction Convention in South Africa in June 2024.

Hague Mothers, GlobalARRK and partners Revibra Europa were invited on to the Steering Group for the Forum and were able to ensure that our expert members and allies were invited to present on all but one panel. Fifteen of us attended in person, two presented online. We also coordinated a 'lived experience' panel session which was extraordinarily powerful. We created a video of [mothers' voices](#) from across the world; Revibra produced video testimonies from three Brazilian mothers; and two immensely courageous Hague mothers shared their stories in person.

In his closing remarks, the Secretary-General acknowledged that domestic violence is the major issue facing the Convention. Whatever else comes out of the Forum, it will no longer be possible for those implementing the treaty to argue that nothing needs to change.

We will shortly begin preparing for a follow-up forum which the Brazilian government has offered to host in 2025. We will do all we can to ensure that this moves beyond information-sharing to effective action. And we have just heard that we have been awarded one year's funding from the Treebeard Trust which will mean that we can employ an admin assistant to support the voluntary coordinator role. That will make a world of difference to our efficacy and scope.

Our 2024-2025 strategy will focus on the human rights abuses enabled by the Convention - for both mothers and their children. Our overall aim remains the same and requires us to change an international treaty signed by over 100 countries; FiLiA absolutely believes that the international sisterhood can and will achieve this goal. Our heartfelt thanks to everyone who has helped us get this far.

#### WOMEN FIRST

FiLiA has continued to make good progress with the work of [Women First](#).

We completed an audit for a county in Wales and received positive feedback. As part of the audit, we delivered training to professionals and carried out questionnaires with staff and managers. We are confident that our recommendations, once implemented, will improve the local response for any woman who is engaged in the sex trade.

## REPORT OF THE TRUSTEES cont'd

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We held our first in-person away day, bringing together our volunteer survivors. It was a great opportunity to get to know one another a bit more and remind us of why the work of Women First is so important.

We responded to several 'calls for evidence' regarding prostitution. This included contributing to the report of the UN Special Rapporteur on violence against women and girls; submitting evidence to the National Police Chiefs Council guidelines; and most recently, giving feedback on the Proposed Prostitution Bill being brought by Ash Regan MSP.

In addition to this, we continue to raise awareness around prostitution as male violence both within the Male Violence Against Women and Girls sector and the general public more broadly. Our inaugural Women First blog was published, and we delivered a workshop at the Nordic Model Conference, supporting professionals working with women in the sex trade.

We wrote to the Musicians Union asking them to rethink their stance on prostitution and offering support to further understand the issues that women in the sex industries face.

### GIRLS GETAWAY

Organised by Southall Black Sisters, nia and FiLiA, the Girls Getaway (designed for young women and girls aged 11 to 17 years old, from diverse and vulnerable backgrounds) took place in Eastbourne.

A variety of workshops focused on critical topics such as leadership, identity, body image, sisterhood, societal pressures and sexual harassment. The program included indoor and outdoor activities that fostered teamwork and creativity. Participants enjoyed arts and crafts, team-building exercises, and nature exploration, which enhanced their enjoyment and promoted physical well-being and connection with the outdoors.

The Girls Getaway 2024 provided a transformative and enriching experience for all. It gave a platform for self-discovery, connection, and empowerment, all away from everyday societal pressures and within a supportive and safe space.

The Girls Getaway promoted personal growth, confidence and peer support. By cultivating a sense of community and belonging, lasting friendships and support networks developed that extended beyond the event itself.

### LABRYS LIT

In 2024 we continued a pluralistic focus in reading lesbian books together – thriller, historical, science-fiction, classic literature, Young Adult – enabling women to appreciate the richness of lesbian culture. Feedback from members consistently indicates that they find enrichment in being connected to a broad selection of stories. This year we increased the minimum threshold of books written by women of colour and working-class women to four per annum, continued to feature a translated text, and added the new criterion of at least one book written by a woman when she was over 50. And while this added a significant logistical challenge to preparing 2025's reading list, owing to systemic biases of the publishing industry, it is deeply rewarding for participants.

### FiLiA LEGACY PROJECT – CAMPAIGNS and POLICY (FLP-CP)

The year 2024 saw FiLiA prepare to move into the campaigns and policy space. We secured three years of funding for the FLP-CP. This project was developed in response to consistent and increasing feedback from women who have attended our conferences. Women have articulated a plea that FiLiA become a prominent force in ensuring that women's views and concerns are heard by UK politicians and policy makers.

The FLP-CP's primary objectives are to ensure that:

- Grassroots women's voices are heard by UK policy makers
- Women are confident and know how to campaign for their rights
- FiLiA is seen as a trusted source for mobilising women's voices and action
- Community leaders are trained and take up places in policy forums

# FiLiA

## REPORT OF THE TRUSTEES cont'd

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The FLP-CP commissioned a range of research to ensure that FiLiA has an authentic understanding of the current concerns of women and the issues that affect and are important to them. The research phase included a thorough literature review of women's concerns and the barriers to these being acted upon in local and national policy spheres, and we also commissioned new research to understand the priority issues and actions for women active in the trade union movement, recognising the role unions have to effect change.

We also held numerous training sessions in FiLiA cities called Powerful Women Organising for Change about power: how it works, how to build it and how to use it.

The FLP-CP project is now entering its implementation phase in early 2025 and the creation of the FiLiA Women's Assembly is imminent. A range of training, round tables and other events will be held in FiLiA cities across the UK; cities where FiLiA has previously held conferences. FiLiA will also engage with women nationally online as the FiLiA Women's Assembly gains pace. The FLP-CP will ensure that in addition to supporting women themselves to enter the policy and campaigns sphere both locally and nationally, FiLiA will also represent and advocate for women in a range of national policy forums and be valued as a credible and authentic voice, influencing politicians and decision makers.

### FiLiA in JAPAN

For the third year running FiLiA travelled to Japan as part of our global work to support and share knowledge and expertise with our sisters fighting prostitution and pornography, specifically focusing on teenage girls exploited by the sex industry. The visit was organised and supported by feminist abolitionists in Tokyo.

Meeting with Japanese activists, campaigners, academics and survivors of the sex trade, FiLiA ran workshops, held talks and listened to the stories of survivors. [How to Start a Consciousness Raising Group](#) was translated to Japanese and distributed.

### FiLiA in NORWAY

The FiLiA Young Women and Girls Working Group (comprising young women between the ages of 18 and 30) sent a delegation to Oslo to meet and strategise with young Women from Ottar, a Norwegian feminist organisation.

### FiLiA in MADRID

For 25th November (International Day for the Elimination of Violence Against Women) FiLiA sent a delegation to [Madrid](#) to march in Solidarity with thousands of Women. FiLiA also met with various key feminist activists with a view to building understanding and solidarity.

### KAKUMA

At the beginning of the year the increasingly homophobic policy and practice of the government in Kenya and the reduction of services within the Kakuma refugee camp, made life increasingly difficult. Six women had to go into hiding as they became aware that as activists, they were due to be arrested for 'promoting homosexuality'. Another group decided that as their cases had not progressed in years within Kenya, that they would seek asylum in another country. We were able (with our international sisters) to support with rent for six families as well as travel and basic shelter.

We have continued to advocate for safe passage and in August, Reginah and her children were the first to be relocated to Canada. Two other women from Kenya have followed since then. In November, Brenda, a woman from a different country also got her passage, along with her little girl Tracy who we helped to bring into the world as she required an emergency caesarean. We continue to give support with rent in Kenya and food, medicine and sanitary supplies for the women and children in the other country. Thanks to our sisters in Europe and America who help us raise these funds. We are also grateful for the generosity of sisters around the world for donations and to our volunteers who raised funds via a sponsored cycle ride and the Raise Our Voices event. We remain hopeful that some of the sisters in the other country will also start to be relocated in America as more asylum cases are settled.

# FiLiA

## REPORT OF THE TRUSTEES cont'd

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### BLOGS AND PODCASTS

The FiLiA team amplifies women's voices via our blogs and podcasts series.

#### FiLiA2024 BLOGS

- [Working Women in Struggle](#)
- [FGM](#)
- [Kurdish Women Lead the Revolution](#)
- [Project Vulva Negra](#)
- [World Poetry Day: Women's Voices](#)
- [UN's Choice of Saudi Arabia to Helm Women's Rights Forum](#)
- [Mother Earth is the First Woman to be Violated](#)
- [The First Female President of Mexico](#)
- [Reflections on the 4th World Congress to Abolish Prostitution](#)
- [Supporting Children to Understand Porn-Influenced Sexual Abuse](#)
- [The Far Right is No Friend to Women and Girls](#)
- [Amnesty: Denying Women Justice, Freedom, Truth and Dignity](#)
- [Unions and the Labour Party for Women](#)
- [Women First: Prostitution as Male Violence](#)
- [This is not all of us: The killed ones are missing](#)
- [FiLiA Trade Union Women's Network - Join Us](#)
- [What Does the Fall of Assad Mean for Rojava and the Women's Revolution](#)
- [Labrys Lit: What Our Lesbian Book Group Is Reading in 2025](#)
- [Ten Years of Canadian Prostitution Law: Critique and Challenges in Achieving Equality](#)
- [Cricket and Women's Liberation in Afghanistan](#)

#### FiLiA2024 PODCASTS

- [Palestine and Israel – Women and the Movement for Peace](#)
- [The Toxic Nature of Pop Culture and Charts a Way Forward](#)
- [Women's Ways, Women's Plays – A Story of Working-Class Women's Theatre](#)
- [#HerNameWasChloeHolland – A Mother's Campaign Following Her Daughter's Suicide](#)
- [Beyond the Rhetoric – The European Council and the Misrepresentation of Sex Industry Exploitation](#)
- [Huge Legal Victory for Feminists Over Pimps in France](#)
- [Introducing WAVE](#)
- [Alternatives to Prison for Women](#)
- [Women's Wednesday](#)
- [Tackling Strangulation: Working Together to Save Lives](#)
- [La Leche League: The Mother-to-Mother Breastfeeding Organisation Captured by Gender Ideology](#)

### BUILDING SISTERHOOD AND SOLIDARITY

- FiLiA signed up to the [Brussels' Call](#) for a Europe free from prostitution.
- FiLiA joined the [WAVE](#) network and attended their 30th conference in Vienna
- FiLiA became founding members of the [Women's Platform for Action International \(WoPAI\)](#)
- FiLiA presented at a [Sister Salon](#) meeting in Brighton 'Fabulous Feministing'
- We attended and stood in Solidarity with the [KingsCross3](#)
- We attended Southall Black Sisters public meeting on [Institutional Racism in the Criminal Justice System](#)
- We attended and stood in support of [Allison Bailey](#)
- We attended and stood in Solidarity with Women challenging [SpyCops](#)
- [Attended the Million Women Rise](#) march
- [Attended the Orgreave Rally](#)
- [Attended and had a stall at Durham Miners Gala](#)
- [Spoke at a demonstration against Hassockfield Detention Centre](#)
- [Attended and supported the Sex Matters Lobby Day](#)

- FiLiA won against Welsh political party Plaid Cymru who admitted unlawfully discriminating against FiLiA after withdrawing a contract for our feminist charity to have a stall at their Spring Conference.
- FiLiA's Anti-Prostitution lead, Luba Fein wrote a piece for the *Morning Star* 'The voices of prostitution survivors must be heard – including at the UN'
- FiLiA signed the Paris Appeal: Laics of the World Unite
- FiLiA signed an open letter calling on members of the PACE to reject and vote against the report 'Protecting the human rights and improving the lives of sex workers and victims of sexual exploitation'. Thanks to this action the report was removed and will not be able to be resubmitted.
- FiLiA challenged Brighton and Hove council for their treatment of a survivor of rape and attended a protest against funding cuts to the local domestic abuse service RISE.
- FiLiA leafleted the TUC conference with Women First booklets
- FiLiA launched a FiLiA Trade Union Women's Network
- Pauline Makoveitchoux had her photographs from FiLiA2022 and 2023 put into the Paris Feminist Archives in the Marguerite Durand Library.
- The Emma Humphreys Memorial Special Prize was won by our FiLiA CEO, with thanks to the team who nominated her.
- FiLiA continues to hold informal gatherings in each of the FiLiA cities.
- FiLiA has built the FiLiA2025 conference team, secured the venue and worked on drafting the agenda for our tenth conference, where we anticipate over 2,000 attendees. Over 1,000 tickets were sold through 2024.

### GOVERNANCE

We were pleased to again be awarded the Charity Excellence Framework Quality Mark.

### Financial Review

During the year the Charity generated income totalling £331,943 (2023: £331,441) and incurred expenditure of £390,242 (2023: £411,995). The charity held funds on hand of (£63,783) at 31 December 2024 (2023: £5,484), including £75,829 (2023: £4,783) of restricted funds.

### PRINCIPAL FUNDING SOURCES

The charity raises funds for the annual conference mainly by ticket sales. The other principal source of funds is from grants and donations.

### INVESTMENT POLICY

The charity does not currently hold sufficient funds to warrant investment. However, the charity banks with the Co-operative Bank, which has a sound ethical banking policy.

### RESERVES POLICY

The general fund reserves at 31 December 2024 were (£75,829). Discounting projects with restricted funding and conference costs, our 'core' other costs were £93,013. Our policy is that three months of core costs are maintained in reserves, being £23,253.

### Future plans

We look forward in our next year to:

- Continuing to build the FiLiA team
- Working towards FiLiA2025 which will be our 10th and biggest conference. We are anticipating over 2,000 attendees
- Building the FiLiA Women's Assembly and growing our networks both geographically and into the policy sphere
- Continue to Amplify the Voices of Women via our podcasts and blogs
- Building Sisterhood and Solidarity networks locally, nationally and globally
- Defending women's human rights
- The continued expansion of our Friends of FiLiA scheme to support more Women to participate in FiLiA
- Accessing funding for specific Women-focused projects, locally, nationally and internationally.

## REPORT OF THE TRUSTEES cont'd

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### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Governing document

The organisation is a Charitable Incorporated Organisation, established and registered as a charity on 8 September 2015. The charity is established under a Constitution which sets out the objects and powers of the trust.

#### Recruitment and appointment of new Trustees

The trustees are also the members of the charity, and as such have the power to appoint new trustees. All trustees serve a two-year term, after which they are eligible for re-election. The Constitution stipulates that there must be a minimum of three and not more than twelve trustees.

#### TRUSTEE INDUCTION AND TRAINING

Trustees are experienced in the area of the charity's work and have been appointed by the members for the specific skills they can bring to the Board. All potential trustees are briefed prior to their election.

#### Trustees' Responsibilities in Relation to the Financial Statements

Charity law requires the trustees to prepare accounts for each financial period which show a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles of the Charities' SORP, Accounting and Reporting by Charities;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departure disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Statement of Recommended Practice. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees' report was approved by the Board of Trustees.



Kruti Walsh - Trustee  
5 September 2025

## Independent Examiner's Report to the Trustees of FiLiA

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### Respective responsibilities of the trustees and examiner

The charity's trustees 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(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts (under section 145 of the 2011 Act):
- to follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the 2011 Act): and
- to state whether particular matters have come to my attention.

### Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. 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 disclosure in the accounts, and seeking explanations from you as 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 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.

- (1) which gives me reasonable cause to believe that in any material respect the requirements
- keep accounting records in accordance with section s130 of the 2011 Act: and
  - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or.

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Bells Accountants  
10a High Street  
Chislehurst  
Kent  
BR7 5AN

5 September 2025

# FILiA

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
<b>Incoming resources</b>					
<b>Income from</b>					
Grants and donations	2	54,186	262,779	316,965	192,168
Charitable activities	3	9,565	-	9,565	122,745
Fundraising		1,571	-	1,571	15,549
Other income		3,842	-	3,842	979
		<u>69,164</u>	<u>262,779</u>	<u>331,943</u>	<u>331,441</u>
<b>Total incoming resources</b>		<u>69,164</u>	<u>262,779</u>	<u>331,943</u>	<u>331,441</u>
<b>Resources expended</b>					
Costs of generating funds		2,850	-	2,850	500
Charitable activities	4	<u>115,596</u>	<u>271,796</u>	<u>387,392</u>	<u>411,495</u>
<b>Total resources expended</b>		<u>118,446</u>	<u>271,796</u>	<u>390,242</u>	<u>411,995</u>
<b>Net outgoing resources</b>		<u>(49,282)</u>	<u>(9,017)</u>	<u>(58,299)</u>	<u>(80,554)</u>
Transfer between funds		<u>(11,281)</u>	<u>11,281</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<u>(60,563)</u>	<u>2,264</u>	<u>(58,299)</u>	<u>(80,554)</u>
Total funds brought forward				<u>(5,484)</u>	<u>75,070</u>
<b>Total funds carried forward 12</b>				<u><b>(63,783)</b></u>	<u><b>(5,484)</b></u>

The statement of financial activities includes all gains and losses for the year. All income and expenditure derive from continuing activities.

# FILiA

## BALANCE SHEET AS AT 31 DECEMBER 2024

	<b>Total Funds 2024 £</b>	<b>Total Funds 2023 £</b>
<b>Current assets</b>		
Stock	3,784	3,931
Debtors <span style="float: right;">8</span>	62,450	28,738
Cash at bank and in hand	85,798	301,882
	<u>152,032</u>	<u>334,551</u>
<b>Creditors</b>		
Amounts falling due within one year <span style="float: right;">9</span>	(215,815)	(205,071)
	<u>(63,783)</u>	<u>129,480</u>
<b>Net current assets</b>		
	<u>(63,783)</u>	<u>129,480</u>
<b>Creditors</b> <span style="float: right;">10</span>		
Amounts falling due after more than one year	(-)	(134,964)
	<u>(63,783)</u>	<u>(5,484)</u>
<b>Net (liabilities)/assets</b>		
	<u>(63,783)</u>	<u>(5,484)</u>
<b>Funds</b>		
Restricted funds	12,046	4,783
Unrestricted funds	<u>(75,829)</u>	<u>(10,267)</u>
<b>Total funds</b>	<u>(63,783)</u>	<u>(5,484)</u>

These financial statements were approved by the Board of Trustees on 5 September 2025 and were signed on its behalf by:



Kruti Walsh –Trustee

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

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**1 Accounting policies**

**Accounting convention**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019), and the Charities Act 2011.

**Fund structure and accounting**

Restricted donations are available for the charity's use only in accordance with the terms under which, and for the purposes which, the funds were donated to the charity.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

The nature and purpose of each fund is set out in Note 12.

**Incoming resources**

All income is included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable.

Investment income is included when receivable.

**Resources expended**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes VAT which cannot be recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor area or estimated usage, as set out in Note 4.

