



**WOMEN
FOR
REFUGEE
WOMEN**

**Annual Report
and Financial Statements
2024 - 2025**

Women for Refugee Women is a charitable incorporated organisation, registered charity number 1165320, with its registered office at 52-54 Featherstone Street, London, EC1Y 8RT

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A message from our Chair of Trustees

This past year has been both inspiring and challenging for Women for Refugee Women (WRW). At a time when the external environment has become increasingly hostile, our network of refugee and asylum-seeking women, staff, volunteers, and partners has shown extraordinary courage, creativity, and resilience.

As Trustees, we have been humbled to witness how women in our community continue to reclaim their power, through learning, creative expression, and leadership, and how their voices are reaching ever wider audiences to influence real change. The expansion of our grassroots programmes, the success of our campaigning and research, and the visibility of women's stories in the media and public debate are powerful reminders of what is possible when women are supported to speak and act for themselves.

This year also marked a significant transition in leadership. We bid farewell to Director, Alphonsine Kabagabo, after four successful years.

Alphonsine brought compassion, vision, and unwavering commitment to the charity, and her impact will be felt for years to come. We were delighted to welcome new co-Directors, Andrea Vukovic and Isabel Young, who have been leading our campaigns and grassroots programmes respectively. Both bring deep expertise, passion, and a strong track record of working alongside refugee women, and we are excited to see the organisation thrive under their leadership.

We know, however, that the challenges remain immense. The impact of harmful asylum policies and the rise of hostility towards refugees weigh heavily on the women in our network. As a Board, our role is to ensure that WRW has the stability, governance, and resources to continue offering safe, supportive spaces while also challenging injustice at every level. We remain committed to strengthening the organisation for the long term, embedding lived experience into leadership and decision-making, and ensuring that women's voices remain at the heart of everything we do.

On behalf of the Trustees, I want to thank our dedicated staff, volunteers, and supporters. Most of all, I want to thank the women in our network, whose courage and determination inspire us daily and drive our mission forward. Together, we will continue to work towards a society where women seeking safety are treated with fairness, compassion, and dignity.

Rachel Kryz

Chair of Trustees

A message from our Co-Directors: Andrea Vukovic & Isabel Young

Over the past year, we have had the privilege of supporting a growing community of refugee and asylum-seeking women. Every day, we see the strength, creativity and solidarity that women bring to our programmes - whether learning English, performing poetry, leading campaigns, or simply coming together to support one another in difficult times. These moments of connection are the foundation of Women for Refugee Women, and the reason we keep going.

We are proud of what has been achieved this year. From the impact of our grassroots programmes, to the success of our Spokesperson Network, the publication of ground-breaking research and the launch of our Introduction to Campaigning course - each strand of our work has been shaped by women's lived experiences and leadership. The outcomes are clear: women are gaining confidence, influencing public debate, and challenging harmful policies that affect their lives.

At the same time, we know the

challenges remain stark. The ongoing uncertainty of the asylum process, coupled with policies that isolate and re-traumatise women, create barriers every day. Yet it is precisely in this context that our mission is most urgent. Together with our network, staff, volunteers, partners and supporters, we are building spaces of welcome, resilience and hope - and working towards systemic change that cannot be ignored.

Looking ahead, our new organisational strategy for 2025 – 2028 provides a roadmap for deepening this work. We will grow our network, strengthen leadership opportunities for women with lived experience, and amplify women's voices in the national conversation on asylum and migration. We are committed to ensuring that WRW remains a place of safety and possibility, where women can reclaim their power and rebuild their lives on their own terms.

Thank you to everyone who has stood with us this year. It is only through your solidarity - whether

by volunteering, donating,
partnering, or campaigning - that
we can continue this vital work.
Most of all, we thank the women in
our network, whose hope and belief
in a fairer future guide and inspire
everything we do.

Andrea Vukovic and Isabel Young
Co-Directors





Our Vision, Mission, and Values

Vision

Women who come to the UK in search of safety experience a fair and compassionate asylum system and are supported to feel free, welcome and able to rebuild their lives.

Mission

- To support women who have sought asylum to **reclaim their power** through opportunities to develop new and existing skills, access information and advice, and build confidence and connections.
- To **amplify the voices** of women who have sought asylum to wide audiences through research, events, creative projects, the arts, social media, print and digital media and other means of communication.
- To support women who have sought asylum to **influence public perceptions** of refugees, and to **challenge and change the UK's asylum system** so that it is fair and supportive.

Values

Our values guide our decisions and everything that we do; they define our culture, our behaviours and the organisation we aspire to be.

Equality, diversity and inclusion

We are inclusive of and stand with all women regardless of race, class, sexuality, gender identity and expression, faith, national origin, language, education, age and disability. We are always mindful of privilege and imbalances of power, and seek to treat everyone fairly and equally.

Collaboration

We are stronger when we work together: we listen, we learn, we share and we support one another.

Transparency

We are open and accountable in our decision-making.

Courage and authenticity

We are brave and bold in how we challenge injustice. We will keep the women with whom we work, and these values, at the heart of all we do.

Kindness and compassion

We treat everyone with dignity, kindness and compassion. We value and nurture the contributions of all those we work alongside. We are respectful, supportive and caring.

Creativity, learning and reflection

We are open to different ideas and skills and celebrate that there may be many ways to achieve change. We have a culture of continuous learning and embrace reflection.

Trustees' Report for the year ended 31 March 2025

The trustees of Women for Refugee Women (WRW) present their annual report and independently examined accounts for the year ending 31 March 2025 and confirm they comply with the requirements of the Charities Act 2011, the charity's constitution and the Charities SORP (FRS102).