**Stock**

Stock of goods for resale is valued at the lower of cost and net realisable value.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**2 Grants and Donations**

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Sisters Trust	-	75,000	75,000	106,312
Chanel	-	125,370	125,370	-
Hague Mothers	-	1,760	1,760	-
Enterprise Development Fund	5,000	-	5,000	5,000
For Women Scotland	-	5,000	5,000	-
Murray Blackburn Mackenzie	-	13,450	13,450	-
Project Resist	-	7,000	7,000	-
Daiwa	-	-	-	3,000
Donations for Kakuma Camp	-	23,872	23,872	6,364
Donations for Labrys Lit	-	130	130	121
Big Give	-	-	-	7,598
European Network of Migrant Women	-	-	-	8,466
Friends of FiLiA	24,778	-	24,778	27,293
Others	14,529	11,197	25,726	21,468
Gift Aid	9,879	-	9,879	6,546
	<u>54,186</u>	<u>262,779</u>	<u>316,965</u>	<u>192,168</u>

**3 Income from Charitable activities**

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Annual conference ticket and accommodation sales	1,490	-	1,490	115,570
Events	8,075	-	8,075	-
Audit and training	-	-	-	7,175
	<u>9,565</u>	<u>-</u>	<u>9,565</u>	<u>122,745</u>

# FiLiA

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

### 4 Charitable expenditure

	Promotion of Women's rights	Governance Costs	Total Funds 2024	Total Funds 2023
	£	£	£	£
<b>Costs allocated directly to activities</b>				
Grants paid (note 5)	36,450	-	36,450	69,075
Project costs	220,836	-	220,836	107,903
Conference costs	37,093	-	37,093	158,156
Friends of FiLiA – enabling and increasing participation	26,853	-	26,853	27,480
<b>Support costs allocated to activities</b>				
Publicity and website	4,458	-	4,458	9,813
Administrative support	2,610	-	2,610	5,697
Volunteer costs	4,086	-	4,086	2,824
Travel, subsistence and meeting costs	6,757	-	6,757	12,191
Office costs	1,094	-	1,094	1,654
Storage	4,241	-	4,241	2,476
IT costs	1,983	-	1,983	858
Subscriptions	11,470	-	11,470	5,343
Bank and processing charges	710	-	710	3,839
Other costs	9,485	-	9,485	2,402
<b>Governance costs</b>				
Accountancy and bookkeeping costs	-	5,913	5,913	500
Legal fees	-	13,353	13,353	1,284
	<u>368,126</u>	<u>19,266</u>	<u>387,392</u>	<u>411,495</u>

£271,796 (2023: £194,184) of expenditure in the year was met from restricted funds.

### 5 Grants paid

	2024 £	2023 £
Sex Matters Campaign	11,000	20,200
Vaishnavi Sundar	-	8,476
For Women Scotland	5,000	5,000
Murray Blackburn Mackenzie	13,450	22,449
Project Resist	7,000	-
UK Feminista	-	6,000
Women's Declaration International	-	5,000
Lesbian Immigration Support Group	-	1,950
	<u>36,450</u>	<u>69,075</u>

# FiLiA

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

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<b>6</b>	<b>Net income/(expenditure) for the year</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
	Independent examiner's fees	900	500
		<u>          </u>	<u>          </u>

### 7 Taxation

As a registered Charity, FiLiA is exempt from tax on income and gains falling within Part 11 of the Corporation tax Act 2010, to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

The Charity is registered for Gift Aid with HM Revenue & Customs under reference number ZD07123.

<b>8</b>	<b>Debtors</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
	Accounts receivable	90	-
	Prepaid expenses – future conference costs	61,782	28,200
	Gift aid recoverable	-	-
	Other debtors	578	538
		<u>          </u>	<u>          </u>
		62,450	28,738
		<u>          </u>	<u>          </u>

<b>9</b>	<b>Creditors: Amounts falling due within one year</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
	Accounts payable	4,342	4,166
	Deferred income	209,995	200,370
	Accrued expenses	900	500
	Other creditors	578	35
		<u>          </u>	<u>          </u>
		215,815	205,071
		<u>          </u>	<u>          </u>

<b>10</b>	<b>Creditors: Amounts falling due after more than one year</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
	Deferred income	-	134,964
		<u>          </u>	<u>          </u>

# FiLiA

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

### 11 Analysis of net assets between funds

	Restricted Funds £	General Funds £	Total Funds £
<b>Current year</b>			
Current assets	61,782	90,250	152,032
Current liabilities	(209,994)	(5,821)	(215,815)
Long term liabilities	-	-	-
	<u>(148,212)</u>	<u>84,429</u>	<u>(63,783)</u>
<b>Prior year</b>			
Current assets	276,958	57,593	334,551
Current liabilities	(202,545)	(2,526)	(205,071)
Long term liabilities	(69,630)	(65,334)	(134,964)
	<u>4,783</u>	<u>(10,267)</u>	<u>(5,484)</u>

### 12 Movement in funds

	At 1 January £	Income £	Expend- iture £	Transfers £	At 31 December £
<b>Current year</b>					
<b>Restricted funds</b>					
Sisters Trust	-	75,000	(78,944)	3,944	-
Chanel	-	125,370	(120,347)	-	5,023
Sex Matters Campaign	-	11,000	(11,000)	-	-
For Women Scotland	-	5,000	(5,000)	-	-
Enterprise Development Fund	234	5,000	-	-	5,234
Kakuma Camp	-	23,872	(23,883)	11	-
Project Resist	-	7,000	(7,000)	-	-
Murray Blackburn Mackenzie	-	13,450	(13,450)	-	-
Labrys Lit	-	130	(274)	144	-
Women First (incl. Network for Social Change Charitable Trust Funds)	4,549	143	(2,903)	-	1,789
Hague Mothers	-	1,760	(7,573)	5,813	-
LISG	-	54	(1,422)	1,368	-
<b>Total restricted funds</b>	<u>4,783</u>	<u>267,779</u>	<u>(271,796)</u>	<u>11,280</u>	<u>12,046</u>
<b>Unrestricted funds</b>					
Designated fund					
Women First	7,175	-	-	-	7,175
General Funds	(17,442)	64,162	(118,444)	(11,280)	(83,004)
<b>Total unrestricted funds</b>	<u>(10,267)</u>	<u>64,162</u>	<u>(118,444)</u>	<u>(11,280)</u>	<u>(75,829)</u>
<b>Total funds</b>	<u>(5,484)</u>	<u>331,941</u>	<u>(390,240)</u>	<u>-</u>	<u>(63,783)</u>

# FiLiA

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

### 12 Movement in funds (cont'd)

	At 1 January £	Income £	Expend- iture £	Transfers £	At 31 December £
<b>Prior year</b>					
<b>Restricted funds</b>					
FiLiA legacy project	-	65,642	(69,249)	3,787	-
Revealing womens' lost history through events, exhibitions and webinars	17,316	-	(17,316)	-	-
Sex Matters Campaign	10,200	10,000	(20,200)	-	-
Enterprise Development Fund	2,077	5,000	(6,843)	-	234
Daiwa	-	3,000	(4,361)	1,361	-
Kakuma Camp	-	4,365	(2,671)	(1,694)	-
Safer Lives	5,608	-	(5,464)	(144)	-
National Lottery Community Fund	300	-	(300)	-	-
Big Give	4,483	7,598	(14,066)	1,985	-
Oakdale Trust	750	-	(750)	-	-
Labrys Lit	-	121	(258)	137	-
Women First (incl. Network for Social Change Charitable Trust Funds)	3,080	6,850	(5,381)	-	4,549
Lady Neville	400	-	(400)	-	-
Grants received for third parties	-	46,915	(46,925)	10	-
<b>Total restricted funds</b>	<u>44,214</u>	<u>149,311</u>	<u>(194,184)</u>	<u>5,442</u>	<u>4,783</u>
<b>Unrestricted funds</b>					
Designated fund					
Women First	-	7,175	-	-	7,175
General Funds	30,856	174,955	(217,811)	(5,442)	(17,442)
<b>Total unrestricted funds</b>	<u>30,856</u>	<u>182,130</u>	<u>(217,811)</u>	<u>(5,442)</u>	<u>(10,267)</u>
<b>Total funds</b>	<u>75,070</u>	<u>331,441</u>	<u>(411,995)</u>	<u>-</u>	<u>(5,484)</u>

### Restricted funds

#### FiLiA legacy project - Sisters Trust

Three years' funding for local community projects in each city. Partnership working with Women's community groups to develop a series of workshops and events to build awareness, confidence and engagement.

#### FiLiA Legacy Project: Campaigns and Policy (FLP-CP) - Chanel

Three years' funding to support FiLiA to move into the campaigns and policy space, enabling grassroots women's voices are heard by UK policy makers. Building our local grassroots networks, supporting women to gain confidence, community and skills in knowing how to campaign for their rights, and building our networks in the policy sphere to enable FiLiA to advocate and amplify women's voices

#### FiLiA Merchandise Development – Enterprise Development Fund

Funding to upskill volunteers and FiLiA's capability to develop its merchandise and relationships with feminist artists with the goal of commissioning and selling bespoke merchandise.

#### Supporting lesbian refugees in Kakuma Camp - funded via donations

Raising funds to support lesbian refugees in the Kakuma Refugee Camp in Kenya, with food, medication and medical treatment, personal hygiene items and education.

# **FiLiA**

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024**

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### **Labrys Lit – funded via donations**

FiLiA's international lesbian book club, with funding used to donate books to those unable to afford them and enabling their engagement with the book club. Funding is also used to supply the Chair with prospective Labrys Lit texts, enabling her to curate the next two years' reading lists, allowing for plurality in genre and background as well as quality control.

### **Women First**

Part of the Male Violence Against Women and Girls Team, this is our project to support local areas to improve their offer to Women involved with the sex industries.

### **Hague Mothers**

A campaign which aims to end the injustices caused by the Hague Abduction Convention treaty, especially for mothers and children who are victims of domestic violence.

### **LISG**

Supporting lesbian and bisexual asylum seekers and refugees of the Lesbian Immigration Support Group.

### **Grants received for third parties**

Grants received to fund specific organisations.

### **13 Transactions with related parties**

Three Trustee (2023: one) made donations to the charity during the year of £200 (2023: £346).

During the year, one trustee was paid £75,004 (2023: £53,4333) under a freelance contract with the charity for delivery of the three year FiLiA Legacy Project only.

No (2023: no) trustees reclaimed expenses (2023 £Nil).

**FILIA**

England & Wales - Charity number 1163473

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# Accounts

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# FiLiA Trustees' Annual Report and Accounts

Year ended 31 December 2023

# FiLiA

## Report and Financial Statements

### Contents

Report of the trustees	1-9
Reference and administrative details	10
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
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The Trustees present their report together with the receipts and payments accounts of FiLiA for the year ended 31 December 2023. The Trustees confirm that the Annual Report and Accounts of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP).

This report outlines the work of FiLiA during the year of 2023.

### **Objects and Activities**

In brief, our charitable objects are:

- To advance the education of the public in the subject of sex equality by hosting an annual conference showcasing speakers and researchers to disseminate the results of their work and research;
- The promotion of equality and diversity, in particular equality between women and men, and to eliminate sex discrimination for the public benefit;
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) and in particular women's rights throughout the world; and
- to promote art for the benefit of the public, in particular to promote the art of women, especially socially excluded women, by the provision of an art exhibition at the annual conference.

FiLiA's **mission** is to contribute to the Women's Liberation Movement by:

♀ **Building Sisterhood and Solidarity** (locally, nationally, globally)

♀ **Amplifying the Voices of Women** (particularly those less often heard or purposefully silenced)

♀ **Defending Women's Human Rights**

The focus of our work during this reporting period was to build the capacity of the organisation; to amplify the voices of Women via our podcasts, blogs and conference and to deliver a number of projects. The FiLiA conference is run entirely by volunteers.

### **Public Benefit**

The trustees confirm that they have referred to the recommendations contained in the Charity Commission's general guidance on public benefit when reviewing FiLiA's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

The activities that FiLiA carries out to further its charitable purposes for the public benefit (as described under Achievements and Performance below) are guided by the Objects above.

### **Achievements and Performance**

#### **CAPACITY BUILDING**

The FiLiA team consists of over 100 Women who gift their time.

Our team is made up of Women of diverse lived experience. One third of the team were new to us this year with 10% having been with us for over 5 years. We constitute a wide range of ethnicities and backgrounds of all faiths and none. 30% have a disability and just over half are Mothers, with around half of those being single Mothers. Lesbians and bisexual Women make up half of the FiLiA team and our volunteers are aged 18 through to their 70's. A quarter of our team are not employed and 30% are in education.

We continue to build capacity within our team. We have developed working groups and specific streams of work, enabling volunteers to use their skills in the areas that are of most interest to them. We have grown in efficiency and are able to support Women's efforts to better deliver our charitable objectives. Alongside this, we have been able to introduce a coach to support team members.

Labrys Lit, a global book group run by, for, and about lesbians has continued to run successfully and the FiLiA network of Women exited from the sex trade continues to grow. Sister Stitch, a craft group for FiLiA volunteers, was launched.

**Internal Education** is important to FiLiA and our weekly meetings provide time for sessions covering (among others) Maud Sulter (Claudia Clare and Nina Edge), Secrets and Silence (Beatrix Campbell), Silencing Women's Speech (Max Dashu), Consciousness Raising (Lynn Alderson), Exiting the Sex Trade (Julie Swede),

Lesbian Immigration Support Group (LISG), Fighting for the Oppressed Caste Women (Vandana Aparanti), Anti-Racism and FiLiA (Claire Heuchan). Our thanks to those who gifted their time to support our ongoing education as a team.

# FiLiA

## Trustees' Report for the year ended 31 December 2023

### Website engagement

There were 103,300 sessions from 71,000 users in 64 countries & all 5 continents.

### FUNDRAISING

In order to be able to implement our FiLiA-2025 strategy, which expands our work beyond simply conferences to include international network building alongside focused projects, we recognise the need for sourcing short-, medium- and long-term funding as well as achieving and maintaining a higher financial sustainability threshold. FiLiA will continue to apply for core and project funding.

We were pleased to be invited to apply for funding to move into the Campaigns and Policy sphere; something that our attendees have consistently asked from us. We were successful in our application and look forward to delivering this exciting piece of work.

We also were able to extend the FiLiA Legacy Project by one year, which includes a full-time administrative position for the first time, which will be very helpful.

Our **Friends of FiLiA** scheme continues to be well received and we thank those who have signed up to become regular supporters of our work. All funds will go directly to support Women to participate in FiLiA, who otherwise would not be able to.

FiLiA signed up to the **Easy Fundraising** platform to support our fundraising efforts.

2023 saw **merchandise** continue to develop both at conference and online sales with support from the Enterprise Development Programme which enabled us to work with local artists to expand our merchandise range.

The **FiLiA Bookshop** continues to grow and enables us to bring in more funding to support our work.

### CONFERENCE

The FiLiA2023 conference was a huge success, bringing our annual event to Scotland (Glasgow) for the first time. Around 1,600 tickets were sold.

Following last year's success, and in response to popular demand we maintained FiLiA as a three-day event, held in Glasgow at the historically important Platform venue. Again, speakers ranged from local to national and global as well as a broad range of topics such as:

- FiLiA'S SISTERHOOD IS GLOBAL
- SECOND WAVE LESBIAN FEMINISM
- RITES FOR GIRLS RAISING GIRLS
- RECLAIMING TRADE UNIONS FOR WOMEN
- IN CONVERSATION - REEM ALSALEM
- WOMEN'S BODIES AS BATTLEFIELD
- FUNDRAISING FOR FEMINIST GROUPS
- UNDERSTANDING PORNOGRAPHY AS TORTURE
- ASIAN FEMINISTS ANALYSE THE SEXUALISED RACISM OF ADVERTISING FOR PROSTITUTION
- THE WEIRD SISTERS: THREE FEMINISTS IN CONVERSATION (JULIE BINDEL, CLAIRE HEUCHAN, AND J.K. ROWLING)
- ANTI-SURROGACY PROTEST MARCH
- FILM NIGHT

As with previous years, we were able to showcase the art of many Women, and some of the sessions are available on our YouTube channel.

### **FiLiA2023 EVALUATION** (some highlights)

- 48% said that it was their first FiLiA
- When asked what Women were going to do as a result of attending FiLiA:
  - 21% campaign for Women's rights
  - 19% learn more about the issues covered at FiLiA
  - 19% attend more talks and events with a focus on Women's rights
  - 12% join or set up Women's groups and networks
  - 11% support Women's causes financially
  - 12% protest
- When asked what was the best part of FiLiA2023, 34% said the speakers and panels, and 32% said networking and solidarity with Women, 10% social events: party and film night

## **PROJECTS**

### **MALE VIOLENCE AGAINST WOMEN AND GIRLS TEAM**

To bring together the expertise within our volunteer team around different aspects of male violence against Women and Girls we have developed a team to enable us to be more responsive to issues and campaigns.

### **FiLiA LEGACY PROJECT**

Thank you to all the Women in Glasgow who welcomed FiLiA into their city and worked together with us to make the city a better place for Women and Girls.

Locally run activities include media training, archiving Women's oral histories, first aid training, self-defence, know your rights, legal observer and fundraising training. With enormous thanks to the funders of the FiLiA Legacy Project, who saw the potential of the grassroots work we were doing in each FiLiA city, and are supporting us to enhance this work, expanding the project through 2024 and enriching women's lives.

### **HAGUE MOTHERS**

Emerging from the FiLiA Legacy Project, Hague Mothers now sits within the MVAWG team as an international project, supporting Hague Mothers and challenging implementation of the Hague Convention. This included direct action in October 2023 at The Hague. The Hague Mothers international team has expanded and continues to be informed by Hague Mothers themselves, supported by academics, lawyers and activists.

### **PODCASTS AND BLOGS**

Recognising the need to amplify the voices of Women beyond our annual conference we have now hosted #199 podcasts with voices from all over the world, including interviews on amplifying the words of Women from many countries, on topics such as Widows for Peace, Speak Out Survivors, anorexia, feminist recovery from domestic violence, the feminist politics of Afro hair and art, intersectionality, trafficking, and ageist misogyny.

We have also continued to increase the number of FiLiA guest blogs, covering urgent Women's rights issues such as child trafficking, migrant Women's resistance of the hostile environment, Women's rights violations in Sudan, the disproportionate impact of hunger and poverty on Women, displaced teenage girls in Tokyo, as well as lesbian books and culture.

As well as providing ongoing updates from many countries and on varied topics, these blogs and podcasts will serve as an archive of Women's voices for future generations. We thank all the Women who gifted their time to make the FiLiA podcasts and blogs happen.