Charitable purposes and how we fulfil them

The objectives of Women for Refugee Women as set out in the constitution are:

i) To advance education and relieve financial hardship among women seeking asylum and women granted refugee status, including by the provision of advice.

Women for Refugee Women provides direct support to refugee women and women seeking asylum, and enables them to learn English and other skills, become more digitally included and access advice about their rights.

ii) To advance the education of the public in general about the issues relating to refugees and those seeking asylum.

Women for Refugee Women educates the public by bringing the stories of women who seek asylum to wide audiences through public events, the arts, and working with the media.

ii) To promote equality and diversity for the public benefit, particularly by the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion, in London and elsewhere.

Women for Refugee Women promotes equality and diversity by raising awareness of the particular experiences of women seeking asylum, aiming to eliminate discrimination on the grounds of gender, sex, race and sexual orientation in the asylum process and in the services which women receive, by publishing research and advocating for fair treatment for women seeking asylum in the UK.

Power

A close-up photograph of two Black women. The woman on the left is wearing a red headwrap and a black garment, looking slightly to the right with a gentle expression. The woman on the right is wearing a black headwrap, gold-rimmed glasses, and a black garment, smiling warmly and looking towards the right. Her hand is resting on the shoulder of the woman in the red headwrap, conveying a sense of support and connection.

"The community brings us together; we care and love one another. WRW is small but mighty!"

Power: Main Activities and Achievements

Our grassroots programmes continue to be a cornerstone of our mission to support women to reclaim their power as they rebuild their lives in the UK. These programmes offer holistic, trauma-informed spaces where women can access practical support, build confidence, and develop new and existing skills. Through creative expression, peer support, and access to information and advice, women strengthen community connections and shape change - both within their own lives and wider society.

Over the past year, we delivered a diverse weekly and monthly timetable of over 20 in-person and online activities, designed to meet the needs and interests of women in our network. These included:

Creativity and wellbeing



Arts and Crafts, Dance and Movement, Drama, Radical Knitting, and Yoga.

Learning and skills development



English classes (Pre-Entry, Beginners, Intermediate, and Advanced), Literacy, Digital Skills, and short courses on emerging needs such as financial literacy and fuel poverty.

Peer support and community building



Alumnae Group (for longstanding members), New Members Group, Conversation Club, and Rainbow Sisters (our dedicated LGBTQ+ support group).

Advice and referrals



Asylum Advice drop-in, Referrals drop-in, and our Health and Empowerment discussion group.

This diverse programme of activities is informed by the needs of network members and our commitment to holistic support, skill-building, and fostering a strong sense of community.

Between 1 April 2024 and 31 March 2025, 552 sessions were facilitated by staff, volunteers, and a freelance practitioner, and reached 388 individual women. We welcomed 100 new members to the network and have expanded our outreach initiatives to connect with more women seeking asylum. Our network now includes over 700 members from 44 countries.

Our strategic objectives for grassroots programmes this year focused on strengthening transition pathways, deepening outreach, and embedding care and co-production across our work. We met these objectives by:

- Refining our participation criteria to reach more women seeking safety in the UK - specifically those with an ongoing asylum claim or who have received status within the last two years - while supporting long-standing members with status to transition from regular timetable activities into

leadership roles within WRW and their communities.

- Expanding our outreach efforts by launching a targeted outreach plan through partnerships and local spaces, and by adding clear registration and referral pathways to our website. These steps have made it easier for women to access our support and for partners to connect women to our services.
- Strengthening referral pathways to ensure women could meet their basic needs and access opportunities beyond WRW's direct support. This included signposting to food banks, mental health services, and specialist organisations, ultimately supporting 43 women.
- Delivering over 500 asylum advice appointments through our partnership with Notre Dame Refugee Centre (NDRC), ensuring women received expert guidance at critical points in their asylum journey.

"Coming here every week relieves my stress, helps my wellbeing... I know how to stand up for my rights now."

- Facilitating a welcoming and inclusive space through our grassroots programmes, which bring together women at different stages of their asylum journey to connect, learn, create, and thrive.
- Providing tailored support and opportunities for women to rebuild a sense of community, belonging, and possibility, and to engage with WRW's wider work in campaigning, advocacy, research, and fundraising.
- Ensuring women choose how they participate - whether through creative expression, peer support, joining WRW's Network Steering Committee, or accessing external opportunities such as mentoring, employability workshops, and legal advice through our partners.
- Developing our Digital Inclusion programme, distributing phones and data-loaded SIM cards through our partnership with the Good Things Foundation to reduce digital barriers to participation.
- Strengthening our volunteer programme and Monitoring, Evaluation, Learning and Planning (MELP) systems to ensure our work remains responsive, impactful, and aligned with the needs and aspirations of our network members.

"The creativity gives me back my power...I own it, I have a sense of purpose... I am making good use of my time and being part of the world".



Between 1 April 2024 and 31 March 2025:

700

network members
from

44

countries



100

new members were
welcomed to our
network

552



sessions were facilitated by staff,
volunteers, and a freelance
practitioner

388

individual women
attended our sessions

500

asylum advice appointments were
delivered to our network
members through our partnership
with Notre Dame Refugee Centre
(NDRC).

43

women were
supported through
our referral pathway





Key achievements and highlights from this year include:

- Expanding our partnership base to include **70 local and national organisations**, increasing opportunities for creativity, wellbeing, advice, and professional development for women in our network.
- Delivering a rich and varied timetable of **over 20 weekly and monthly activities**, as detailed above, which provided consistent spaces for learning, connection, expression, and support.
- Supporting **over 420 women** in our community and in detention with hardship grants and providing emergency hotel accommodation for women in crisis - ensuring safety, dignity, and stability in moments of acute need.
- Listening and responding to emerging needs across our network, including growing interest in informative courses and move-on support. In response, we began developing **a new grassroots strategy (2025–2026)** to reflect these evolving priorities and ensure our work remains relevant and responsive.
- Ensuring visibility and solidarity by participating in London Pride, Trans Pride, and Black Pride 2024 - **amplifying the identities and experiences of LGBTQ+ refugee women** within wider movements for justice and inclusion.
- Bringing our community together through vibrant network events, including International Women's Day and our winter party, each attended by **over 100 women** - creating joyful, inclusive spaces for connection, celebration, and solidarity.

This year, we continued to navigate complex and intersecting challenges across our work - including trauma, digital exclusion, and an increasingly hostile asylum environment. In response, we strengthened our safeguarding protocols and deepened our trauma-informed approaches through ongoing training for staff and volunteers. We also adapted our activities timetable to reflect the evolving needs and priorities of our network.

We responded proactively to heightened external threats, including the government's Rwanda deportation plan and a rise in far-right protests targeting refugee spaces. These developments have had a direct impact on the wellbeing and sense of safety among women in our network. In response, we introduced additional support mechanisms for network members, staff, and volunteers; expanded our outreach and referrals work; and collaborated closely with partners to ensure women had access to accurate information, solidarity, and advocacy.

The long-term impact of our grassroots programmes is evident in the growing number of women who move from accessing support to actively shaping and contributing to

our community. Many have taken on peer support roles, facilitated sessions, and co-designed activities - demonstrating leadership rooted in lived experience.

Our end-of-year evaluation showed that **over 80% of participants reported improvements in confidence, wellbeing, and access to opportunities** - key indicators of personal growth and community connection.

Through our grassroots programmes, WRW continues to foster healing, solidarity, and mutual support - creating spaces where women can rebuild their lives, strengthen their networks, and imagine new possibilities together.

"I have found friends and confidence in the classes."



Influence

A woman with dark skin, glasses, and a purple scarf is speaking into a microphone. She is holding a sign that says "REFUGEES WELCOME". To her right, another person is wearing a bright pink beanie and a black jacket with a pink stripe. In the background, other people are visible, including one holding a smartphone. The scene appears to be an outdoor protest or demonstration.

"We are not free, until ALL women are free."

Photo credit: @rose_embrown

Influence: Main Activities and Achievements

When women tell their own stories, they can challenge misconceptions, change minds and build greater understanding of what it means to seek safety in the UK.

By amplifying refugee and asylum-seeking women's voices, we ensure that those most directly affected by harmful policies and practices are at the centre of efforts to influence change. Our communications work under the **Welcome Every Woman** banner is a vital part of our theory of change, using evidence-based narratives to engage persuadable audiences, reduce hostility, and connect with people on a personal level. By supporting women to share their lived experiences - whether through the media, in parliament, at events, or through creative channels such as the arts - we not only foster empathy but also strengthen inclusive representation, ensuring that intersecting identities are visible and valued.

"The community is a welcoming environment where women feel comfortable, share their stories, connect, stand in resistance, support each other, and make change together!"



Over the past year, we carried out a wide range of activities to amplify women's voices.

- We highlighted stories of women with intersecting identities from our network, such as a disabled network member for Disability Awareness Week, a trans member for Trans Pride, and a member of our Rainbow Sisters who interviewed an LGBTQ+ MP for a media piece to mark Pride month, ensuring inclusive representation.
- We used creative tactics such as an open letter **signed by 52 prominent women** including Cherie Blair CBE KC, Juliet Stevenson, Caroline Lucas, Laura Whitmore, and Elif Shafak, which have helped push our message to include asylum-seeking women in the Government's VAWG strategy, into the mainstream and demonstrate broad-based support for change.
- Our social media following has continued to grow, with an **18% increase across platforms**, and regular media coverage across trusted outlets, supported by strong relationships with key journalists.
- We launched new creative storytelling partnerships, such as New Home: Our Resilience, a powerful photography exhibition by six Rainbow Sisters, which explored themes of identity, violence, family and resilience. The collection, in collaboration with Autograph and Fast Forward: Women in Photography, was displayed on billboards at the Old Street roundabout and in a local gallery, with plans to publish as a photography book.
- We collaborated with Coventry-based photographer Oscar Mucyo on Voices Unveiled, a portrait exhibition showcasing refugee and asylum-seeking women from our network, using