### **KAKUMA CAMPAIGN**

We continue to support our lesbian sisters and their children in Kakuma Refugee camp Kenya. Along with a small group of lesbians internationally we help provide medication and medical care, sanitary protection and food supplements to make life a little more bearable whilst advocating for their relocation to a safe country. This year has been particularly difficult because of the Kenyan Government's increased homophobia in policy and practice.

### **WOMEN FIRST**

This year we were pleased to deliver Women First to a rural area in Wales, supporting them to improve their approach to Women locally involved in the sexual exploitation industries.

### **LABRYS LIT**

FiLiA's international lesbian book club has been running for almost three years, with 33 book group sessions held, three film nights, and over 150 women signed up. The book club has provided a valuable community to our lesbian members, giving regular and pluralistic access to our shared culture. And we are proud that the book club has evolved to include in-person meetings at the FiLiA conference.

### **GOVERNANCE**

We were pleased to again be awarded the Charity Excellence Framework Quality Mark.

### **Financial Review**

During the year the Charity generated income totalling £331,441 (2022: £301,516) and incurred expenditure of £411,995 (2022: £303,724). The charity held funds on hand of (£5,484) at 31 December 2023 (2022: £75,070), including £4,783 (2022: £44,214) of restricted funds.

## **PRINCIPAL FUNDING SOURCES**

The charity raises funds for the annual conference mainly by ticket sales. The other principal source of funds is from grants and donations.

## **INVESTMENT POLICY**

The charity does not currently hold sufficient funds to warrant investment. However, the charity banks with the Co-operative Bank, which has a sound ethical banking policy.

## **RESERVES POLICY**

The general fund reserves at 31 December 2023 were (£10,267). Discounting projects with restricted funding and conference costs, our 'core' other costs were £76,361. Our policy is that six months of core costs are maintained in reserves, being £38,181.

## **2024 and Beyond**

We look forward in our next year to:

- Continuing to build the FiLiA team
- Working towards FiLiA2025 which will be our 10<sup>th</sup> conference. We are anticipating 3,000 attendees
- Responding to Women's feedback asking FiLiA to move into the campaigns and policy sphere
- Introducing more FiLiA events, with a focus on Feminist book launches
- Continue to Amplify the Voices of Women via our podcasts and blogs
- Building Sisterhood and Solidarity networks locally, nationally and globally
- Defending Women's Human Rights
- The continued expansion of our Friends of FiLiA scheme to support more Women to participate in FiLiA
- Expanding our 'Women First' project to more areas to improve their provision for Women involved in the sex industries.
- Accessing funding for specific Women-focused projects, locally, nationally and internationally.

## **Structure, Governance and Management**

### **GOVERNING DOCUMENT**

The organisation is a Charitable Incorporated Organisation, established and registered as a charity on 8 September 2015. The charity is established under a Constitution which sets out the objects and powers of the trust.

### **RECRUITMENT AND APPOINTMENT OF THE BOARD OF TRUSTEES**

The trustees are also the members of the charity, and as such have the power to appoint new trustees. All trustees serve a two-year term, after which they are eligible for re-election. The Constitution stipulates that there must be a minimum of three and not more than twelve trustees.

### **TRUSTEE INDUCTION AND TRAINING**

Trustees are experienced in the area of the charity's work and have been appointed by the members for the specific skills they can bring to the Board. All potential trustees are briefed prior to their election.

### **Trustees' Responsibilities in Relation to the Financial Statements**

Charity law requires the trustees to prepare accounts for each financial period which show a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles of the Charities' SORP, Accounting and Reporting by Charities;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departure disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Statement of Recommended Practice. They are also responsible for safeguarding the assets of

FiLiA

## Trustees' Report for the year ended 31 December 2023

the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on 29 July 2024 and signed on its behalf.

A handwritten signature in black ink, appearing to read 'Kruti Walsh', written in a cursive style.

**Kruti Walsh, Trustee**

## **FiLiA**

### **Reference and Administrative Details of the Charity, its Trustees and Advisers For the year ended 31 December 2023**

Charity registration number: 1163473

Operational address: Women's Resource Centre  
41 North Road  
London  
N7 9DP

Website [www.filia.org.uk](http://www.filia.org.uk)

#### **Trustees**

Lisa-Marie Taylor

Sally Jackson

Kruti Walsh

Claire Heuchan

Raquel Rosario Sanchez

Appointed 23 January 2023

Resigned 23 January 2023

#### **Independent Examiner**

Frank McDowell FMAAT

FJM Accountancy Limited

23 Shackleton Court

2 Maritime Quay

London

E14 3QF

#### **Bankers**

The Co-operative Bank plc

Business Direct

PO Box 250

Skelmersdale

Lancashire

WN8 6WT

**FiLiA (CIO)**  
**Independent Examiner's report**

**Independent examiner's report to the Trustees of FiLiA**

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

**Responsibilities and basis of report**

As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Association of Accounting Technicians.

**Independent examiner's statement**

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

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

F J McDowell

Frank James McDowell FMAAT  
FJM Accountancy Limited  
23 Shackleton Court  
2 Maritime Quay  
London  
E14 3QF

Date: 30 July 2024

**FiLiA**  
**Statement of Financial Activities**  
**For the year ended 31 December 2023**

	Notes	2023			2022		
		Restricted £	Unrestricted £	Total £	Restricted £	Unrestricted £	Total £
<b>Income</b>							
Grants and donations	2	149,311	42,857	192,168	141,009	38,172	179,181
Charitable activities	3	-	122,745	122,745	-	111,369	111,369
Fundraising		-	15,549	15,549	-	10,768	10,768
Investment income		-	-	-	-	48	48
Other income		-	979	979	-	150	150
<b>Total income</b>		<b>149,311</b>	<b>182,130</b>	<b>331,441</b>	<b>141,009</b>	<b>160,507</b>	<b>301,516</b>
<b>Expenditure</b>							
Costs of raising funds		-	500	500	-	10,234	10,234
Expenditure on charitable activities	4	194,184	217,311	411,495	151,734	141,756	293,490
<b>Total resources expended</b>		<b>194,184</b>	<b>217,811</b>	<b>411,995</b>	<b>151,734</b>	<b>151,990</b>	<b>303,724</b>
<b>Net income/(expenditure) for the year</b>	6	<b>(44,873)</b>	<b>(35,681)</b>	<b>(80,554)</b>	<b>(10,725)</b>	<b>8,517</b>	<b>(2,208)</b>
Transfers between funds		5,442	(5,442)	-	7,874	(7,874)	-
<b>Net movement in funds</b>		<b>(39,431)</b>	<b>(41,123)</b>	<b>(80,554)</b>	<b>(2,851)</b>	<b>643</b>	<b>(2,208)</b>
Fund balances at 1 January 2023		44,214	30,856	75,070	47,065	30,213	77,278
<b>Fund balances at 31 December 2023</b>	12	<b>4,783</b>	<b>(10,267)</b>	<b>(5,484)</b>	<b>44,214</b>	<b>30,856</b>	<b>75,070</b>

The statement of financial activities includes all gains or losses for the year. All income and expenditure derives from continuing activities.

**FiLiA**  
**Balance Sheet**  
**as at 31 December 2023**

	Notes	2023		2022	
		£	£	£	£
<b>Current assets</b>					
Stock		3,931		3,580	
Debtors	8	28,738		28,092	
Cash at bank and in hand		301,882		44,298	
		<u>334,551</u>		<u>75,970</u>	
<b>Creditors: amounts falling due within one year</b>					
	9	<u>205,071</u>		<u>900</u>	
<b>Net current assets</b>			129,480		75,070
<b>Creditors: amounts falling due after note than one year</b>					
	10		134,964		-
<b>Net assets</b>			<u>(5,484)</u>		<u>75,070</u>
<b>Funds</b>					
	12				
<b>Restricted funds</b>			4,783		44,214
<b>Unrestricted funds</b>			(10,267)		30,856
<b>Total funds</b>			<u>(5,484)</u>		<u>75,070</u>

The financial statements were approved by the trustees on 29 July 2024.



**Kruti Walsh**  
Trustee

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2023**

**1 Accounting policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

***Basis of accounting***

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019), and the Charities Act 2011.

***Funds structure and accounting***

Restricted donations are available for the charity's use only in accordance with the terms under which, and for the purposes which, the funds were donated to the charity.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

The nature and purpose of each fund is set out in Note 12.

***Income recognition***

All income is included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable.

Investment income is included when receivable.

***Expenditure recognition***

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor area or estimated usage, as set out in Note 4.

***Stock***

Stock of goods for resale is valued at the lower of cost and net realisable value.

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2023**

**2 Grants and donations received**

	<b>2023</b>			<b>2022</b>
	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Sisters Trust	101,312	5,000	106,312	71,081
Donations for Sex Matters Campaign	10,000	-	10,000	12,700
Enterprise Development Fund	5,000	-	5,000	10,000
Daiwa	3,000	-	3,000	-
Donations for Kakuma Camp	6,364	-	6,364	1,970
National Lottery Community Fund	-	-	-	8,200
Donations for Labrys Lit	121	-	121	126
Your Best Friend	-	-	-	9,708
Oakdale Trust	-	-	-	750
Big Give	7,598	-	7,598	5,483
Lady Neville/Skinners	-	-	-	400
European Network of Migrant Women	8,466	-	8,466	2,527
Network for Social Change Charitable Trust	-	-	-	6,814
Friends of FiLiA	-	27,293	27,293	21,540
Others	7,450	4,018	11,468	10,589
Gift Aid	-	6,546	6,546	17,293
	<b>149,311</b>	<b>42,857</b>	<b>192,168</b>	<b>179,181</b>

**3 Charitable activities**

	<b>2023</b>			<b>2022</b>
	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Annual conference ticket and accommodation sales	-	115,570	115,570	111,369
Audit and training	-	7,175	7,175	-
	<b>-</b>	<b>122,745</b>	<b>122,745</b>	<b>111,369</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2023**

4 Charitable expenditure	Basis of allocation	Promotion of women's rights £	Governance costs £	2023 Total £	2022 Total £
<b>Costs allocated directly to activities</b>					
Grants paid (Note 5)		69,075	-	69,075	13,750
Project costs		107,903	-	107,903	138,375
Conference costs		158,156	-	158,156	80,960
Friends of FiLiA - enabling and increasing participation		27,480	-	27,480	49,329
<b>Support costs allocated to activities</b>					
Publicity and website	Usage	9,813	-	9,813	3,127
Administrative support	Usage	5,697	-	5,697	2,175
Volunteer costs	Usage	2,824	-	2,824	2,781
Travel, subsistence and meeting costs	Usage	10,735	1,456	12,191	1,740
Office costs	Usage	1,654	-	1,654	-
Storage	Usage	2,476	-	2,476	-
IT costs	Usage	858	-	858	523
Subscriptions	Usage	5,343	-	5,343	3,989
Bank and processing charges	Usage	3,839	-	3,839	526
Other costs	Usage	2,402	-	2,402	3,582
Governance costs:					
Accountancy fees		-	500	500	900
Legal fees		-	1,284	1,284	1,968
<b>Total expenditure</b>		408,255	3,240	411,495	303,725

£194,184 (2022: £151,734) of expenditure in the year was met from restricted funds.

5 Grants paid	2023 £	2022 £
Sex Matters Campaign	20,200	13,750
Vaishnavi Sundar	8,476	-
For Women Scotland	5,000	-
Murray Blackburn Mackenzie	22,449	-
UK Feminista	6,000	-
Womens' Declaration International	5,000	-
Lesbian Immigration Support Group	1,950	-
	69,075	13,750
<b>6 Net income/(expenditure) for the year</b>		
This is stated after charging:	2023 £	2022 £
Independent examiner's fees	500	900

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2023**

**7 Taxation**

As a registered charity, FiLiA is exempt from tax on income and gains falling within Part 11 of the Corporation Tax Act 2010 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity is registered for Gift Aid with HM Revenue & Customs under reference ZD07123.

<b>8 Debtors</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Prepaid expenses - future conference costs	28,200	15,081
Gift Aid recoverable	-	13,011
Other debtors	538	-
	<u>28,738</u>	<u>28,092</u>

<b>9 Creditors: amounts falling due within one year</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Accounts payable	4,166	-
Deferred income	200,370	-
Accrued expenses	500	900
Other creditors	35	-
	<u>205,071</u>	<u>900</u>

<b>10 Creditors: amounts falling due after more than one year</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Deferred income	<u>134,964</u>	<u>-</u>

<b>11 Analysis of net assets between funds</b>	<b>Restricted funds</b>	<b>General funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Current year</b>			
Current assets	276,958	57,593	334,551
Current liabilities	(202,545)	(2,526)	(205,071)
Long term liabilities	(69,630)	(65,334)	(134,964)
	<u>4,783</u>	<u>(10,267)</u>	<u>(5,484)</u>
<b>Prior year</b>			
Current assets	44,214	31,756	75,970
Current liabilities	-	(900)	(900)
	<u>44,214</u>	<u>30,856</u>	<u>75,070</u>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2023**

<b>12 Movement in funds</b>	<b>At 1 January £</b>	<b>Income £</b>	<b>Expend- iture £</b>	<b>Transfers £</b>	<b>At 31 December £</b>
<b>Current year</b>					
<b>Restricted funds</b>					
FiLiA legacy project	-	65,462	(69,249)	3,787	-
Revealing women's lost history through events, exhibitions and webinars	17,316	-	(17,316)	-	-
Sex Matters Campaign	10,200	10,000	(20,200)	-	-
Enterprise Development Fund	2,077	5,000	(6,843)	-	234
Daiwa	-	3,000	(4,361)	1,361	-
Kakuma Camp	-	4,365	(2,671)	(1,694)	-
Safer Lives	5,608	-	(5,464)	(144)	-
National Lottery Community Fund	300	-	(300)	-	-
Big Give	4,483	7,598	(14,066)	1,985	-
Oakdale Trust	750	-	(750)	-	-
Labrys Lit	-	121	(258)	137	-
Women First (including Network for Social Change Charitable Trust funds)	3,080	6,850	(5,381)	-	4,549
Lady Neville	400	-	(400)	-	-
Grants received for third parties	-	46,915	(46,925)	10	-
<b>Total restricted funds</b>	<b>44,214</b>	<b>149,311</b>	<b>(194,184)</b>	<b>5,442</b>	<b>4,783</b>
<b>Unrestricted funds:</b>					
Designated fund - Women First	-	7,175	-	-	7,175
General funds	30,856	174,955	(217,811)	(5,442)	(17,442)
<b>Total unrestricted funds</b>	<b>30,856</b>	<b>182,130</b>	<b>(217,811)</b>	<b>(5,442)</b>	<b>(10,267)</b>
<b>Total funds</b>	<b>75,070</b>	<b>331,441</b>	<b>(411,995)</b>	<b>-</b>	<b>(5,484)</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2023**

12 Movement in funds (continued)	At 1 January £	Income £	Expend- iture £	Transfers £	At 31 December £
<b>Prior year</b>					
<b>Restricted funds</b>					
FiLiA legacy project	5,625	71,081	(79,867)	3,161	-
FiLiA and socialism	624	-	(1,159)	535	-
Revealing women's lost history through Sex Matters Campaign	17,616	-	(300)	-	17,316
Enterprise Development Fund	-	23,950	(13,750)	-	10,200
The Great Britain Sasakawa Foundation	20,000	10,000	(27,923)	-	2,077
Kakuma Camp	3,200	-	(3,314)	114	-
Safer Lives	-	1,970	(5,481)	3,511	-
National Lottery Community Fund	-	9,708	(4,100)	-	5,608
Big Give	-	8,200	(7,900)	-	300
Oakdale Trust	-	5,483	(1,000)	-	4,483
Labrys Lit	-	750	-	-	750
Lime Soda ENOMW	-	126	(386)	260	-
Women First (including Network for Social Change Charitable Trust funds)	-	2,527	(2,820)	293	-
Lady Neville	-	6,814	(3,734)	-	3,080
	-	400	-	-	400
	<u>47,065</u>	<u>141,009</u>	<u>(151,734)</u>	<u>7,874</u>	<u>44,214</u>
<b>Unrestricted funds:</b>					
General funds	<u>30,213</u>	<u>160,507</u>	<u>(151,990)</u>	<u>(7,874)</u>	<u>30,856</u>
Total funds	<u>77,278</u>	<u>301,516</u>	<u>(303,724)</u>	<u>-</u>	<u>75,070</u>

**Restricted funds**

**FiLiA legacy project - Sisters Trust**

Three years' funding for local community projects in each city. Partnership working with Women's community groups to develop a series of workshops and events to build awareness, confidence and engagement.

**Brighton '96 - Revealing women's lost history through events, exhibitions and webinars - People's Postcode Lottery**

Digitalising cassettes from the 1996 Women's Liberation Conference and an event where we play the recordings to a new audience.

**Sex Matters Campaign - funded via donations**

Supporting Sex Matters, the UK-based not-for-profit organisation which campaigns, advocates and produces resources to promote clarity about sex in public policy, law and culture.

**FiLiA Merchandise Development - Enterprise Development Fund**

Funding to upskill volunteers and FiLiA's capability to develop its merchandise and relationships with feminist artists with the goal of commissioning and selling bespoke merchandise.

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2023**

**12 Movement in funds (continued)**

**Building Global Abolition Networks - The Great Britain Sasakawa Foundation & Daiwa**

An educational exchange to share knowledge and strategy with a view towards finding ways to work together in the future to reduce sexual violence against Women and Girls in the UK, Japan and globally.

**Supporting lesbian refugees in Kakuma Camp - funded via donations**

Raising funds to support lesbian refugees in the Kakuma Refugee Camp in Kenya, with food, medication and medical treatment, personal hygiene items and education.

**Girls' Handbook - Safer Lives**

This funded the creation of a handbook for girls in two Cardiff schools to help their friends with relationships, sexual harassment and abuse.

**FiLiA Legacy Project - National Lottery Community Fund**

Supporting the FiLiA legacy project, this funding enabled training to develop women's leadership and other skills in Cardiff.

**Women's Healing Journey - Big Give**

This funded our project for women with substance use disorder, which culminated in a weekend in Bute of healing and network building to support them in their journey to recovery.

**Women Chat - Oakdale Trust**

Part of the FiLiA legacy project to provide English language courses and computer training to women in Cardiff.

**Labrys Lit – funded via donations**

FiLiA's international lesbian book club, with funding used to donate books to those unable to afford them and enabling their engagement with the book club. Funding is also used to supply the Chair with prospective Labrys Lit texts, enabling her to curate the next two years' reading lists, allowing for plurality in genre and background as well as quality control.

**Women First**

Part of the Male Violence Against Women and Girls Team, this is our project to support local areas to improve their offer to Women involved with the sex industries.

**Brighton '96 - Lady Neville**

Additional funding to support the Brighton '96 project.

**Grants received for third parties**

Grants received to fund specific organisations

**13 Transactions with related parties**

One Trustee (2022: one) made donations to the charity during the year of £346 (2022: £120).

During the year, one trustee was paid £53,433 (2022: £52,393) under a freelance contract with the charity for delivery of the three year FiLiA Legacy Project only.

No (2022: no) trustees reclaimed expenses (2022 £Nil).

**FILIA**

England & Wales - Charity number 1163473

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# Accounts

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FiLiA  
Trustees' Annual Report  
and Accounts

Year ended 31 December 2022

# FiLiA

## Report and Financial Statements

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# FiLiA

## Trustees' Report for the year ended 31 December 2022

The Trustees present their report together with the receipts and payments accounts of FiLiA for the year ended 31 December 2022. The Trustees confirm that the Annual Report and Accounts of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP).

This report outlines the work of FiLiA during the year of 2022.

### Objects and Activities

In brief, our charitable objects are:

- To advance the education of the public in the subject of gender equality by hosting an annual conference showcasing speakers and researchers to disseminate the results of their work and research;
- The promotion of equality and diversity, in particular equality between women and men, and to eliminate gender discrimination for the public benefit;
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) and in particular women's rights throughout the world; and
- To promote art for the benefit of the public, in particular to promote the art of women especially socially excluded women, by the provision of an art exhibition at the annual conference.

FiLiA's **mission** is to contribute to the Women's Liberation Movement by:

♀ **Building Sisterhood and Solidarity** (locally, nationally, globally)

♀ **Amplifying the Voices of Women** (particularly those less often heard or purposefully silenced)

♀ **Defending Women's Human Rights**

The focus of our work during this reporting period was to build the capacity of the organisation; to amplify the voices of Women via our podcasts, blogs and conference and to deliver a number of projects. The FiLiA conference is run entirely by volunteers.

## FiLiA

### Trustees' Report for the year ended 31 December 2022

#### **Public Benefit**

The trustees confirm that they have referred to the recommendations contained in the Charity Commission's general guidance on public benefit when reviewing FiLiA's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

The activities that FiLiA carries out to further its charitable purposes for the public benefit (as described under Achievements and Performance below) are guided by the Objects above.

#### **Achievements and Performance**

##### **CAPACITY BUILDING**

The FiLiA team consists of approximately 80 Women who gift their time.

Our team is made up of Women of diverse lived experience. One third of the team were new to us this year with 10% having been with us for over 5 years. We constitute a wide range of ethnicities and backgrounds of all faiths and none. 30% have a disability and just over half are Mothers, with around half of those being single Mothers. Lesbians and bisexual Women make up half of the FiLiA team and our volunteers are aged 18 through to their 70's. A quarter of our team are not employed and 30% are in education.

We continue to build capacity within our team. We have expanded our access team, and continued to develop our various country and topic teams. We introduced the Charity Learning Consortium to offer e-learning to the team.

Labrys Lit, a global book group run by, for, and about lesbians has continued to run successfully and the FiLiA network of Women exited from the sex trade continues to grow.

**Internal Education** is important to FiLiA and our weekly meetings provided time for sessions covering (among others) The Rights of Migrant Women in Europe (ENoMW), Matriarchy and Matriarchal Politics (Heide Goettner-Abendroth), Hague Mothers (Ruth Dineen), Feminist Art History, Obstetric Violence (Mara Ricoy Olariaga), Feminism in India (Madhulika Agarwal) and more. Our thanks to those who gifted their time to support our ongoing education as a team.

# FiLiA

## Trustees' Report for the year ended 31 December 2022

### FUNDRAISING

In order to be able to implement our FiLiA-2025 strategy, which expands our work beyond simply conferences to include international network building alongside focused projects, we recognise the need for sourcing short-, medium- and long-term funding as well as achieving and maintaining a higher financial sustainability threshold. FiLiA will continue to apply for core and project funding.

Our **Friends of FiLiA** scheme continues to be well received and we thank those who have signed up to become regular supporters of our work. All funds will go directly to support Women to participate in FiLiA, who otherwise would not be able to.

2022 saw **merchandise** develop further both at conference and online sales with support from the Enterprise Development Programme which enabled us to work with local artists to expand our merchandise range.

The **FiLiA bookshop** continues to grow and enables us to bring in more funding to support our work.

### CONFERENCE

The FiLiA2022 conference was a huge success, bringing our annual event to Wales for the first time. Around 1,800 tickets were sold.

We moved to a THREE-day event, held in Cardiff at the iconic St David's Hall. Again, speakers ranged from local to national and global as well as a broad range of topics such as:

- ORGANISING AGAINST PORNOGRAPHY
- FEMINISM AND FREE SPEECH IN THE SHADOW OF RELIGIOUS FUNDAMENTALISM
- MIGRATION AND MOTHERHOOD
- POLICE PERPETRATED ABUSE
- IN CONVERSATION WITH NAZANIN ZAGHARI-RATCLIFFE
- DEFENDING WOMEN'S SPORT
- CAMPAIGNS ORGANISING
- WOMEN AND SOCIALISM
- SEX DOLLS AND WOMEN HATRED
- PRINCIPLES OF FEMINIST ORGANISING

## FiLiA

### Trustees' Report for the year ended 31 December 2022

As with previous years, we were able to showcase the art of many Women, and many of the sessions are available on our YouTube channel.

#### **FiLiA2022 EVALUATION** (some highlights)

- 63% said that it was their first FiLiA
- When asked what Women were going to do as a result of attending FiLiA:
  - 20% campaign for Women's rights
  - 20% learn more about the issues covered at FiLiA
  - 19% attend more talks and events with a focus on Women's rights
  - 14% join or set up Women's groups and networks
  - 13% support Women's causes financially
  - 13% protest
- When asked what was the best part of FiLiA2022, 55% said the speakers and panels, and 34% said networking and solidarity with Women.

#### **PROJECTS**

##### **FiLiA LEGACY PROJECT**

Thank you to all the Women in Cardiff who welcomed FiLiA into their city, and worked together with us to make the city a better place for Women and Girls.

Locally run activities included weekly swimming lessons for a local Women's group, the launch of the Hague Mothers Project, banner making, art therapy, development of legal advice for Lesbian only spaces, campaigns and fundraising training, security training, support for the Women First project helping local authorities to support Women out of prostitution, consciousness raising booklets and training, badge making with school girls, creation of a Best Friend's Handbook for girls, training and support for Women facing the family courts.

With enormous thanks to the funders of the FiLiA Legacy Project, who saw the potential of the grassroots work we were doing in each FiLiA city, and are supporting us to enhance this work.

## FiLiA

### Trustees' Report for the year ended 31 December 2022

#### **PODCASTS AND BLOGS**

Recognising the need to amplify the voices of Women beyond our annual conference, we expanded our podcasting team and we have now hosted #185 podcasts with voices from all over the world, including interviews on coercive control, sex robots, challenging the family court, economic abuse, sex trafficking in Spain and Women's archives and records.

We have also continued to increase the number of FiLiA guest blogs, amplifying the words of Women from many countries, on topics such as Roe vs Wade 50 years on, Women's struggle against religious misogyny, Women walk for justice in Nepal, Women's rights in Afghanistan, the virginity scandal, coercive control of disabled Women and femicide in Russia,

As well as providing ongoing updates from many countries and on varied topics, these blogs and podcasts will serve as an archive of Women's voices for future generations. We thank all the Women who gifted their time to make the FiLiA podcasts and blogs happen.

#### **CAMPAIGNS**

##### **#FreeNazanin**

1,173 Women around the world signed up to fast on consecutive days until Nazanin Zaghari-Ratcliffe was freed after being falsely imprisoned in Iran. In March 2022 Nazanin was released and we were pleased to host her at our annual conference.

##### **#Hair4Freedom**

In partnership with One Law For All, a solidarity action in support of the Women's revolution in Iran was held in Trafalgar Square, there were performances, speeches and hair-cutting.

#### **KAKUMA REFUGEE CAMP**

We continue to support our lesbian sisters and their children in Kakuma Refugee camp Kenya. Along with a small group of lesbians internationally we help provide medication and medical care, sanitary protection and food supplements to make life a little more bearable whilst advocating for their relocation to a safe country.

# FiLiA

## Trustees' Report for the year ended 31 December 2022

### **ABOLITIONIST WORK**

We have continued to work with local areas to support their approach to supporting women out of prostitution. We have seen other areas develop their approach and shift to a more woman centered policy in addressing prostitution. We are linking areas with good practice as it develops.

### **LABRYS LIT**

FiLiA's international lesbian book club has been running for almost two years, with 22 sessions held, and over 150 women signed up). The book club has provided a valuable community to our lesbian members, giving regular and pluralistic access to our shared culture. And we are proud that the book club has evolved to include in-person meetings at the FiLiA conference.

### **Financial Review**

During the year the Charity generated income totaling £301,516 (2021: £222,413) and incurred expenditure of £303,724 (2021: £168,012). The charity held funds on hand of £75,070 at 31 December 2022 (2021: £77,278), including £30,856 (2021: £47,065) of restricted funds.

### **PRINCIPAL FUNDING SOURCES**

The charity raises funds for the annual conference mainly by ticket sales. The other principal source of funds is from grants and donations.

### **INVESTMENT POLICY**

The charity does not currently hold sufficient funds to warrant investment. However, the charity banks with Triodos Bank and the Co-operative Bank, both of which have a sound ethical banking policy.

## FiLiA

### Trustees' Report for the year ended 31 December 2022

#### **RESERVES POLICY**

The general fund reserves at 31 December 2022 were £30,856. Discounting projects with restricted funding and conference costs, our 'core' other costs were £73,483. Our policy is that six months of core costs are maintained in reserves, being £36,741.

#### **2023 and Beyond**

We look forward in our next year to:

- FiLiA2023 being held in Glasgow, taking the conference to Scotland for the first time;
- Continue to Amplify the Voices of Women via our podcasts and blogs
- Building Sisterhood and Solidarity networks locally, nationally and globally
- Defending Women's Human Rights
- The expansion of our Friends of FiLiA scheme to support more Women to participate in FiLiA
- Continuing the FiLiA Legacy Project working with local women's community groups
- Building links with Scottish Women's grassroots groups and working with them to develop local projects that are specific to local needs
- Delivering and reviewing our first 'Women First' Audit to support an area to improve its provision for Women involved in the sex industries
- Accessing funding for specific Women-focused projects, locally, nationally and internationally

#### **Structure, Governance and Management**

##### **GOVERNING DOCUMENT**

The organisation is a Charitable Incorporated Organisation, established and registered as a charity on 8 September 2015. The charity is established under a Constitution, which sets out the objects and powers of the trust.

#### **RECRUITMENT AND APPOINTMENT OF THE BOARD OF TRUSTEES**

The trustees are also the members of the charity, and as such have the power to appoint new trustees. All trustees serve a two-year term, after which they are eligible for re-election. The Constitution stipulates that there must be a minimum of three and not more than twelve trustees.

#### **TRUSTEE INDUCTION AND TRAINING**

Trustees are experienced in the area of the charity's work and have been appointed by the members for the specific skills they can bring to the Board. All potential trustees are briefed prior to their election.

#### **Trustees' Responsibilities in Relation to the Financial Statements**

Charity law requires the trustees to prepare accounts for each financial period which show a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles of the Charities' SORP, Accounting and Reporting by Charities;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departure disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Statement of Recommended Practice. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

FiLiA  
Trustees' Report for the year ended 31 December 2022

This report was approved by the board of trustees on 26 October 2023 and signed on its behalf.

A handwritten signature in black ink, appearing to read 'Kruti Walsh', written in a cursive style.

**Kruti Walsh, Trustee**

## **FILIA**

### **Reference and Administrative Details of the Charity, its Trustees and Advisers For the year ended 31 December 2022**

Charity registration number: 1163473

Operational address: Women's Resource Centre  
41 North Road  
London  
N7 9DP

Website [www.filia.org.uk](http://www.filia.org.uk)

#### **Trustees**

Lisa-Marie Taylor

Sally Jackson

Kruti Walsh

Claire Heuchan

Raquel Rosario Sanchez

Appointed 23 January 2023

Resigned 23 January 2023

#### **Independent Examiner**

Frank McDowell FMAAT

FJM Accountancy Limited

23 Shackleton Court

2 Maritime Quay

London

E14 3QF

#### **Bankers**

The Co-operative Bank plc

Business Direct

PO Box 250

Skelmersdale

Lancashire

WN8 6WT

Triodos Bank UK Limited

Deanery Road

Bristol

BS1 5AS

**FiLiA (CIO)**  
**Independent Examiner's report**

**Independent examiner's report to the Trustees of FiLiA**

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

**Responsibilities and basis of report**

As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Association of Accounting Technicians.

**Independent examiner's statement**

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

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Frank James McDowell FMAAT  
FJM Accountancy Limited  
23 Shackleton Court  
2 Maritime Quay  
London  
E14 3QF

Date: 26 October 2023

**FiLiA**  
**Statement of Financial Activities**  
**For the year ended 31 December 2022**

	Notes	2022			2021		
		Restricted £	Unrestricted £	Total £	Restricted £	Unrestricted £	Total £
<b>Income</b>							
Grants and donations	2	141,009	38,172	179,181	117,647	28,380	146,027
Charitable activities	3	-	122,137	122,137	12,400	62,473	74,873
Investment income		-	48	48	-	22	22
Other income		-	150	150	-	1,491	1,491
<b>Total income</b>		<b>141,009</b>	<b>160,507</b>	<b>301,516</b>	<b>130,047</b>	<b>92,366</b>	<b>222,413</b>
<b>Expenditure</b>							
Expenditure on charitable activities	4	151,734	151,990	303,724	104,533	63,479	168,012
<b>Total resources expended</b>		<b>151,734</b>	<b>151,990</b>	<b>303,724</b>	<b>104,533</b>	<b>63,479</b>	<b>168,012</b>
<b>Net income/(expenditure) for the year</b>	6	<b>(10,725)</b>	<b>8,517</b>	<b>(2,208)</b>	<b>25,514</b>	<b>28,887</b>	<b>54,401</b>
Transfers between funds		7,874	(7,874)	-	(1,226)	1,226	-
<b>Net movement in funds</b>		<b>(2,851)</b>	<b>643</b>	<b>(2,208)</b>	<b>24,288</b>	<b>30,113</b>	<b>54,401</b>
Fund balances at 1 January 2022		47,065	30,213	77,278	22,777	100	22,877
<b>Fund balances at 31 December 2022</b>	11	<b>44,214</b>	<b>30,856</b>	<b>75,070</b>	<b>47,065</b>	<b>30,213</b>	<b>77,278</b>

The statement of financial activities includes all gains or losses for the year. All income and expenditure derives from continuing activities.

**FiLiA**  
**Balance Sheet**  
**as at 31 December 2022**

	Notes	<u>2022</u>		<u>2021</u>	
		£	£	£	£
<b>Current assets</b>					
Stock		3,580		1,076	
Debtors	8	28,092		1,686	
Cash at bank and in hand		44,298		77,983	
		<u>75,970</u>		<u>80,745</u>	
<b>Creditors: amounts falling due within one year</b>					
	9	<u>900</u>		<u>3,467</u>	
<b>Net current assets</b>			75,070		77,278
<b>Net assets</b>	10		<u>75,070</u>		<u>77,278</u>
<b>Funds</b>					
	11				
<b>Restricted funds</b>			44,214		47,065
<b>Unrestricted funds</b>					
General funds			30,856		30,213
<b>Total funds</b>			<u>75,070</u>		<u>77,278</u>

The financial statements were approved by the trustees on 26 October 2023 .



**Kruti Walsh**  
Trustee

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2022**

**1 Accounting policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

***Basis of accounting***

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019), and the Charities Act 2011.

***Funds structure and accounting***

Restricted donations are available for the charity's use only in accordance with the terms under which, and for the purposes which, the funds were donated to the charity.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

The nature and purpose of each fund is set out in Note 11.

***Income recognition***

All income is included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable.

Investment income is included when receivable.

***Expenditure recognition***

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor area or estimated usage, as set out in Note 4.

***Stock***

Stock of goods for resale is valued at the lower of cost and net realisable value.

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2022**

**2 Grants and donations received**

	<b>2022</b>			<b>2021</b>
	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Sisters Trust	71,081	-	71,081	47,041
Donations for Sex Matters Campaign	12,700	-	12,700	45,000
Enterprise Development Fund	10,000	-	10,000	20,000
The Great Britain Sasakawa Foundation	-	-	-	3,200
Donations for Kakuma Camp	1,970	-	1,970	2,406
National Lottery Community Fund	8,200	-	8,200	-
Labrys Lit	126	-	126	-
Your Best Friend	9,708	-	9,708	-
Oakdale Trust	750	-	750	-
Big Give	5,483	-	5,483	-
Lady Neville/Skinners	400	-	400	-
European Network of Migrant Women	2,527	-	2,527	-
Network for Social Change Charitable Trust	6,814	-	6,814	-
Friends of FiLiA	-	21,540	21,540	12,795
Others	-	10,589	10,589	10,240
Gift Aid	11,250	6,043	17,293	5,345
	<b>141,009</b>	<b>38,172</b>	<b>179,181</b>	<b>146,027</b>

**3 Charitable activities**

Annual conference ticket sales	-	111,369	111,369	69,689
Sale of merchandise	-	10,768	10,768	3,993
Sale of publications	-	-	-	331
Conference and meeting contributions	-	-	-	860
	<b>-</b>	<b>122,137</b>	<b>122,137</b>	<b>74,873</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2022**

4 Expenditure	Basis of allocation	Promotion of women's rights £	Governance costs £	2022 Total £	2021 Total £
<b>Costs allocated directly to activities</b>					
Grants paid (Note 5)		13,750	-	13,750	47,738
Project costs		138,375	-	138,375	46,477
Conference costs		80,960	-	80,960	57,756
Friends of FiLiA - enabling and increasing participation		49,329	-	49,329	-
<b>Support costs allocated to activities</b>					
Publicity and website	Usage	3,127	-	3,127	3,063
Administrative support	Usage	2,175	-	2,175	454
Volunteer costs	Usage	2,781	-	2,781	400
Travel, subsistence and meeting costs	Usage	1,740	-	1,740	1,505
Conferences	Usage	-	-	-	1,711
IT costs	Usage	523	-	523	1,881
Subscriptions	Usage	3,989	-	3,989	3,426
Bank charges	Usage	526	-	526	1,989
Other costs	Usage	3,582	-	3,582	1,072
Governance costs:					
Accountancy fees		-	900	900	500
Legal fees		-	1,968	1,968	40
<b>Total expenditure</b>		<b>300,857</b>	<b>2,868</b>	<b>303,725</b>	<b>168,012</b>

£151,734 (2021: £104,533) of expenditure in the year was paid out of restricted funds.