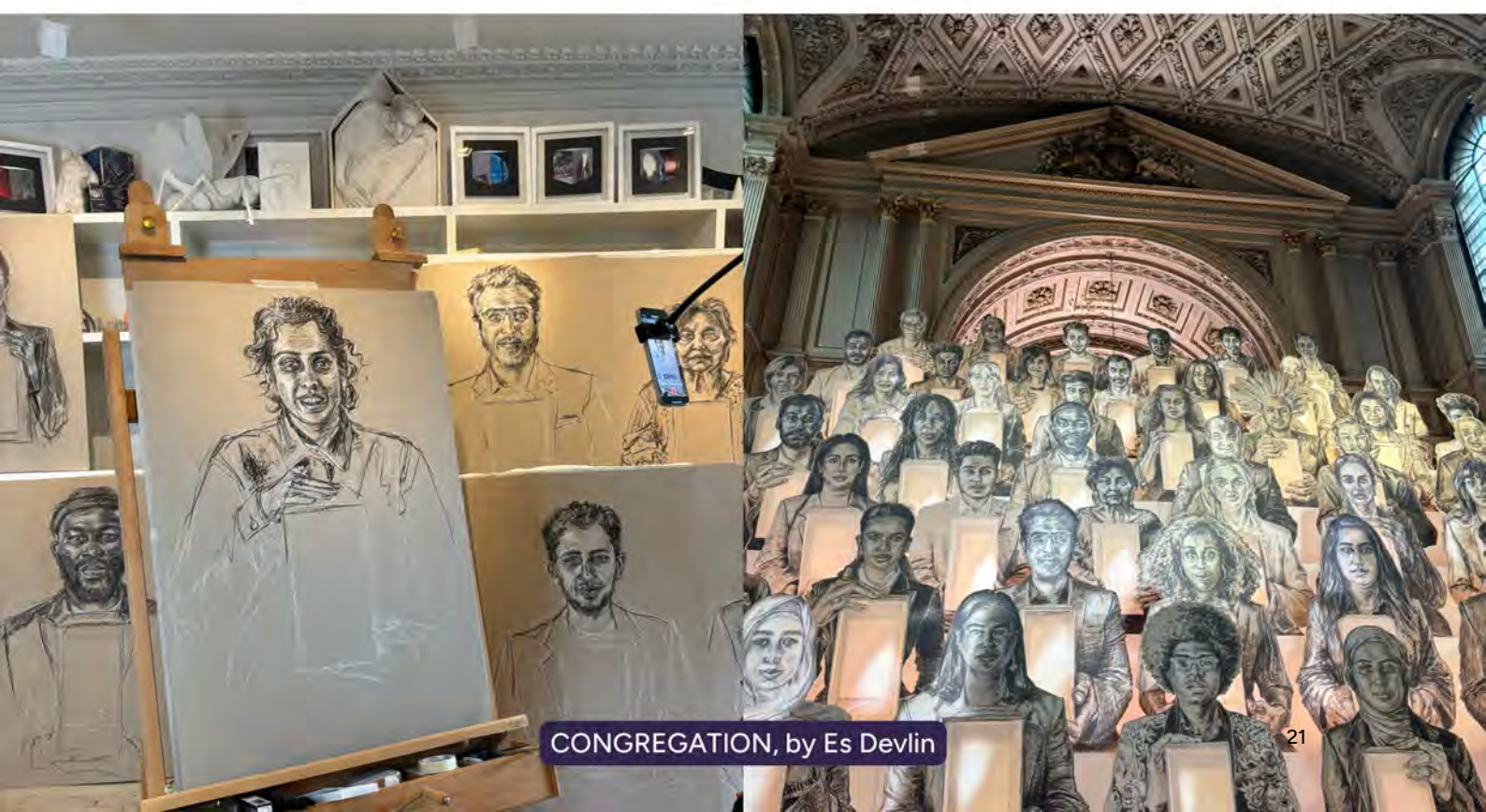
Photos credit: Oscar Mucyo

photography to foster empathy, understanding, and solidarity while empowering participants to reclaim their narratives.

- Our Director, Alphonsine Kabagabo, and a network member, Thilini, were part of a beautiful exhibition; CONGREGATION, Face to Face: 50 Encounters with Strangers, by Es Devlin. The exhibition launched at St Mary le Strand Church before being moved to Somerset House, London.
- Alongside these initiatives, we continued publishing women's blogs, including Adetutu's journey from WRW member to volunteer, and Rose's story of joining Rainbow Sisters and

celebrating her sexual identity for the first time to mark Lesbian Visibility Day.

- A major strand of our work has been the Spokesperson Network, which has trained two cohorts of up of seven women in public speaking, media engagement, safeguarding and storytelling. Graduates have gone on to take part in high-profile media interviews, events, and digital campaigns. The second group which graduated in April 2024 has already taken part in speaking out opportunities, including at the Women's March, participated in International Women's Day and Pride activities, and engaged directly with MPs and the public through campaigning stunts and partnerships.



Our influence work has delivered strong and measurable outcomes.

- The open letter to government leaders on including asylum-seeking women in the VAWG strategy generated mainstream media attention and demonstrated cross-sectoral support for bringing asylum-seeking women into the Government's plans to address VAWG.
- Our consistent media presence, with coverage secured for every press release issued, has ensured that women's perspectives are visible in national debates. Social media growth and expansion into new platforms like Bluesky have further extended our reach.
- Creative projects such as New Home: Our Resilience not only amplified the voices of LGBTQ+ women in our network but also engaged new audiences through art, demonstrating the power of alternative storytelling methods.
- The Spokesperson Network has already produced powerful results: women trained through the programme are now leading public conversations, gaining coverage in outlets with a combined readership of over 35 million, and even applying their new skills to personal successes, such as securing employment.

Together, these achievements demonstrate the importance of placing refugee and asylum-seeking women at the heart of advocacy. By enabling women to speak for themselves, we continue to influence public opinion, create political space for reform, and shift narratives towards greater inclusion, safety and justice.

Change



"Being disbelieved makes you feel less than human."

Change: Main Activities and Achievements

As part of our work to bring about positive change, we work alongside refugee and asylum-seeking women to challenge hostile policies and campaign for a fairer and more humane asylum system.

Central to this work is combining robust participatory research, creative campaigning, and direct engagement with policymakers to ensure women's voices and experiences are at the heart of reform. Over the past year, WRW has launched innovative initiatives to build the leadership and advocacy skills of refugee women, published ground-breaking research exposing the harms of current asylum policies, and secured tangible impact through parliamentary, governmental, and media engagement.

"I have experienced racism myself. As a woman, as a Black woman, as a Black refugee woman, I wonder, am I safe?"



Over the past year, our main activities have included:

- In September 2024, we launched our Introduction to Campaigning course, an intensive 10-week programme equipping 12 women with foundational campaigning skills, from developing a theory of change and deciding on strategic tactics and activities, to evaluating and assessing the success of a campaign. Following graduation, we established the Campaigns Champions group, which meets bi-weekly to continue campaigning actions and shape the strategic direction of our work.
- Our research team, made up of seven women with lived experience of the asylum system, continued to meet on a bi-weekly basis to develop and produce three major reports including: **Coercion and Control** on women's treatment in hotel accommodation, **A Decade of Harm** on the detention of survivors of gender-based violence, and **Safety and Survival** on how the work ban fuels violence and exploitation of women. Advocacy around the reports including launch webinars, parliamentary events, meetings with civil servants and media interviews ensured that women's experiences in the asylum system were heard in the public and policy debate.



- After the 2024 General Election, we quickly engaged the new Government through our flagship Welcome Every Woman campaign, producing a briefing with key recommendations for reforming the asylum system in the Government's first 100 days. We identified the Government's welcome commitment to halve the rate of Violence Against Women and Girls (VAWG) in the next decade as an ambition closely aligned with our own and in the last year have consistently been making the case that in order to achieve this, the asylum system for women must be reformed. We have successfully engaged with MPs, Peers and Ministers directly to discuss the link between the asylum system and VAWG.
- We renewed our detention campaigning strategy and focused our efforts on building up strong parliamentary allies around our call for alternatives to detention. We launched our report, *A Decade of Harm*, in Parliament, secured commitments from parliamentarians to take action, including meeting with Ministers to raise our concerns, and successfully worked with

external oversight bodies to secure additional scrutiny of women in detention.

- Through our *End Detention Group* we supported over 24 women with lived experience of detention to develop an influencing strategy, campaign for alternatives to detention, and show solidarity with women currently detained - including writing hundreds of supportive letters over the festive period to women in detention.



Key achievements in this period include:

- Our *Introduction to Campaigning* course significantly increased participants' confidence and skills. At the start, 25% of women described themselves as "not at all confident" in campaigning; by the end, **91% reported being "extremely" or "very" confident**. Since graduating, our Campaigns Champions have led public actions, met Ministers, and developed their own campaigning tactics calling for the right to work.
- Our three ground-breaking reports attracted national media coverage in outlets including *The Guardian*, *The Independent* and *The Observer*.
- They also generated strong interest in Parliament, leading to oral and written questions, applications for debates, and meetings between our researchers and Home Office civil servants responsible for overseeing asylum accommodation. **Our findings influenced Home Office policy** around the needs of women in asylum accommodation and expectations of service providers and started a vital dialogue with Ministers exploring the harms experienced by women in accommodation.
- We secured **meetings with key Ministers**, and built constructive relationships with senior Home Office officials. Through this work, we established ourselves as a credible stakeholder in shaping asylum policy and made meaningful progress toward ensuring that women are accommodated in more appropriate and dignified settings.
- Through the *End Detention Group*, we contributed to renewed political attention on the detention of women. **We hosted parliamentary events attended by MPs and Peers**, gained commitments from oversight bodies such as HMIP to conduct new inspections, and supported women to share their stories and campaign with strength and solidarity.

This past year has marked a period of powerful collective action and growing influence, as refugee and asylum-seeking women have led the charge in challenging harmful policies and advocating for a fairer asylum system. We laid vital groundwork for change and while there is still much to be done, our progress demonstrates the strength of lived experience-led advocacy and the importance of building towards lasting, systemic reform.

"It was a life changing thing for me as I got a job off the back of this course."

Some of our graduates from the Introduction to Campaigns course



Change and Future Plans

- At the start of 2025, we completed a new organisational strategy covering the period 2025 - 2028, which will unfold under a new Government, elected in July 2024. The new three-year strategy is a pivotal response to an increasingly hostile external environment for women seeking asylum in the UK, marked by dehumanising policy reforms and a divisive public narrative on asylum and migration. In this context, WRW has aligned our work to reform the asylum system for women with one of the new government's priorities: halving violence against women and girls (VAWG) within the next decade.

- Looking ahead, we will deliver our strategy through three interlocking pillars: Power, Influence, and Change.

Under the **Power pillar**, we aim to grow our network by around 15% each year, reaching more diverse groups of women seeking safety. Programmes will increasingly be co-designed with women in the network to ensure they reflect evolving needs, while deeper partnerships with both local and national organisations will provide broader access to specialist support. Importantly, we will strengthen our volunteering pathways, aiming for at least 25% of volunteers to come from within our own network. We will also create roles that provide women with lived experience the opportunity to gain valuable experience and begin their journey within the organisation, helping them build skills and confidence required for leadership positions.



Under our **Influence pillar**, we will refresh our communications strategy through the Welcome Every Woman campaign, drawing on audience and message-testing research to ensure resonance with wider publics. Training and tailored support for women who wish to share their stories will be enhanced, alongside greater efforts to create new platforms and opportunities for visibility. Leadership development will also be prioritised, with continued support for the Spokesperson Network and the Campaigns Champions group, alongside new opportunities to help women build confidence and progress in education and professional life.