5 Grants paid	2022 £	2021 £
Sex Matters Campaign	13,750	43,250
Others	-	4,488
	<b>13,750</b>	<b>47,738</b>

6 Net income/(expenditure) for the year	2022 £	2021 £
This is stated after charging:		
Independent examiner's fees	500	500

**7 Taxation**

As a registered charity, FiLiA is exempt from tax on income and gains falling within Part 11 of the Corporation Tax Act 2010 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity is registered for Gift Aid with HM Revenue & Customs under reference ZD07123.

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2022**

<b>8 Debtors</b>		<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
Prepaid expenses - 2023 conference costs (venue hire and event management software)		15,081	1,686
Gift Aid recoverable		13,011	-
		<u>28,092</u>	<u>1,686</u>
<b>9 Creditors: amounts falling due within one year</b>		<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
Deferred income		-	2,881
Accrued expenses		900	500
Other creditors		-	86
		<u>900</u>	<u>3,467</u>
<b>10 Analysis of net assets between funds</b>			
	<b>Restricted funds</b>	<b>General funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Current year</b>			
Current assets	44,214	31,756	75,970
Current liabilities	-	(900)	(900)
	<u>44,214</u>	<u>30,856</u>	<u>75,070</u>
<b>Prior year</b>			
Current assets	47,065	33,680	80,745
Current liabilities	-	(3,467)	(3,467)
	<u>47,065</u>	<u>30,213</u>	<u>77,278</u>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2022**

11 Movement in funds	At 1 January £	Income £	Expend- iture £	Transfers £	At 31 December £
<b>Current year</b>					
<b>Restricted funds</b>					
FiLiA legacy project	5,625	71,081	(79,867)	3,161	-
FiLiA and socialism	624	-	(1,159)	535	-
Revealing women's lost history through events, exhibitions and webinars	17,616	-	(300)	-	17,316
Sex Matters Campaign	-	23,950	(13,750)	-	10,200
Enterprise Development Fund	20,000	10,000	(27,923)	-	2,077
The Great Britain Sasakawa Foundation	3,200	-	(3,314)	114	-
Kakuma Camp	-	1,970	(5,481)	3,511	-
Safer Lives	-	9,708	(4,100)	-	5,608
National Lottery Community Fund	-	8,200	(7,900)	-	300
Big Give	-	5,483	(1,000)	-	4,483
Oakdale Trust	-	750	-	-	750
Labrys Lit	-	126	(386)	260	-
Lime Soda ENOMW	-	2,527	(2,820)	293	-
Network for Social Change Charitable Trust	-	6,814	(3,734)	-	3,080
Lady Neville	-	400	-	-	400
	<u>47,065</u>	<u>141,009</u>	<u>(151,734)</u>	<u>7,874</u>	<u>44,214</u>
<b>Unrestricted funds:</b>					
General funds	<u>30,213</u>	<u>160,507</u>	<u>(151,990)</u>	<u>(7,874)</u>	<u>30,856</u>
Total funds	<u>77,278</u>	<u>301,516</u>	<u>(303,724)</u>	<u>-</u>	<u>75,070</u>
<b>Prior year</b>					
<b>Restricted funds</b>					
FiLiA legacy project	813	47,041	(42,229)	-	5,625
Young women and radical social reform	2,000	-	(2,524)	524	-
FiLiA and socialism	1,248	-	(624)	-	624
Revealing women's lost history through	18,716	-	(1,100)	-	17,616
Sex Matters Campaign	-	45,000	(43,250)	(1,750)	-
Enterprise Development Fund	-	20,000	-	-	20,000
The Great Britain Sasakawa Foundation	-	3,200	-	-	3,200
Kakuma Camp	-	2,406	(2,406)	-	-
Conference income	-	11,540	(11,540)	-	-
Other	-	860	(860)	-	-
	<u>22,777</u>	<u>130,047</u>	<u>(104,533)</u>	<u>(1,226)</u>	<u>47,065</u>
<b>Unrestricted funds:</b>					
General funds	<u>100</u>	<u>92,366</u>	<u>(63,479)</u>	<u>1,226</u>	<u>30,213</u>
Total funds	<u>22,877</u>	<u>222,413</u>	<u>(168,012)</u>	<u>-</u>	<u>77,278</u>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2022**

**10 Movement in funds (continued)**

**Restricted funds**

**FiLiA legacy project - Sisters Trust**

Three years' funding for local community projects in each city. Partnership working with Women's community groups to develop a series of workshops and events to build awareness, confidence and engagement.

**FiLiA and socialism - Lipman Miliband**

Pamphlet, exhibition and workshop on socialist Feminism.

**Revealing women's lost history through events, exhibitions and webinars - People's Postcode Lottery**

Digitalising cassettes from the 1996 Women's Liberation Conference and an event where we play the recordings to a new audience.

**Sex Matters Campaign - funded via donations**

Supporting Sex Matters, the UK-based not-for-profit organisation which campaigns, advocates and produces resources to promote clarity about sex in public policy, law and culture.

**FiLiA Merchandise Development - Enterprise Development Fund**

Funding to upskill volunteers and FiLiA's capability to develop its merchandise and relationships with feminist artists with the goal of commissioning and selling bespoke merchandise.

**Building Global Abolition Networks - The Great Britain Sasakawa Foundation**

An educational exchange to share knowledge and strategy with a view towards finding ways to work together in the future to reduce sexual violence against Women and Girls in the UK, Japan and globally.

**Supporting lesbian refugees in Kakuma Camp - funded via donations**

Raising funds to support lesbian refugees in the Kakuma Refugee Camp in Kenya, with food, medication and medical treatment, personal hygiene items and education.

**Safer Lives**

This funded the creation of a handbook for girls in two Cardiff schools to help their friends with relationships, sexual harassment and abuse.

**National Lottery Community Fund**

Supporting the FiLiA legacy project, this funding enabled training to develop women's leadership and other skills in Cardiff.

**Women's Healing Journey - Big Give**

This funded our project for women with substance use disorder, which culminated in a weekend in Bute of healing and network building to support them in their journey to recovery.

**Women Chat - Oakdale Trust**

Part of the FiLiA legacy project to provide English language courses and computer training to women in Cardiff.

**Labrys Lit**

FiLiA's international lesbian book club, with funding used to donate books to those unable to afford them and enabling their engagement with the book club.

**Migrant mothers film - European Network of Migrant Mothers**

A joint project with the filmmaker, Vaishnavi Sundar, and the European Network of Migrant Women, to support production of a film about the rights of migrant mothers in Europe.

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2022**

**10 Movement in funds (continued)**

**Women First - Network for Social Change Charitable Trust**

Our project to support local areas to improve their offer to Women involved with the sex industries.

**Lady Neville**

Additional funding to support the Brighton '96 project.

**11 Transactions with related parties**

One Trustee (2021: two) made donations to the charity during the year of £120 (2021: £180).

During the year, one trustee was paid £52,393 (2021: £32,497) under a freelance contract with the charity for delivery of the 3 year FiLiA Legacy Project only.

No (2021: no) trustees reclaimed expenses (2021: £Nil).

**FILIA**

England & Wales - Charity number 1163473

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# Accounts

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FiLiA  
Trustees' Annual Report  
and Accounts

Year ended 31 December 2021

# FiLiA

## Report and Financial Statements

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# FiLiA

## Trustees' Report for the year ended 31 December 2021

The Trustees present their report together with the receipts and payments accounts of FiLiA for the year ended 31 December 2021. The Trustees confirm that the Annual Report and Accounts of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP).

This report outlines the work of FiLiA during the year of 2021.

### OBJECTS AND ACTIVITIES

In brief, our charitable objects are:

- To advance the education of the public in the subject of gender equality by hosting an annual conference showcasing speakers and researchers to disseminate the results of their work and research;
- The promotion of equality and diversity, in particular equality between women and men, and to eliminate gender discrimination for the public benefit;
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) and in particular women's rights throughout the world; and
- to promote art for the benefit of the public, in particular to promote the art of women especially socially excluded women, by the provision of an art exhibition at the annual conference.

FiLiA's **mission** is to contribute to the Women's Liberation Movement by:

♀ **Building Sisterhood and Solidarity** (locally, nationally, globally).

♀ **Amplifying the Voices of Women** (particularly those less often heard or purposefully silenced).

♀ **Defending Women's Human Rights**

The focus of our work during this reporting period was to build the capacity of the organisation; to amplify the voices of Women via our podcasts, blogs and conference and to deliver a number of projects. The FiLiA conference is run entirely by volunteers.

# FiLiA

## Trustees' Report for the year ended 31 December 2021

### **PUBLIC BENEFIT**

The trustees confirm that they have referred to the recommendations contained in the Charity Commission's general guidance on public benefit when reviewing FiLiA's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

The activities that FiLiA carries out to further its charitable purposes for the public benefit (as described under Achievements and Performance below) are guided by the Objects above.

### **ACHIEVEMENTS AND PERFORMANCE**

#### **CAPACITY BUILDING**

The FiLiA team consists of approximately 80 Women who gift their time.

We continue to build capacity within our team. We have created an events and accessibility team, expanded our Legal Advisory Board and taken on leads for various countries (e.g. Nepal, Croatia) and topic areas (e.g. obstetric violence, environment).

LabrysLit, a global book group run by, for, and about lesbians was launched successfully and the FiLiA network of Women exited from the sex trade continues to grow.

**Internal Education** is important to FiLiA, and our weekly meetings provided time for sessions covering (among others) sex-based rights (Maya Forstater), Polygamy (Halaleh Taheri), Feminism, Fundamentalism and Racism (Gita Sahgal), Podcast Training (Rebecca Mordan) and FGM (Hibo Wardere). Our thanks to those who gifted their time to support our ongoing education as a team.

#### **FUNDRAISING**

In order to be able to implement our FiLiA-2025 strategy, which expands our work beyond simply conferences to include international network building alongside focused projects, we recognise the need for sourcing short-, medium- and long-term funding as well as achieving and maintaining a higher financial sustainability threshold. FiLiA will continue to apply for core and project funding.

## FiLiA

### Trustees' Report for the year ended 31 December 2021

Our **Friends of FiLiA** scheme has been well received and doubled through 2021. We thank the 323 individuals who have signed up to become regular supporters of our work. All funds will go directly to support Women to participate in FiLiA, who otherwise would not be able to.

2021 saw **merchandise** taken to new highs, both at conference and online sales. Our FiLiA online shop was launched, and merchandise focused on three images - the FiLiA banner, Leeds Spinners "Wrong Side of History My Arse" banner and "End Prostitution Now". High quality cotton digitally printed tea towels, notebooks and clothing proved very popular and sold out at conference. Ethical production was a focus for us.

We look forward to working with more feminist creators in the coming years.

We were pleased to win **Access - the Foundation for Social Investment Grant** funding to expand FiLiA merchandise expertise and sales.

#### **CONFERENCE**

The FiLiA2020 conference had to be postponed due to covid, but thanks to generous contributions to our crowd funder, providing a financial cushion, we were delighted to go ahead with #FiLiA2021.

This two-day event, held in Portsmouth was a monumental success, with speakers representing many countries e.g., India, Iran, Afghanistan, Zimbabwe as well as a broad range of topics such as:

- DOMESTIC ABUSE ACT: WHAT DIFFERENCE WILL IT MAKE?
- POLITICS OF THE PERSONAL: WOMEN, DISABILITY AND FEMINISM
- HOW OCCUPATION AND RELIGIOUS FUNDAMENTALISM INTERSECT: THE IMPACT ON WOMEN IN PALESTINE, AFGHANISTAN AND ROJAVA
- NOT FOR SALE! ABOLITIONISTS MAKE A STAND
- WOMEN WHO KILL: HOW THE STATE CRIMINALISES WOMEN WE MIGHT OTHERWISE BE BURYING
- POLITICAL PARTICIPATION OF MIGRANT WOMEN

## FiLiA Trustees' Report for the year ended 31 December 2021

- A SERIES OF MEET-THE-AUTHOR SESSIONS

As with previous years, we were able to showcase the art of many Women, and our theme this year was to show thanks and gratitude to our second wave Sisters, many of whom attended and spoke at the conference. With thanks to the funders who made the recreation of second wave banners possible, and thanks to artist Emma Dolan for her continued contribution to that artwork.

1,250 tickets were sold, with 350 Solidarity Tickets being gifted (an increase on previous years).

Our FiLiA2021 evaluation reflected strongly the reasons why women attend FiLiA: learning, connecting, organising and mobilising. Overwhelmingly the feedback was positive, with women asking that we expand the FiLiA annual conference to a three-day event and broaden our activities to include setting up consciousness raising groups, campaigns, projects and build on our international connections. As a volunteer group, we are limited by capacity and funds, but we will look to see what might be possible for the coming years.

### **PROJECTS**

#### **F-WORD**

The aim of this project was to facilitate workshops around feminism and to support them to create a resource about feminism. Successive workshops explored historical and modern achievements of Feminism, gender stereotypes and sexual objectification. The girls designed and created clothes with Feminist messaging and took part in two field trips, including one to Manchester to learn more about the suffragettes. A film of the F-Word, alongside an exhibition of their clothes were displayed throughout the weekend of the FiLiA2021 conference. Lesson plans have also been created to accompany the project and we hope to build on this work in the near future.

With thanks to Yes Matters, Build A Girl and the funders for making this project possible.

With particular thanks to the girls who took part.

## FiLiA

### Trustees' Report for the year ended 31 December 2021

#### **FiLiA LEGACY PROJECT**

Thank you to all the Women in Portsmouth who welcomed FiLiA into their city, and worked together with us to make the city a better place for Women and Girls. Locally run activities included the creation of a Cross Cultural Cookbook, understanding County Lines lectures, a series of Find Your Voice workshops, monthly meet-the-author Feminist Book Clubs, Consciousness Raising training, the creation of materials to combat local sexual exploitation establishments, Feminist Leadership sessions and more. A new independent Portsmouth Feminist network emerged from this work, and they are already planning their strategy for the coming years.

Sadly, a year-long series of sessions for girls excluded from school (or at risk of being excluded) was sabotaged. This programme would have benefitted girls in Portsmouth immeasurably, and we put it on record that disruption of programmes that benefit disadvantaged girls is unacceptable. We are hopeful that we will be able to use the programme in other areas and will be seeking specific funding to do this. We apologise to the girls who were unable to access this series. With enormous thanks to the funders of the FiLiA Legacy Project, who saw the potential of the grassroots work we were doing in each FiLiA city and are supporting us to enhance this work.

Some projects have necessarily been postponed due to covid, and we thank funders for their understanding. We look forward to our exchange with Japanese Feminists in 2022 and our event celebrating the International Conference on Violence, Abuse and Women's Citizenship.

#### **BUILDING SISTERHOOD AND SOLIDARITY**

#### **AMPLIFYING THE VOICES OF WOMEN**

#### **PODCASTS AND BLOGS**

Recognising the need to amplify the voices of Women beyond our annual conference, we expanded our podcasting team and we have now hosted #166 podcasts with voices from all over the world, including Spain, India, Ethiopia, Armenia, Canada and many others on a diverse array of topics that affect Women and Girls.

## FiLiA

### Trustees' Report for the year ended 31 December 2021

We have also continued to increase the number of FiLiA guest blogs, amplifying the words of Women from Rojava, Argentina, Honduras, Kenya, Brazil, Macau and more.

As well as providing ongoing updates from many countries and on varied topics, these blogs and podcasts will serve as an archive of Women's voices for future generations. We thank all the Women who gifted their time to make the FiLiA podcasts and blogs happen.

#### **COMMUNICATIONS**

Raquel Rosario Sanchez, Trustee and SpokesWoman gave oral evidence on behalf of FiLiA at the Women and Equalities Select Committee meeting on Reform of the Gender Recognition Act and represented FiLiA at numerous media opportunities.

FiLiA responded to the Department of Health and Social Care consultation - Home use of both pills for early medical abortion up to 10 weeks gestation and to the Violence Against Women and Girls (VAWG) Strategy Consultation as well as the Women and Equalities Select Committee Inquiry on Reform of the Gender Recognition Act.

Our communications team has grown, and we are developing a communications strategy. Some of the positive results this year are:

- The new FiLiA website has achieved 152,000 visits through 2021, from 186 countries.
- We have increased to 10,227 subscribers to our podcast feed.
- We have created and sent weekly newsletters throughout 2021 and our mailing list has increased to 8,993.
- Our social media content has increased as have our followers on Twitter (28.5k) and Facebook (8.1k).
- Twitter analytics during the last quarter of 2021 show 3.2million impressions, and a high engagement rate of 4.1%.

## FiLiA

### Trustees' Report for the year ended 31 December 2021

#### **CAMPAIGNS**

##### **KAKUMA REFUGEE CAMP**

It was another tough year for the lesbians housed in Block 13, the LGB&T area of Kakuma refugee camp Kenya. The year started with fire attacks as they slept with several members of the block suffering burns. In an awful attack in March, 2 men were seriously injured, one of which, Trinidad sadly died of his injuries a month later. No one has been held accountable. In June there was another attack on some of the women, who managed to escape before being raped. A further arson attack in August, again during the night, destroyed all their shelters, most of their possessions and the school and all its equipment – again still no action from UNHCR.

Despite all this trauma, the women asked to be able to speak at the conference and we were delighted to link with them via Zoom so they could share their experiences with our FiLiA audience. It was a profoundly moving session. Women immediately wanted to help and subsequently we were able to raise some funds to support the women. We also recruited 2 volunteers specifically to work on the Kakuma campaign and the help of some women who work in Humanitarian aid in negotiating the systems. Our new volunteers have already collated the asylum-seeking details of all the women which we are working with European partners to try and expedite. With the funds raised we have rebuilt and furnished the school and bought some medical supplies. We have also been able to replace some personal items and support two new mothers with their babies. We continue to work alongside International Human Rights Defenders to get them all safe and free.

##### **ABOLITIONIST WORK**

We have continued to work with local areas to support their approach to supporting women out of prostitution. We have supported the brilliant women-centered work in Devon as they have developed strong partnerships to provide holistic support to help women to exit, and prioritise their safety and recovery. We have seen other areas develop their approach and shift to a more woman-centered policy in addressing prostitution. We are linking areas with good practice as it develops.