The **Change pillar** will focus on systemic reform through research, policy and advocacy. We will conduct and publish new peer-led research to build the evidence base for reform and to underpin campaigns such as ensuring the inclusion of asylum-seeking women in the government's strategy on violence against women and girls. Collaborations will be widened, not only within the refugee and women's sectors but also beyond, to amplify impact. Finally, we will continue to embed a gendered lens in asylum debates, ensuring that the specific experiences of women seeking safety are not overlooked.

The new strategy is firmly shaped by lessons learned from past work, particularly the importance of centring women's lived experiences in driving change. Experience of a hostile asylum environment has shown the power of creative expression, solidarity, and storytelling to resist dehumanising narratives, which has influenced the decision to deepen investment in our lived experience campaigning groups. As the organisation matures, we have recognised the need to consolidate and prioritise sustainability, directing resources toward building fundraising capacity, embedding lived experience in leadership and governance, and strengthening peer-led research and learning systems. These choices ensure that resources are used to maximum effect, reinforcing both the impact and long-term resilience of Women for Refugee Women.



Volunteers and Supporters

Women for Refugee Women could not deliver its work without the invaluable support of our volunteers. These women play a crucial role across the organisation - facilitating a programme of 20 weekly and monthly activities, and contributing to our campaigns, advocacy efforts, and wider initiatives.

Their contributions significantly enhance our ability to provide holistic support to refugee and asylum-seeking women, in line with our three strategic pillars of Power, Influence and Change. Volunteers are instrumental in contributing to WRW's warm and welcoming spaces and extend the reach of our programmes far beyond what could be achieved by staff alone.

Volunteer roles at WRW typically include:

- Completing onboarding and safeguarding training and ad hoc training as required
- Preparing for and delivering sessions as part of our activities timetable

- Attending quarterly volunteer meetings and social gatherings
- Sharing feedback to continue to shape and improve our services
- Assisting with network-wide events when available
- Taking a trauma-informed approach to delivery, adhering to WRW's practices, and liaising with the grassroots team on safeguarding and wellbeing matters related to the network

On average, volunteers contribute around 3 hours per week during academic term times. In this reporting year, WRW benefited from an estimated 4,440 volunteer hours. Our dedicated team of 37 volunteers play a crucial role in supporting the work of frontline staff across our grassroots programmes and campaigning work. While we do not assign financial value to this contribution, its impact is deeply felt across our organisation and central to our mission.

A huge thank you to everyone who has volunteered with us over the last year.

Financial Review

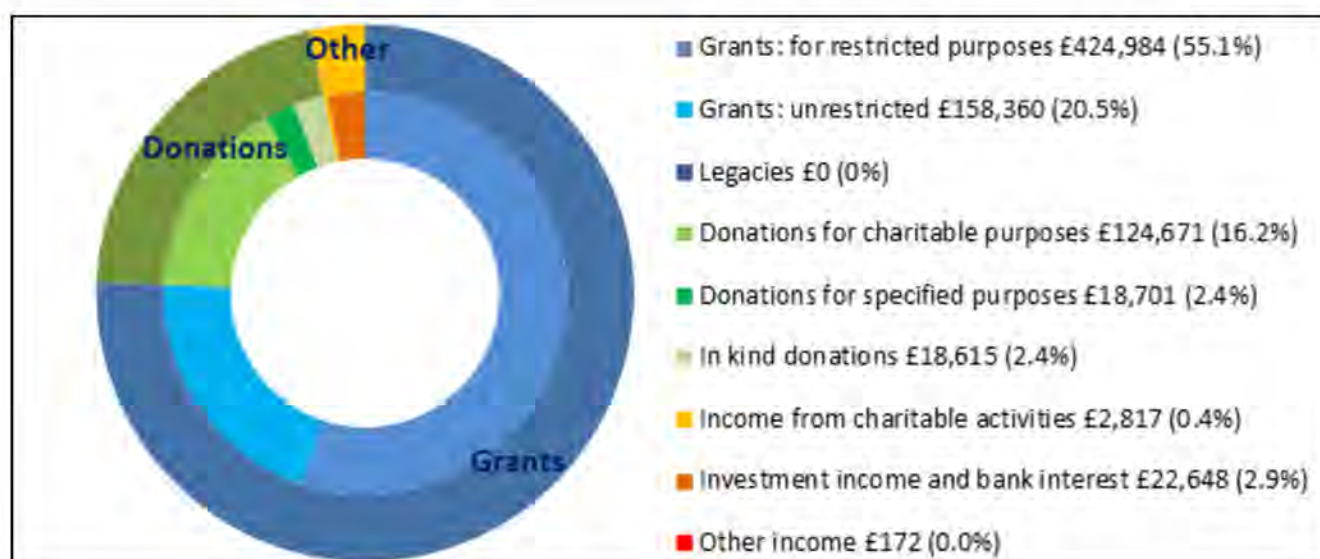
Women for Refugee Women carefully manages its finances. The budget is approved before the start of the year, and all expenditure is checked against the budget and authorised by members of the senior management team, who are responsible for ensuring that expenditure remains within agreed limits. The Board of Trustees has a delegated Finance and HR committee which meets quarterly and presents financial and management reports to the Board at every meeting.

Investment policy, endowment and reserves

Women for Refugee Women has an investment strategy aimed at maximising returns on its endowment fund while minimising risk and keeping in accordance with Women for Refugee Women's ethical principles. The Trustees have made plans to gradually spend the endowment fund, using it primarily to invest in increasing capacity and sustainability for the future.