# FiLiA

## Trustees' Report for the year ended 31 December 2021

### **#WOMEN4NAZANIN**

On December 20<sup>th</sup> we launched our Solidarity Action to support the #FreeNazanin campaign and inspired by Margaret Owen's recent activism, FiLiA is organising the continuation of Richard Ratcliffe's hunger strike in the form of a global fasting relay. Over 1,000 Women have, so far, signed up to this campaign.

### **FINANCIAL REVIEW**

During the year the Charity received funds totaling £211,665 (2020: £69,913) and made payments of £162,774 (2020: £42,062). The charity held funds on hand of £77,897 at 31 December 2021 (2020: £29,006), including £47,065 (2020 £22,777) of restricted funds

### **PRINCIPAL FUNDING SOURCES**

The charity raises funds for the annual conference mainly by ticket sales. The other principal source of funds is from grants and donations.

### **INVESTMENT POLICY**

The charity does not currently hold sufficient funds to warrant investment. However, the charity banks with Triodos Bank, which has a sound ethical banking policy.

### **RESERVES POLICY**

The general fund reserves at 31 December 2021 were £30,832. Discounting projects with restricted funding and conference costs, our 'core' other costs were £16,041. Our policy is that six months of core costs are maintained in reserves, £8,020.

### **2022 AND BEYOND**

We look forward in our next year to:

- FiLiA2022 being held in Cardiff;
- Continue to Amplify the Voices of Women via our podcasts and blogs
- Building Sisterhood and Solidarity networks locally, nationally and globally
- Defending Women's Human Rights

## FiLiA

### Trustees' Report for the year ended 31 December 2021

- The expansion of our Friends of FiLiA scheme to support more Women to participate in FiLiA
- Accessing funding for specific Women-focused projects, locally, nationally and internationally
- Building links with Welsh Women's grassroots groups and working with them to develop local projects that are specific to local needs

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **GOVERNING DOCUMENT**

The organisation is a Charitable Incorporated Organisation, established and registered as a charity on 8 September 2015. The charity is established under a Constitution, which sets out the objects and powers of the trust.

##### **RECRUITMENT AND APPOINTMENT OF THE BOARD OF TRUSTEES**

The trustees are also the members of the charity, and as such have the power to appoint new trustees. All trustees serve a two-year term, after which they are eligible for re-election. The Constitution stipulates that there must be a minimum of three and not more than twelve trustees.

##### **TRUSTEE INDUCTION AND TRAINING**

Trustees are experienced in the area of the charity's work and have been appointed by the members for the specific skills they can bring to the Board. All potential trustees are briefed prior to their election.

##### **TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS**

Charity law requires the trustees to prepare accounts for each financial period which show a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles of the Charities' SORP, Accounting and Reporting by Charities;

## FiLiA

### Trustees' Report for the year ended 31 December 2021

- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departure disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Statement of Recommended Practice. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on 5 September 2022 and signed on its behalf.



**Kruti Walsh, Trustee**

## **FILiA**

### **Reference and Administrative Details of the Charity, its Trustees and Advisers For the year ended 31 December 2021**

Charity registration number: 1163473

Operational address: Women's Resource Centre  
41 North Road  
London  
N7 9DP

Website [www.filia.org.uk](http://www.filia.org.uk)

#### **Trustees**

Lisa-Marie Taylor  
Sally Jackson  
Kruti Walsh  
Raquel Rosario Sanchez

#### **Independent Examiner**

Frank McDowell FMAAT  
FJM Accountancy Limited  
23 Shackleton Court  
2 Maritime Quay  
London  
E14 3QF

#### **Bankers**

Triodos Bank UK Limited  
Deanery Road  
Bristol  
BS1 5AS

## Independent examiner's report to the trustees of FiLiA (the CIO)

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 December 2021.

### Responsibilities and basis of report

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

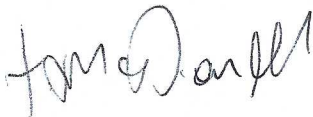
I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- 1 accounting records were not kept in accordance with section 130 of the Act; or,
- 2 the accounts do not accord with the accounting records

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



**Frank J McDowell FMAAT**  
FJM Accountancy Limited  
23 Shackleton Court  
2 Maritime Quay  
London  
E14 3QF

Date: 8 September 2022



**FiLiA**  
**Receipts and Payments Account**  
**For the year ended 31 December 2021**

	Notes	2021			2020		
		Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
<b>Receipts</b>							
<b>Grants and donations:</b>							
General		10,802	-	10,802	6,354	-	6,354
Friends of FiLiA		12,795	-	12,795	8,444	-	8,444
LISG		-	-	-	-	2,360	2,360
Gift Aid		5,345	-	5,345	-	-	-
Restricted project grants	4	-	117,647	117,647	-	43,444	43,444
<b>Charitable activities:</b>							
Conference receipts	1	50,827	11,540	62,367	9,303	-	9,303
Sale of publications		331	-	331	-	-	-
Conference and meeting contributions		-	860	860	-	-	-
<b>Investment income:</b>							
Bank interest		27	-	27	8	-	8
<b>Other receipts:</b>							
Costs and expenses refunded		1,491	-	1,491	-	-	-
<b>Total receipts</b>		<b>81,618</b>	<b>130,047</b>	<b>211,665</b>	<b>24,109</b>	<b>45,804</b>	<b>69,913</b>
<b>Payments</b>							
<b>Charitable activities:</b>							
Grants and donations made		1,222	860	2,082	200	2,360	2,560
Project costs	4	-	92,133	92,133	-	20,667	20,667
Conference payments	2	40,978	11,540	52,518	4,835	-	4,835
<b>Support costs:</b>							
Other costs	3	16,041	-	16,041	10,444	-	10,444
<b>Other payments:</b>							
Loans repaid		-	-	-	1,000	-	1,000
Expenses paid on account		-	-	-	2,556	-	2,556
<b>Total payments</b>		<b>58,241</b>	<b>104,533</b>	<b>162,774</b>	<b>19,035</b>	<b>23,027</b>	<b>42,062</b>
<b>Net cash received in the year</b>		<b>23,377</b>	<b>25,514</b>	<b>48,891</b>	<b>5,074</b>	<b>22,777</b>	<b>27,851</b>
<b>Transfers</b>		<b>1,226</b>	<b>(1,226)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
		<b>24,603</b>	<b>24,288</b>	<b>48,891</b>	<b>5,074</b>	<b>22,777</b>	<b>27,851</b>
Opening cash balances at 1 January 2021		6,229	22,777	29,006	1,155	-	1,155
<b>Closing cash balances at 31 December 2021</b>		<b>30,832</b>	<b>47,065</b>	<b>77,897</b>	<b>6,229</b>	<b>22,777</b>	<b>29,006</b>

**FiLiA****Statement of assets and liabilities at the end of the year**

	Note	2021 £	2020 £
<b>Stock</b>			
Merchandise on hand for resale, at cost price		<u>1,076</u>	<u>-</u>
<b>Prepaid expenses</b>			
2022 conference costs		1,686	-
2021 conference venue		-	8,000
		<u>1,686</u>	<u>8,000</u>
<b>Other debtors</b>			
Funds held in PayPal Giving Fund		-	562
Expenses repayable		-	598
Interest receivable		-	5
		<u>-</u>	<u>1,165</u>
<b>Cash funds</b>			
Cash at bank		76,452	27,962
Funds at PayPal		603	370
Funds at Stripe		-	251
Funds at Charity Checkout		928	423
		<u>77,983</u>	<u>29,006</u>
<b>Liabilities</b>			
Conference income received in advance		2,881	14,196
Expenses owed		86	-
Accrued accountancy fees		-	500
		<u>2,967</u>	<u>14,696</u>

Signed on behalf of the Trustees on 6 September 2022.



Kruti Walsh  
**Trustee**

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2021**

**1 Conference receipts**

	<b>2021</b>			<b>2020</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations	-	11,540	11,540	-
Ticket sales	46,834	-	46,834	8,006
Merchandise sales	3,993	-	3,993	1,297
	<b>50,827</b>	<b>11,540</b>	<b>62,367</b>	<b>9,303</b>

**2 Conference payments**

	<b>2021</b>			<b>2020</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Ticket sales refunded	1,799	-	1,799	407
Ticket distribution	360	-	360	-
Payment processing fees	1,348	-	1,348	246
Venue hire	7,712	11,540	19,252	3,000
Insurance	601	-	601	-
Accessibility	5,665	-	5,665	-
Travel and subsistence support for women to participate	13,097	-	13,097	-
Childcare	1,870	-	1,870	-
Event management software	1,686	-	1,686	-
Communications	100	-	100	-
Photographer	438	-	438	-
Session materials	171	-	171	-
Entertainment	750	-	750	-
Art	601	-	601	-
Merchandise purchases	4,700	-	4,700	1,162
Merchandise refunds	21	-	21	20
Other	59	-	59	-
	<b>40,978</b>	<b>11,540</b>	<b>52,518</b>	<b>4,835</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2021**

**3 Other costs**

	<b>2021</b>			<b>2020</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Volunteer training	400	-	400	-
Publicity materials	1,843	-	1,843	734
Website	1,220	-	1,220	3,510
Conferences	1,711	-	1,711	-
Administrative support	454	-	454	390
Digital services	1,881	-	1,881	2,909
Travel and subsistence	1,123	-	1,123	557
Development meeting costs	383	-	383	78
Office costs	180	-	180	621
Subscriptions	3,426	-	3,426	94
Bank and payment processing fees	1,989	-	1,989	871
Accountancy	500	-	500	240
Consultancy	-	-	-	200
Legal fees	40	-	40	240
Costs refunded	891	-	891	-
	<b>16,041</b>	<b>-</b>	<b>16,041</b>	<b>10,444</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2021**

**4 Restricted funds**

	Brought forward £	Receipts £	Payments £	Transfers £	Carried forward £
FiLiA legacy project	813	47,041	(42,229)	-	5,625
Young women and radical social reform	2,000	-	(2,524)	524	-
FiLiA and socialism	1,248	-	(624)	-	624
Revealing women's lost history through events, exh	18,716	-	(1,100)	-	17,616
Sex Matters Campaign	-	45,000	(43,250)	(1,750)	-
Enterprise Development Fund	-	20,000	-	-	20,000
The Great Britain Sasakawa Foundation	-	3,200	-	-	3,200
Kakuma Camp	-	2,406	(2,406)	-	-
	<u>22,777</u>	<u>117,647</u>	<u>(92,133)</u>	<u>(1,226)</u>	<u>47,065</u>

**FiLiA legacy project - Sisters Trust**

Three years' funding for local community projects in each city. Partnership working with Women's community groups to develop a series of workshops and events to build awareness, confidence and engagement.

**Young women and radical social reform - The Scurrah Wainwright Charity**

Build a Girl and Yes Matters work with at risk girls. Project is for two leaders in youth work to create with the girls a presentation on Women's history and Feminism for them to present to the wider community.

**FiLiA and socialism - Lipman Miliband**

Pamphlet, exhibition and workshop on socialist Feminism.

**Revealing women's lost history through events, exhibitions and webinars - People's Postcode Lottery**

Digitalising cassettes from the 1996 Women's Liberation Conference and an event where we play the recordings to a new audience.

**Sex Matters Campaign - funded via donations**

Supporting Sex Matters, the UK-based not-for-profit organisation which campaigns, advocates and produces resources to promote clarity about sex in public policy, law and culture.

**FiLiA Merchandise Development - Enterprise Development Fund**

Funding to upskill volunteers and FiLiA's capability to develop its merchandise and relationships with feminist artists with the goal of commissioning and selling bespoke merchandise.

**Building Global Abolition Networks - The Great Britain Sasakawa Foundation**

An educational exchange to share knowledge and strategy with a view towards finding ways to work together in the future to reduce sexual violence against Women and Girls in the UK, Japan and globally.

**Supporting lesbian refugees in Kakuma Camp - funded via donations**

Raising funds to support lesbian refugees in the Kakum Refugee Camp in Kenya, with food, medication and medical treatment, personal hygiene items and education.

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2021**

**5 Transactions with related parties**

Trustees made donations during the year totalling £180 (2020: £317).

During the year, one trustee was paid £32,497 (2020: £16,250) under a freelance contract with the charity for delivery of the 3 year FiLiA Legacy Project only.

No (2020: one) trustees reclaimed expenses (2020: £396).

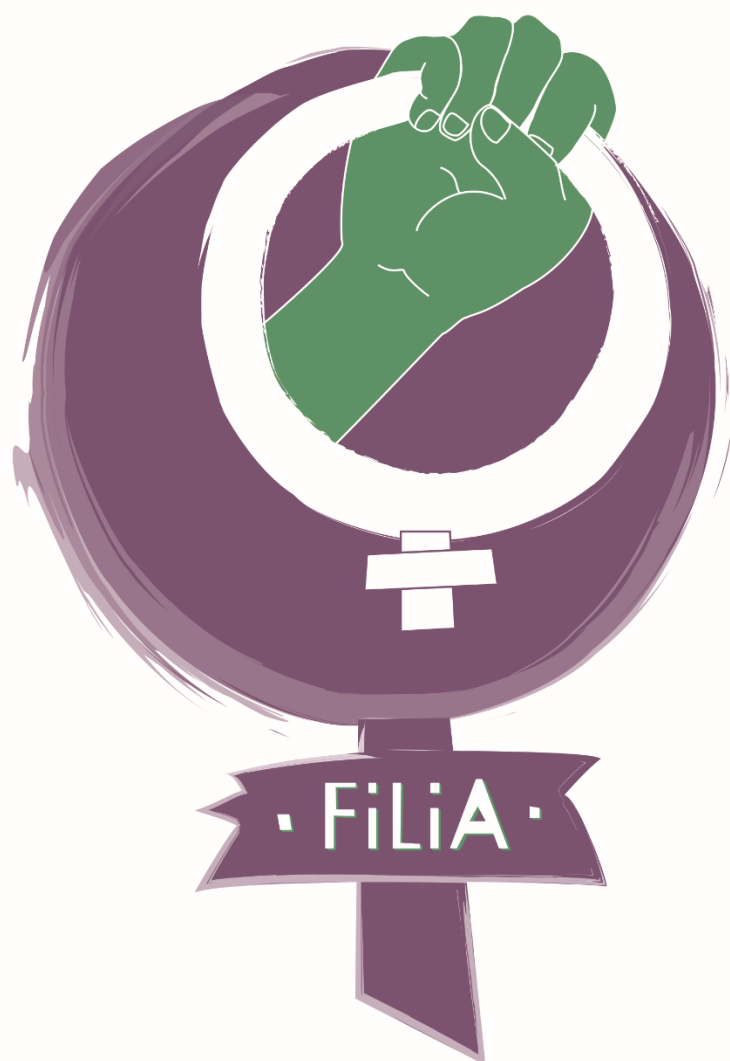
**FILIA**

England & Wales - Charity number 1163473

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# Accounts

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FiLiA  
Trustees' Annual Report  
and Accounts

Year ended 31 December 2020

# FiLiA

## Report and Financial Statements

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## FiLiA

### Trustees' Report for the year ended 31 December 2020

The Trustees present their report together with the receipts and payments accounts of FiLiA for the year ended 31 December 2020. The Trustees confirm that the Annual Report and Accounts of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP).

This report evaluates the impact of FiLiA, recognising that our annual conference had to be postponed due to the pandemic.

#### Objects and Activities

In brief, our objects are:

- To advance the education of the public in the subject of gender equality by hosting an annual conference showcasing speakers and researchers to disseminate the results of their work and research;
- The promotion of equality and diversity, in particular equality between women and men, and to eliminate gender discrimination for the public benefit;
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) and in particular women's rights throughout the world; and
- to promote art for the benefit of the public, in particular to promote the art of women, especially socially excluded women, by the provision of an art exhibition at the annual conference.

FiLiA's **mission** is to contribute to the Women's Liberation Movement by:

♀ **Building Sisterhood and Solidarity** (locally, nationally, globally)

♀ **Amplifying the Voices of Women** (particularly those less often heard or purposefully silenced)

♀ **Defending Women's Human Rights**

The focus of our work during the reporting period was to build the capacity of the organisation as well as to amplify the voices of Women via our blogs. FiLiA is run entirely by volunteers. FiLiA will hosting their next conference in 2021.

## FiLiA

# Trustees' Report for the year ended 31 December 2020

### **Public Benefit**

The trustees confirm that they have referred to the recommendations contained in the Charity Commission's general guidance on public benefit when reviewing FiLiA's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

The activities that FiLiA carries out to further its charitable purposes for the public benefit (as described under Achievements and Performance below) are guided by the Objects above.

## **ACHIEVEMENTS AND PERFORMANCE**

### **CAPACITY BUILDING**

On the basis of our achievements, we recognised the need to build capacity within our team. Through 2020 we have focused on expanding our podcast team in order to better amplify the voices of Women. Our Latin American team has expanded, and we have also put in place a new volunteer FiLiA fund-raising team with responsibility for identifying relevant funding opportunities and raising sufficient funds allowing us to deliver our planned local and international projects as well as the annual FiLiA conference. We have a new communications team who are developing our website and social media capabilities.

FiLiA formed a **Legal Advisory Board** made up of three practicing lawyers who have provided advice and supported our consultation responses.

The FiLiA team now consists of ~70 Women who gift their time.

**Internal Education** is important to FiLiA and our weekly meetings provided time for sessions covering (among others) prostitution, The Istanbul Convention, the Greenham Common Protests, and an introduction into human rights and equality law. The team also attended webinars on topics important to FiLiA including women and the response to Covid, BAME relations, and the history of women's liberation.

Trustees held a **Theory of Change** session and will launch our 2021-2024 strategy in January 2021.

### FUNDRAISING

In order to be able to implement our 2021-2025 strategy, which expands beyond our conferences to include international network building alongside focused projects, we recognise the need for sourcing short-, medium- and long-term funding as well as achieving and maintaining a higher financial sustainability threshold.

FiLiA will continue to apply for funding; core and project funding. FiLiA is reliant on the incredible hard work of our wonderful volunteers and their extremely valuable skills. We want FiLiA to be able to fund, at least some of, the inspiring speakers' travel and accommodation, to enable them to come to and participate in FiLiA conferences.

We have been successful in six funding applications through 2020, with a focus on:

- **FiLiA LEGACY PROJECT**

Local grassroots 3-year project, based on three core pillars of activity: Promoting **collaboration and network building** between women's organisations and community groups, movements and activists;

Providing **advocacy and activism training and skills**, informed by local community needs;

Developing **Legacy Networks** within and between each region so the movement grows and FiLiA Legacy Projects are interconnected

- **YOUNG WOMEN AND RADICAL SOCIAL REFORM**

- **FiLiA AND SOCIALISM**

- **CELEBRATING 50<sup>th</sup> ANNIVERSARY OF THE 1970 WOMEN'S LIBERATION CONFERENCE**

- **REVEALING WOMEN'S LOST HISTORY THROUGH EVENTS, EXHIBITIONS AND WEBINARS**

FiLiA is excited to have secured funding for a two-day event in London in 2021 to digitalise and amplify recordings of the renowned **International Conference on Violence, Abuse and Women's Citizenship** which was

## FiLiA

### Trustees' Report for the year ended 31 December 2020

held in Brighton in 1996. Over 2 days we will bring the recordings back to life and immerse ourselves in the herstorical event.

- **FiLiA AND ANTI-PORNOGRAPHY/PROSTITUTION (in 2021)**  
Educational exchange with Japan

Our **Friends of FiLiA** scheme has been well received and we thank the 167 individuals who have signed up to become regular supporters of our work. All funds will go directly to support Women to participate in FiLiA, who otherwise would not be able to.

Due to covid, we were unable to put on our annual conference. All tickets are carried over to 2021, and we have continued with our other work.

#### **BUILDING SISTERHOOD AND SOLIDARITY**

##### **SURVIVOR NETWORK**

Out of the FiLiA2019 conference emerged a FiLiA survivor network, which now has around 50 Women who have survived the sex trade. As well as providing support for each other, this global network has contributed to the recent **Equally Safe: challenging men's demand for prostitution: consultation.**

FiLiA also launched their Survivor Voices podcasts which contributes to the global abolitionist movement and archive.

#### **AMPLIFYING THE VOICES OF WOMEN**

##### **PODCASTS AND BLOGS**

Recognising the need to amplify the voices of Women beyond our annual conference, we expanded our podcasting team to bring in more editors and interviewers. We have hosted #119 podcasts with voices from all over the world, including Russia, France, Saudi, Kenya, India and many others on a diverse array of topics that affect Women and Girls.

We have also increased the number of FiLiA guest blogs, amplifying the words of Women from Peru, Japan, Cameroon, Canada and others.

## FiLiA

### Trustees' Report for the year ended 31 December 2020

FiLiA launched our Young Feminist page in collaboration with **Radical Girlsss**, a young women's collective that evolved from the European Network of Migrant Women.

We thank all the Women who gifted their time to make the FiLiA podcasts and blogs happen, and we will expand these areas of our work through 2021 and beyond.

#### COMMUNICATIONS

Our communications team has grown, and we are developing a communications strategy. Some of the positive results this year are:

- FiLiA website has achieved an increase of 180% to 165k unique visitors from 99 countries;
- We have increased to 7,223 subscribers to our podcast feed;
- We have created and sent weekly newsletters throughout 2020 to our 5,508 subscribers. Newsletters include FiLiA updates and the latest national and international feminist news;
- Our social media content has increased as have our followers on Twitter (18.4k) and Facebook (7.1k);
- We have designed and managed the development of a new FiLiA website, working with the web developers to ensure that the site will be ready for launch during 2021 Q1.

#### PROJECT WORK

##### FiLiA LEGACY PROJECT

FiLiA launched our **FiLiA Legacy Project**, with thanks to our funders for supporting us to take our work to the next level, and for recognising the potential of grassroots local work to make a significant difference to Women's lives.

133 local groups have been mapped and we have held 47 engagement meetings (online and face to face). We undertook a survey of training needs and expectations and launched the **FiLiA Book Club**. Women read a book per month,

## FiLiA

### Trustees' Report for the year ended 31 December 2020

and then join us for an online session with the author. We've created '**How To Start A Feminist Book Club**' posters which we are distributing around the city.

We have created a detailed programme of sessions to run through the year.

We have a number of other projects and activities being discussed with local community groups.

#### **PROSTITUTION**

During the pandemic we noticed various councils across the UK reassessing the way in which they dealt with prostitution in their area. We contacted a number of Local Authorities and suggested the introduction of the 'Nordic' or Equality' Model. We had positive contact with three areas and have worked with them to support them in holding punters to account and enabling women to exit prostitution. It's long-term work but we have been excited by the engagement so far.

#### **INTERNATIONAL**

FiLiA continues to amplify the campaigns of our global Sisters.

#### **KAKUMA CAMPAIGN**

In August we were privileged to talk with 9 Ugandan lesbians at Kakuma Refugee camp Kenya. They spoke of the appalling lesbophobic abuse they have been subjected along with the other refugees at Block 13 (the area reserved for LGBT refugees.) Our podcast started our campaign to get them evacuated to safety. We have kept in contact with the women and written to both UNHCR and our Foreign and Commonwealth office and were devastated in September to learn of the death of Patricia or 'Baby Covid' as she was known, daughter of Regina, one of the women we interviewed. Our Blog detailed the updates and we continue to support and advocate for our sisters in the camp and work to get them free and safe.

#### **LATIN AMERICA**

We have expanded our networks, having a presence in Chile in February 2021 during the popular revolt against their neoliberal government. NiUnaMenosChile shared with us the history of women's struggles since the times of dictator Pinochet.

## FiLiA

### Trustees' Report for the year ended 31 December 2020

In March, FiLiA in partnership with Escalera Caracol organised an art exhibition dedicated to International Women's Day.

During September, FiLiA supported the Argentinian week against Sex Trafficking #SeTrataDeNoMasTrata

We published several articles written by Latin American and Caribbean sisters from Uruguay, Argentina, the Dominican Republic and Brazil.

We established a support group of women affected by the false Parental Affective Disorder with members of Argentina, Spain, Chile and Brazil (work in progress).

We closed the year with FiLiA supporting the legalisation of abortion in Argentina after decades of struggle.

We will continue to strengthen the bonds between the increasing global activism in support of women's sex-based rights between English and Spanish speaking feminists, and beyond.

#### **Financial Review**

During the year the Charity received funds totaling £69,913 (2019: £79,607) and made payments of £42,062 (2019: £80,271). The charity held funds on hand of £29,006 at 31 December 2020.

#### **Principal Funding Sources**

The charity raises funds for the annual conference mainly by ticket sales. The other principal source of funds is from grants and donations.

#### **Investment Policy**

The charity does not currently hold sufficient funds to warrant investment. However, the charity banks with Triodos Bank, which has a sound ethical banking policy.

## FiLiA

### Trustees' Report for the year ended 31 December 2020

#### **Reserves Policy**

The charity holds a small cash balance and is yet to reach an operational level where it has been possible to consider establishing financial reserve. The Trustees will continue to monitor the charity's finances and will establish a reserves policy when funds allow.

#### **2021 and beyond**

We look forward in our next year to:

- A FiLiA conference in 2021 in Portsmouth;
- The expansion of our Friends of FiLiA scheme to support more Women to participate in FiLiA
- Accessing funding for specific Women-focused projects, locally, nationally and internationally
- Continue to Amplify the Voices of Women via our podcasts and blogs
- Building Sisterhood and Solidarity networks locally, nationally and globally

#### **Structure, Governance and Management**

##### **Governing Document**

The organisation is a Charitable Incorporated Organisation, established and registered as a charity on 8 September 2015. The charity is established under a Constitution, which sets out the objects and powers of the trust.

##### **Recruitment and Appointment of the Board of Trustees**

The trustees are also the members of the charity, and as such have the power to appoint new trustees. All trustees serve a two year term, after which they are eligible for re-election. The Constitution stipulates that there must be a minimum of three and not more than twelve trustees.

### **Trustee Induction and Training**

Trustees are experienced in the area of the charity's work and have been appointed by the members for the specific skills they can bring to the Board. All potential trustees are briefed prior to their election.

### **Trustees' responsibilities in relation to the financial statements**

Charity law requires the trustees to prepare accounts for each financial period which show a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles of the Charities' SORP, Accounting and Reporting by Charities;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departure disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Statement of Recommended Practice. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on 14 May 2021 and signed on its behalf.

**Kruti Walsh, Trustee**

## **FILiA**

### **Reference and Administrative Details of the Charity, its Trustees and Advisers For the year ended 31 December 2020**

Charity registration number: 1163473

Operational address: Women's Resource Centre  
41 North Road  
London  
N7 9ER

#### **Trustees**

Lisa-Marie Taylor

Sally Jackson

Kruti Walsh

Raquel Rosario Sanchez

Appointed 15 May 2020

Julian Norman

Resigned 17 May 2020

#### **Independent Examiner**

Frank McDowell FMAAT

FJM Accountancy Limited

23 Shackleton Court

2 Maritime Quay

London

E14 3QF

#### **Bankers**

Triodos Bank UK Limited

Deanery Road

Bristol

BS1 5AS

## **Independent examiner's report to the trustees of FiLiA (the CIO)**

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 December 2020.

### **Responsibilities and basis of report**

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### **Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- 1 accounting records were not kept in accordance with section 130 of the Act; or,
- 2 the accounts do not accord with the accounting records

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

### **Frank J McDowell FMAAT**

FJM Accountancy Limited  
23 Shackleton Court  
2 Maritime Quay  
London  
E14 3QF

Date: 15 May 2021

**FiLiA**  
**Receipts and Payments Account**  
**For the year ended 31 December 2020**

	Notes	2020			2019		
		Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
<b>Receipts</b>							
Grants and donations - general		6,354	-	6,354	6,479	-	6,479
Grants and donations - Friends of FiLiA		8,444	-	8,444	1,100	-	1,100
Grants and donations - Curtain Theatre		-	-	-	-	7,000	7,000
Grants and donations - Edith Maud Ellis		-	-	-	-	500	500
Grants and donations - Safety4Sisters		-	-	-	-	26,370	26,370
Grants and donations - LISG		-	2,360	2,360	-	-	-
Restricted project grants	5	-	43,444	43,444	-	-	-
Conference receipts	1	9,303	-	9,303	34,681	-	34,681
Refund - magazine		-	-	-	962	-	962
Bank interest		8	-	8	15	-	15
Loan funds received		-	-	-	2,500	-	2,500
<b>Total receipts</b>		<b>24,109</b>	<b>45,804</b>	<b>69,913</b>	<b>45,737</b>	<b>33,870</b>	<b>79,607</b>
<b>Payments</b>							
Grants and donations made		200	2,360	2,560	335	33,090	33,425
Project costs	5	-	20,667	20,667	-	-	-
Conference payments	2	4,835	-	4,835	33,345	-	33,345
Art project - Brazil		-	-	-	298	561	859
Art project - other		-	-	-	-	-	-
Other costs	3	10,444	-	10,444	10,342	-	10,342
Loans repaid		1,000	-	1,000	1,500	-	1,500
Expenses paid on account	4	2,556	-	2,556	800	-	800
<b>Total payments</b>		<b>19,035</b>	<b>23,027</b>	<b>42,062</b>	<b>46,620</b>	<b>33,651</b>	<b>80,271</b>
<b>Net cash (expended)/received in the year</b>		<b>5,074</b>	<b>22,777</b>	<b>27,851</b>	<b>(883)</b>	<b>219</b>	<b>(664)</b>
<b>Transfers</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>780</b>	<b>(780)</b>	<b>-</b>
		<b>5,074</b>	<b>22,777</b>	<b>27,851</b>	<b>(103)</b>	<b>(561)</b>	<b>(664)</b>
Opening cash balances at 1 January 2020		1,155	-	1,155	1,258	561	1,819
<b>Closing cash balances at 31 December 2020</b>		<b>6,229</b>	<b>22,777</b>	<b>29,006</b>	<b>1,155</b>	<b>-</b>	<b>1,155</b>

**FiLiA****Statement of assets and liabilities at the end of the year**

	Note	2020 £	2019 As restated £
<b>Prepaid expenses</b>			
2021 conference venue		<u>8,000</u>	<u>5,000</u>
<b>Other debtors</b>			
Funds held in PayPal Giving Fund		562	-
Expenses repayable		598	-
Interest receivable		5	-
		<u>1,165</u>	<u>-</u>
<b>Cash funds</b>			
Cash at bank		27,962	384
Funds at PayPal		370	223
Funds at Stripe		251	39
Funds at Charity Checkout		423	509
		<u>29,006</u>	<u>1,155</u>
<b>Liabilities</b>			
2021 conference income received in advance		14,196	6,497
Trustee loans to fund conference venue deposit		-	1,000
Expenses owed	4	-	1,958
Accrued accountancy fees		500	240
		<u>14,696</u>	<u>9,695</u>

Signed on behalf of the Trustees on 14 May 2021.

Kruti Walsh  
**Trustee**

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2020**

**1 Conference receipts**

	<b>2020</b>			<b>2019</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>As restated</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>Total</b>
				<b>£</b>
Donations	-	-	-	9,079
Ticket sales	8,006	-	8,006	24,259
Art canvases	-	-	-	201
Merchandise sales	1,297	-	1,297	1,042
Contributions to travel and accommodation	-	-	-	100
	<b>9,303</b>	<b>-</b>	<b>9,303</b>	<b>34,681</b>

**2 Conference payments**

	<b>2020</b>			<b>2019</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>As restated</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>Total</b>
				<b>£</b>
Ticket sales refunded	407	-	407	498
Venue hire	3,000	-	3,000	14,265
Merchandise purchases	1,162	-	1,162	1,898
Merchandise refunds	20	-	20	4
Creche	-	-	-	3,000
Banners	-	-	-	527
Session materials	-	-	-	1,474
Travel and subsistence support	-	-	-	4,222
Pre-conference meetings	-	-	-	2,115
Technical support	-	-	-	1,091
Speech to text service	-	-	-	2,270
Payment processing fees	246	-	246	840
Other costs	-	-	-	1,141
	<b>4,835</b>	<b>-</b>	<b>4,835</b>	<b>33,345</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2020**

**3 Other costs**

	<b>2020</b>			<b>2019</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>As restated</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>Total</b>
				<b>£</b>
Magazine	-	-	-	962
Publicity materials	734	-	734	1,338
Website	3,510	-	3,510	1,414
Photographer	-	-	-	570
Conferences	-	-	-	850
Administrative support	390	-	390	-
Digital services	2,909	-	2,909	1,048
Travel and subsistence	557	-	557	1,826
Development meeting costs	78	-	78	1,445
Office costs	621	-	621	-
Insurance	-	-	-	48
Subscriptions	94	-	94	60
Bank and payment processing fees	871	-	871	301
Accountancy	240	-	240	480
Consultancy	200	-	200	-
Legal fees	240	-	240	-
	<b>10,444</b>	<b>-</b>	<b>10,444</b>	<b>10,342</b>

**4 Expenses paid on account**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>As restated</b>
		<b>£</b>
Conference merchandise		11
Development meeting costs		475
Travel and subsistence		2,483
Publicity		60
Postage and stationery		118
IT costs		121
Subscriptions		34
		<b>3,302</b>
Balance to pay brought forward	1,958	-
Less paid on account	(2,556)	(1,344)
Balance to (repay)/pay	<b>(598)</b>	<b>1,958</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2020**

**5 Restricted funds**

	Receipts £	Payments £	Carried forward £
FiLiA legacy project	19,678	18,865	813
Young women and radical social reform	2,000		2,000
FiLiA and socialism	1,448	200	1,248
Celebrating the 50 <sup>th</sup> anniversary of the 1970 women's liberation conference	600	600	-
Revealing women's lost history through events, exhibitions and webinars	19,718	1,002	18,716
	43,444	20,667	22,777

**FiLiA legacy project - Sisters Trust**

Three years' funding for local community projects in each city. Partnership working with Women's community groups to develop a series of workshops and events to build awareness, confidence and engagement.

**Young women and radical social reform - The Scurrah Wainwright Charity**

Build a Girl (Bradford) works with at risk girls. Project is for two leaders in youth work to create with the girls a presentation on Women's history and Feminism for them to present to the wider community.

**FiLiA and socialism - Lipman Miliband**

Pamphlet, exhibition and workshop on socialist Feminism.

**Celebrating the 50<sup>th</sup> anniversary of the 1970 women's liberation conference - The Lady Neville Charity**

Banners replicating second wave Feminist protest banners.

**Revealing women's lost history through events, exhibitions and webinars - People's Postcode Lottery**

Digitalising cassettes from the 1996 Women's Liberation Conference and an event where we play the recordings to a new audience.

**6 Transactions with related parties**

Trustees made donations during the year totalling £317 (2019: £270).

During the year, one trustee was paid £16,250 under a freelance contract with the charity for project delivery services. No trustee received any remuneration during 2019.

One (2019: three) trustees reclaimed expenses of £396 (2019: £938).



FiLiA  
Trustees' Annual Report  
and Accounts

Year ended 31 December 2020

# FiLiA

## Report and Financial Statements

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## FiLiA

### Trustees' Report for the year ended 31 December 2020

The Trustees present their report together with the receipts and payments accounts of FiLiA for the year ended 31 December 2020. The Trustees confirm that the Annual Report and Accounts of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP).

This report evaluates the impact of FiLiA, recognising that our annual conference had to be postponed due to the pandemic.

#### Objects and Activities

In brief, our objects are:

- To advance the education of the public in the subject of gender equality by hosting an annual conference showcasing speakers and researchers to disseminate the results of their work and research;
- The promotion of equality and diversity, in particular equality between women and men, and to eliminate gender discrimination for the public benefit;
- To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) and in particular women's rights throughout the world; and
- to promote art for the benefit of the public, in particular to promote the art of women, especially socially excluded women, by the provision of an art exhibition at the annual conference.

FiLiA's **mission** is to contribute to the Women's Liberation Movement by:

♀ **Building Sisterhood and Solidarity** (locally, nationally, globally)

♀ **Amplifying the Voices of Women** (particularly those less often heard or purposefully silenced)

♀ **Defending Women's Human Rights**

The focus of our work during the reporting period was to build the capacity of the organisation as well as to amplify the voices of Women via our blogs. FiLiA is run entirely by volunteers. FiLiA will hosting their next conference in 2021.

## FiLiA

### Trustees' Report for the year ended 31 December 2020

#### **Public Benefit**

The trustees confirm that they have referred to the recommendations contained in the Charity Commission's general guidance on public benefit when reviewing FiLiA's aims and objectives, and in planning activities and setting policies and priorities for the year ahead.

The activities that FiLiA carries out to further its charitable purposes for the public benefit (as described under Achievements and Performance below) are guided by the Objects above.

#### **ACHIEVEMENTS AND PERFORMANCE**

##### **CAPACITY BUILDING**

On the basis of our achievements, we recognised the need to build capacity within our team. Through 2020 we have focused on expanding our podcast team in order to better amplify the voices of Women. Our Latin American team has expanded, and we have also put in place a new volunteer FiLiA fund-raising team with responsibility for identifying relevant funding opportunities and raising sufficient funds allowing us to deliver our planned local and international projects as well as the annual FiLiA conference. We have a new communications team who are developing our website and social media capabilities.