Women for Refugee Women maintains liquid reserves in line with its reserves policy which states that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three to six months expenditure, and these reserves are held in accessible accounts. As of 31 March 2025, unrestricted reserves amounted to £481,999, which is equivalent to just over 5 months of total budgeted expenditure for 2025-2026.

How we are funded



Our work depends on the financial and in-kind support we receive from trusts, foundations, and individuals. Our total income in 2024-2025 amounted to £770,968, including pro bono training and consultancy support worth £10,075 and in-kind donations of SIM cards worth £8,450 for redistribution to the women in our network.

We gratefully acknowledge the support of B & Q, Barrow Cadbury Trust, Ben & Jerry, Big Give Trust, Bromley Trust, the Charity Service, Choose Love, Comic Relief, Goldman Sachs Gives, Good Things Foundation, Ian Mactaggart Trust, Impact 100, Juniper Networks Giving Fund (Tides Foundation), Justice Together Initiative, Lloyds Bank Foundation, Oak Foundation, Old Street & District Partnership, Paul Hamlyn Foundation, Portrack Charitable Trust, Ptarmigan Trust, Rosa, Smallwood Trust, Trauma Treatment International, and the funders of the Sisters Not Strangers coalition.

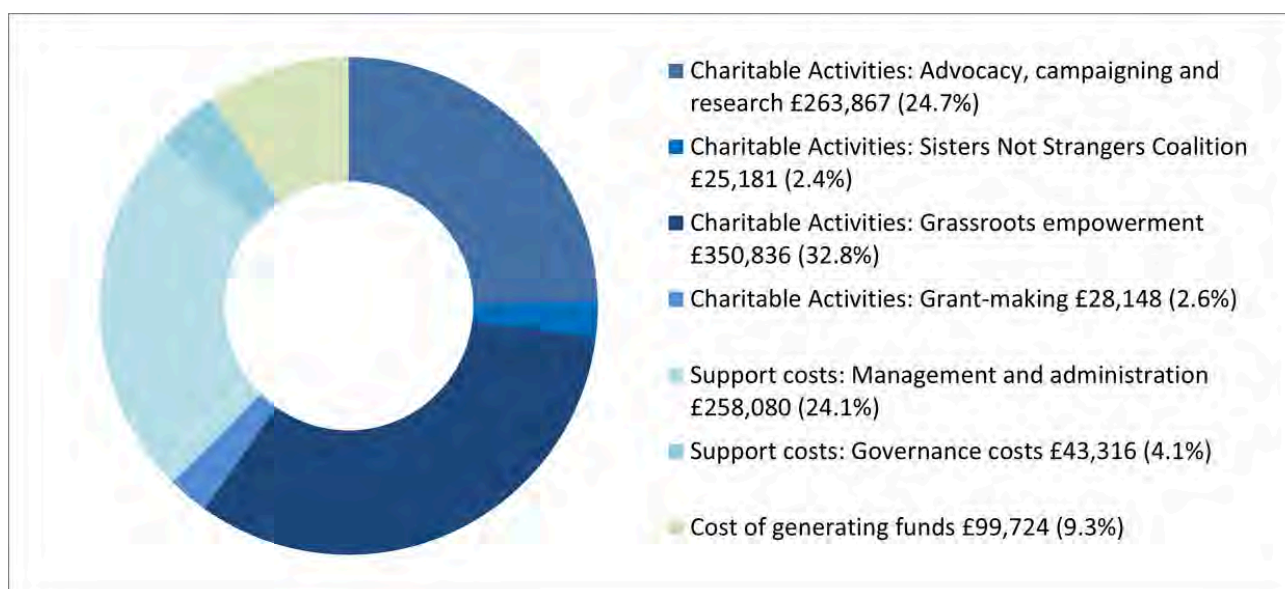
We greatly appreciate the many people who supported our work during the year. Our thanks go to them all, particularly those who chose to fundraise for us in a range of creative and thoughtful ways. A special thanks to:

- All those who undertook personal challenges, such as marathons or cycles, and to their kind friends and family who donated to support them.
- All our regular donors for their ongoing support and solidarity, as well as our many supporters who donate whenever they can.

- All those who kindly donated in response to our fundraising appeals, including our Big Give match-fund campaign and our Christmas appeal.
- All those who donated to us, or chose to collect donations for us, to mark special occasions and milestones, including birthdays, weddings, Christmas and many more. Thanks also to those who donated to celebrate International Women's Day and Refugee Week.

Where our money goes

We spent a total of £1,069,152 in 2024-2025, of which £969,428 (91%) funded our charitable activities.



Our grant-making

While Women for Refugee Women is not, and does not aim to be, a grant-making charity, we do give out some grants for specific and limited purposes. We give out small grants to help women in our grassroots network experiencing particular hardship situations, and to women in immigration detention and to those newly released from detention, and we awarded an education grant to each member of our lived experience peer research volunteer team to support their involvement in our peer research project.

Structure, Governance and Management

Women for Refugee Women is governed by a Board of Trustees, which holds the power to appoint and reappoint trustees in line with our governing document. This ensures the Board maintains a diverse range of skills and experience to guide the charity effectively.

In this reporting year, we welcomed new treasurer Emma Lind and new trustee Mirella Uwas, and said farewell to two trustees – Francesca Klug and Rachael Takens-Milne – after many years of dedicated service. We extend our sincere thanks to them both for their hard work, expertise and guidance and wish them well for their future endeavours.