FiLiA formed a **Legal Advisory Board** made up of three practicing lawyers who have provided advice and supported our consultation responses.

The FiLiA team now consists of ~70 Women who gift their time.

**Internal Education** is important to FiLiA and our weekly meetings provided time for sessions covering (among others) prostitution, The Istanbul Convention, the Greenham Common Protests, and an introduction into human rights and equality law. The team also attended webinars on topics important to FiLiA including women and the response to Covid, BAME relations, and the history of women's liberation.

Trustees held a **Theory of Change** session and will launch our 2021-2024 strategy in January 2021.

### FUNDRAISING

In order to be able to implement our 2021-2025 strategy, which expands beyond our conferences to include international network building alongside focused projects, we recognise the need for sourcing short-, medium- and long-term funding as well as achieving and maintaining a higher financial sustainability threshold.

FiLiA will continue to apply for funding; core and project funding. FiLiA is reliant on the incredible hard work of our wonderful volunteers and their extremely valuable skills. We want FiLiA to be able to fund, at least some of, the inspiring speakers' travel and accommodation, to enable them to come to and participate in FiLiA conferences.

We have been successful in six funding applications through 2020, with a focus on:

- **FiLiA LEGACY PROJECT**

Local grassroots 3-year project, based on three core pillars of activity: Promoting **collaboration and network building** between women's organisations and community groups, movements and activists;

Providing **advocacy and activism training and skills**, informed by local community needs;

Developing **Legacy Networks** within and between each region so the movement grows and FiLiA Legacy Projects are interconnected

- **YOUNG WOMEN AND RADICAL SOCIAL REFORM**

- **FiLiA AND SOCIALISM**

- **CELEBRATING 50<sup>th</sup> ANNIVERSARY OF THE 1970 WOMEN'S LIBERATION CONFERENCE**

- **REVEALING WOMEN'S LOST HISTORY THROUGH EVENTS, EXHIBITIONS AND WEBINARS**

FiLiA is excited to have secured funding for a two-day event in London in 2021 to digitalise and amplify recordings of the renowned **International Conference on Violence, Abuse and Women's Citizenship** which was

## FiLiA

### Trustees' Report for the year ended 31 December 2020

held in Brighton in 1996. Over 2 days we will bring the recordings back to life and immerse ourselves in the herstorical event.

- **FiLiA AND ANTI-PORNOGRAPHY/PROSTITUTION (in 2021)**  
Educational exchange with Japan

Our **Friends of FiLiA** scheme has been well received and we thank the 167 individuals who have signed up to become regular supporters of our work. All funds will go directly to support Women to participate in FiLiA, who otherwise would not be able to.

Due to covid, we were unable to put on our annual conference. All tickets are carried over to 2021, and we have continued with our other work.

#### **BUILDING SISTERHOOD AND SOLIDARITY**

##### **SURVIVOR NETWORK**

Out of the FiLiA2019 conference emerged a FiLiA survivor network, which now has around 50 Women who have survived the sex trade. As well as providing support for each other, this global network has contributed to the recent **Equally Safe: challenging men's demand for prostitution: consultation.**

FiLiA also launched their Survivor Voices podcasts which contributes to the global abolitionist movement and archive.

#### **AMPLIFYING THE VOICES OF WOMEN**

##### **PODCASTS AND BLOGS**

Recognising the need to amplify the voices of Women beyond our annual conference, we expanded our podcasting team to bring in more editors and interviewers. We have hosted #119 podcasts with voices from all over the world, including Russia, France, Saudi, Kenya, India and many others on a diverse array of topics that affect Women and Girls.

We have also increased the number of FiLiA guest blogs, amplifying the words of Women from Peru, Japan, Cameroon, Canada and others.

## FiLiA

### Trustees' Report for the year ended 31 December 2020

FiLiA launched our Young Feminist page in collaboration with **Radical Girlss**, a young women's collective that evolved from the European Network of Migrant Women.

We thank all the Women who gifted their time to make the FiLiA podcasts and blogs happen, and we will expand these areas of our work through 2021 and beyond.

#### COMMUNICATIONS

Our communications team has grown, and we are developing a communications strategy. Some of the positive results this year are:

- FiLiA website has achieved an increase of 180% to 165k unique visitors from 99 countries;
- We have increased to 7,223 subscribers to our podcast feed;
- We have created and sent weekly newsletters throughout 2020 to our 5,508 subscribers. Newsletters include FiLiA updates and the latest national and international feminist news;
- Our social media content has increased as have our followers on Twitter (18.4k) and Facebook (7.1k);
- We have designed and managed the development of a new FiLiA website, working with the web developers to ensure that the site will be ready for launch during 2021 Q1.

#### PROJECT WORK

##### FiLiA LEGACY PROJECT

FiLiA launched our **FiLiA Legacy Project**, with thanks to our funders for supporting us to take our work to the next level, and for recognising the potential of grassroots local work to make a significant difference to Women's lives.

133 local groups have been mapped and we have held 47 engagement meetings (online and face to face). We undertook a survey of training needs and expectations and launched the **FiLiA Book Club**. Women read a book per month,

## FiLiA

### Trustees' Report for the year ended 31 December 2020

and then join us for an online session with the author. We've created '**How To Start A Feminist Book Club**' posters which we are distributing around the city.

We have created a detailed programme of sessions to run through the year.

We have a number of other projects and activities being discussed with local community groups.

#### **PROSTITUTION**

During the pandemic we noticed various councils across the UK reassessing the way in which they dealt with prostitution in their area. We contacted a number of Local Authorities and suggested the introduction of the 'Nordic' or Equality' Model. We had positive contact with three areas and have worked with them to support them in holding punters to account and enabling women to exit prostitution. It's long-term work but we have been excited by the engagement so far.

#### **INTERNATIONAL**

FiLiA continues to amplify the campaigns of our global Sisters.

#### **KAKUMA CAMPAIGN**

In August we were privileged to talk with 9 Ugandan lesbians at Kakuma Refugee camp Kenya. They spoke of the appalling lesbophobic abuse they have been subjected along with the other refugees at Block 13 (the area reserved for LGBT refugees.) Our podcast started our campaign to get them evacuated to safety. We have kept in contact with the women and written to both UNHCR and our Foreign and Commonwealth office and were devastated in September to learn of the death of Patricia or 'Baby Covid' as she was known, daughter of Regina, one of the women we interviewed. Our Blog detailed the updates and we continue to support and advocate for our sisters in the camp and work to get them free and safe.

#### **LATIN AMERICA**

We have expanded our networks, having a presence in Chile in February 2021 during the popular revolt against their neoliberal government. NiUnaMenosChile shared with us the history of women's struggles since the times of dictator Pinochet.

## FiLiA

### Trustees' Report for the year ended 31 December 2020

In March, FiLiA in partnership with Escalera Caracol organised an art exhibition dedicated to International Women's Day.

During September, FiLiA supported the Argentinian week against Sex Trafficking #SeTrataDeNoMasTrata

We published several articles written by Latin American and Caribbean sisters from Uruguay, Argentina, the Dominican Republic and Brazil.

We established a support group of women affected by the false Parental Affective Disorder with members of Argentina, Spain, Chile and Brazil (work in progress).

We closed the year with FiLiA supporting the legalisation of abortion in Argentina after decades of struggle.

We will continue to strengthen the bonds between the increasing global activism in support of women's sex-based rights between English and Spanish speaking feminists, and beyond.

#### **Financial Review**

During the year the Charity received funds totaling £69,913 (2019: £79,607) and made payments of £42,062 (2019: £80,271). The charity held funds on hand of £29,006 at 31 December 2020.

#### **Principal Funding Sources**

The charity raises funds for the annual conference mainly by ticket sales. The other principal source of funds is from grants and donations.

#### **Investment Policy**

The charity does not currently hold sufficient funds to warrant investment. However, the charity banks with Triodos Bank, which has a sound ethical banking policy.

## FiLiA

### Trustees' Report for the year ended 31 December 2020

#### **Reserves Policy**

The charity holds a small cash balance and is yet to reach an operational level where it has been possible to consider establishing financial reserve. The Trustees will continue to monitor the charity's finances and will establish a reserves policy when funds allow.

#### **2021 and beyond**

We look forward in our next year to:

- A FiLiA conference in 2021 in Portsmouth;
- The expansion of our Friends of FiLiA scheme to support more Women to participate in FiLiA
- Accessing funding for specific Women-focused projects, locally, nationally and internationally
- Continue to Amplify the Voices of Women via our podcasts and blogs
- Building Sisterhood and Solidarity networks locally, nationally and globally

#### **Structure, Governance and Management**

##### **Governing Document**

The organisation is a Charitable Incorporated Organisation, established and registered as a charity on 8 September 2015. The charity is established under a Constitution, which sets out the objects and powers of the trust.

##### **Recruitment and Appointment of the Board of Trustees**

The trustees are also the members of the charity, and as such have the power to appoint new trustees. All trustees serve a two year term, after which they are eligible for re-election. The Constitution stipulates that there must be a minimum of three and not more than twelve trustees.

### **Trustee Induction and Training**

Trustees are experienced in the area of the charity's work and have been appointed by the members for the specific skills they can bring to the Board. All potential trustees are briefed prior to their election.

### **Trustees' responsibilities in relation to the financial statements**

Charity law requires the trustees to prepare accounts for each financial period which show a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles of the Charities' SORP, Accounting and Reporting by Charities;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departure disclosed and explained in the financial statements; and
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Statement of Recommended Practice. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on 14 May 2021 and signed on its behalf.

**Kruti Walsh, Trustee**

## **FiLiA**

### **Reference and Administrative Details of the Charity, its Trustees and Advisers For the year ended 31 December 2020**

Charity registration number: 1163473

Operational address: Women's Resource Centre  
41 North Road  
London  
N7 9ER

#### **Trustees**

Lisa-Marie Taylor

Sally Jackson

Kruti Walsh

Raquel Rosario Sanchez

Appointed 15 May 2020

Julian Norman

Resigned 17 May 2020

#### **Independent Examiner**

Frank McDowell FMAAT

FJM Accountancy Limited

23 Shackleton Court

2 Maritime Quay

London

E14 3QF

#### **Bankers**

Triodos Bank UK Limited

Deanery Road

Bristol

BS1 5AS

## **Independent examiner's report to the trustees of FiLiA (the CIO)**

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 December 2020.

### **Responsibilities and basis of report**

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### **Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- 1 accounting records were not kept in accordance with section 130 of the Act; or,
- 2 the accounts do not accord with the accounting records

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

### **Frank J McDowell FMAAT**

FJM Accountancy Limited  
23 Shackleton Court  
2 Maritime Quay  
London  
E14 3QF

Date: 15 May 2021

**FiLiA**  
**Receipts and Payments Account**  
**For the year ended 31 December 2020**

	Notes	2020			2019		
		Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
<b>Receipts</b>							
Grants and donations - general		6,354	-	6,354	6,479	-	6,479
Grants and donations - Friends of FiLiA		8,444	-	8,444	1,100	-	1,100
Grants and donations - Curtain Theatre		-	-	-	-	7,000	7,000
Grants and donations - Edith Maud Ellis		-	-	-	-	500	500
Grants and donations - Safety4Sisters		-	-	-	-	26,370	26,370
Grants and donations - LISG		-	2,360	2,360	-	-	-
Restricted project grants	5	-	43,444	43,444	-	-	-
Conference receipts	1	9,303	-	9,303	34,681	-	34,681
Refund - magazine		-	-	-	962	-	962
Bank interest		8	-	8	15	-	15
Loan funds received		-	-	-	2,500	-	2,500
<b>Total receipts</b>		<b>24,109</b>	<b>45,804</b>	<b>69,913</b>	<b>45,737</b>	<b>33,870</b>	<b>79,607</b>
<b>Payments</b>							
Grants and donations made		200	2,360	2,560	335	33,090	33,425
Project costs	5	-	20,667	20,667	-	-	-
Conference payments	2	4,835	-	4,835	33,345	-	33,345
Art project - Brazil		-	-	-	298	561	859
Art project - other		-	-	-	-	-	-
Other costs	3	10,444	-	10,444	10,342	-	10,342
Loans repaid		1,000	-	1,000	1,500	-	1,500
Expenses paid on account	4	2,556	-	2,556	800	-	800
<b>Total payments</b>		<b>19,035</b>	<b>23,027</b>	<b>42,062</b>	<b>46,620</b>	<b>33,651</b>	<b>80,271</b>
<b>Net cash (expended)/received in the year</b>		<b>5,074</b>	<b>22,777</b>	<b>27,851</b>	<b>(883)</b>	<b>219</b>	<b>(664)</b>
<b>Transfers</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>780</b>	<b>(780)</b>	<b>-</b>
		<b>5,074</b>	<b>22,777</b>	<b>27,851</b>	<b>(103)</b>	<b>(561)</b>	<b>(664)</b>
Opening cash balances at 1 January 2020		1,155	-	1,155	1,258	561	1,819
<b>Closing cash balances at 31 December 2020</b>		<b>6,229</b>	<b>22,777</b>	<b>29,006</b>	<b>1,155</b>	<b>-</b>	<b>1,155</b>

**FILiA****Statement of assets and liabilities at the end of the year**

	Note	2020 £	2019 As restated £
<b>Prepaid expenses</b>			
2021 conference venue		<u>8,000</u>	<u>5,000</u>
<b>Other debtors</b>			
Funds held in PayPal Giving Fund		562	-
Expenses repayable		598	-
Interest receivable		5	-
		<u>1,165</u>	<u>-</u>
<b>Cash funds</b>			
Cash at bank		27,962	384
Funds at PayPal		370	223
Funds at Stripe		251	39
Funds at Charity Checkout		423	509
		<u>29,006</u>	<u>1,155</u>
<b>Liabilities</b>			
2021 conference income received in advance		14,196	6,497
Trustee loans to fund conference venue deposit		-	1,000
Expenses owed	4	-	1,958
Accrued accountancy fees		500	240
		<u>14,696</u>	<u>9,695</u>

Signed on behalf of the Trustees on 14 May 2021.

Kruti Walsh  
**Trustee**

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2020**

**1 Conference receipts**

	<b>2020</b>			<b>2019</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>As restated</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>Total</b>
				<b>£</b>
Donations	-	-	-	9,079
Ticket sales	8,006	-	8,006	24,259
Art canvases	-	-	-	201
Merchandise sales	1,297	-	1,297	1,042
Contributions to travel and accommodation	-	-	-	100
	<b>9,303</b>	<b>-</b>	<b>9,303</b>	<b>34,681</b>

**2 Conference payments**

	<b>2020</b>			<b>2019</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>As restated</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>Total</b>
				<b>£</b>
Ticket sales refunded	407	-	407	498
Venue hire	3,000	-	3,000	14,265
Merchandise purchases	1,162	-	1,162	1,898
Merchandise refunds	20	-	20	4
Creche	-	-	-	3,000
Banners	-	-	-	527
Session materials	-	-	-	1,474
Travel and subsistence support	-	-	-	4,222
Pre-conference meetings	-	-	-	2,115
Technical support	-	-	-	1,091
Speech to text service	-	-	-	2,270
Payment processing fees	246	-	246	840
Other costs	-	-	-	1,141
	<b>4,835</b>	<b>-</b>	<b>4,835</b>	<b>33,345</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2020**

**3 Other costs**

	<b>2020</b>			<b>2019</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>As restated</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>Total</b>
				<b>£</b>
Magazine	-	-	-	962
Publicity materials	734	-	734	1,338
Website	3,510	-	3,510	1,414
Photographer	-	-	-	570
Conferences	-	-	-	850
Administrative support	390	-	390	-
Digital services	2,909	-	2,909	1,048
Travel and subsistence	557	-	557	1,826
Development meeting costs	78	-	78	1,445
Office costs	621	-	621	-
Insurance	-	-	-	48
Subscriptions	94	-	94	60
Bank and payment processing fees	871	-	871	301
Accountancy	240	-	240	480
Consultancy	200	-	200	-
Legal fees	240	-	240	-
	<b>10,444</b>	<b>-</b>	<b>10,444</b>	<b>10,342</b>

**4 Expenses paid on account**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>As restated</b>
		<b>£</b>
Conference merchandise		11
Development meeting costs		475
Travel and subsistence		2,483
Publicity		60
Postage and stationery		118
IT costs		121
Subscriptions		34
		<b>3,302</b>
Balance to pay brought forward	1,958	-
Less paid on account	(2,556)	(1,344)
Balance to (repay)/pay	<b>(598)</b>	<b>1,958</b>

**FiLiA**  
**Notes to the Accounts**  
**For the year ended 31 December 2020**

**5 Restricted funds**

	Receipts £	Payments £	Carried forward £
FiLiA legacy project	19,678	18,865	813
Young women and radical social reform	2,000		2,000
FiLiA and socialism	1,448	200	1,248
Celebrating the 50 <sup>th</sup> anniversary of the 1970 women's liberation conference	600	600	-
Revealing women's lost history through events, exhibitions and webinars	19,718	1,002	18,716
	43,444	20,667	22,777

**FiLiA legacy project - Sisters Trust**

Three years' funding for local community projects in each city. Partnership working with Women's community groups to develop a series of workshops and events to build awareness, confidence and engagement.

**Young women and radical social reform - The Scurrah Wainwright Charity**

Build a Girl (Bradford) works with at risk girls. Project is for two leaders in youth work to create with the girls a presentation on Women's history and Feminism for them to present to the wider community.

**FiLiA and socialism - Lipman Miliband**

Pamphlet, exhibition and workshop on socialist Feminism.

**Celebrating the 50<sup>th</sup> anniversary of the 1970 women's liberation conference - The Lady Neville Charity**

Banners replicating second wave Feminist protest banners.

**Revealing women's lost history through events, exhibitions and webinars - People's Postcode Lottery**

Digitalising cassettes from the 1996 Women's Liberation Conference and an event where we play the recordings to a new audience.

**6 Transactions with related parties**

Trustees made donations during the year totalling £317 (2019: £270).

During the year, one trustee was paid £16,250 under a freelance contract with the charity for project delivery services. No trustee received any remuneration during 2019.

One (2019: three) trustees reclaimed expenses of £396 (2019: £938).

## Independent examiner's report to the trustees of FiLiA (the CIO)

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- 1 accounting records were not kept in accordance with section 130 of the Act; or,
- 2 the accounts do not accord with the accounting records

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**Frank J McDowell FMAAT**  
FJM Accountancy Limited  
23 Shackleton Court  
2 Maritime Quay  
London  
E14 3QF

Date: 15 May 2021