The Board meets at least quarterly to oversee strategic direction, financial oversight, and policy decisions, working closely with the Co-Directors. The Finance and HR Committee, a sub-Committee of the Board, also meets quarterly to support governance and decision-making.

Trustees receive a structured induction and ongoing support to understand WRW's work, governance responsibilities, and safeguarding practices. Trustee training includes charity governance and safeguarding, with additional briefings provided as needed.

WRW employed 16 staff members during the financial year, totalling 13.8 full-time equivalents. The team was supported by two part-time advice workers from Notre Dame Refugee Centre, one regular freelance facilitator, and a committed group of 37 volunteers. From November 2024 onwards WRW also contracted regular part-time bookkeeping support from SCCS Ltd.

All major decisions regarding strategy, policies and finance are taken by the Board of Trustees together with the Co-Directors, with the support and input of other members of the Senior Management team.

Pay and remuneration for key management personnel are set by the Board, using sector benchmarks and guidance from the Finance and HR Committee to ensure fairness and transparency.

WRW is an independent charity and not part of a wider network. However, we work in close collaboration with other organisations to pursue our charitable objectives. This includes partnerships with Notre Dame Refugee Centre and over 70 local and national organisations, which help strengthen our impact.

Risk Management

WRW continues to monitor potential risks for its long-term financial sustainability. While the endowment has provided valuable stability, ongoing reliance on it to support funding shortfalls highlights the importance of strengthening and diversifying fundraising efforts over time. This is particularly relevant in the context of rising operational costs and uncertainty around meeting unrestricted income targets.

There is also some exposure to fluctuations in investment markets, which could affect the value of reserves and future funding capacity. Additionally, delays or gaps in financial reporting and controls may reduce the timeliness of decision-making and oversight.

To address these risks, WRW has robust mitigations in place - including a clear reserves policy, regular financial monitoring, strengthened internal processes, and an updated fundraising strategy. The organisation continues to see positive trends in grant income and has already secured several new funding streams this year. WRW also works with professional investment managers at CCLA to maintain a diversified and ethically aligned portfolio.

Reference and administrative details

Status	Women for Refugee Women is a charitable incorporated organisation constituted on 26 January 2016 and merged with its predecessor charitable trust on 4 May 2018, following a transfer of assets on 31 March 2016.
Charity number	1165320 (registered with the Charity Commission for England and Wales)
Registered office	Women for Refugee Women, Tindlemanor, 52 - 54 Featherstone Street, London, EC1Y 8RT
Trustees	Jade Amoli-Jackson Catherine Briddick Naomi Danguah Francesca Klug (resigned 16 December 2024) Rachel Krys [registered as Rachel Stern] (Chair) Rachel Larkin Emma Lind (Treasurer, appointed 12 April 2024) Julia Lowis Loraine Mponela Olivia Namutebi Rachel Robinson Muma Sinkala Rachael Takens-Milne (resigned 16 December 2024) Christine Taylor Mirella Uwas (appointed 12 June 2024)
Senior management personnel	Alphonsine Kabagabo - <i>Director</i> Andrea Vukovic - <i>Deputy Director/Co-Director from January 2025</i> Isabel Young - <i>Head of Grassroots and Programmes/Co-Director from January 2025</i> Carenza Arnold - <i>Head of Campaigns from February 2025</i> Dina Aragaw - <i>Head of Grassroots Programmes from February 2025</i> Ninie Unachukwu - <i>Head of Operations and Finance until November 2024</i>
Bankers	The Co-operative Bank Cambridge and Counties Bank Redwood Bank Virgin Money
Investment Managers	CCLA

Statement of Trustees' responsibilities

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

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP,
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operational existence.

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 financial statements comply with the Charities Act 2011. 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.

Date: 15 December 2025

Rachel Kryz (Stern)
Chair of Trustees

Independent examiner's report for the year ended 31 March 2025:

Report to the Trustees of Women for Refugee Women

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

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 2011 Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 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 2011 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.

Joanne Bell
Bells Accountants
10a High Street
Chislehurst
BR7 5AN

Date:

WOMEN FOR REFUGEE WOMEN

STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2025

					2025						2024
	Notes	Endowment £	Restricted £	Unrestricted £	Total £	Endowment £	Restricted £	Unrestricted £	Total £		
Income from:											
Grants and donations	2	-	443,685	283,031	726,716	-	341,217	353,433	694,650		
Donations in kind	2	-	18,615	-	18,615	-	63,672	-	63,672		
Legacies		-	-	-	-	-	-	-	-		
Charitable activities		-	2,667	150	2,817	-	1,203	2,550	3,753		
Other trading activities		-	-	-	-	-	-	1,433	1,433		
Investments		13,266	-	9,382	22,648	23,403	-	7,824	31,227		
Other sources		-	-	172	172	-	285	125	410		
Total income		13,266	464,967	292,735	770,968	23,403	406,377	365,365	795,145		
Expenditure on:											
Raising funds		-	317	99,407	99,724	-	272	98,960	99,232		
Charitable activities	3,4	-	446,352	523,076	969,428	-	342,328	689,115	1,031,443		
Other costs		-	-	-	-	-	-	127	127		
Total expenditure		-	446,669	622,483	1,069,152	-	342,600	788,202	1,130,802		
Net gains/(losses) on investments	10	(24,560)	-	-	(24,560)	210,121	-	-	210,121		
Net income/(expenditure) for the year	6	(11,294)	18,298	(329,748)	(322,744)	233,524	63,777	(422,837)	(125,536)		
Transfer between funds		(330,000)	-	330,000	-	(440,000)	-	440,000	-		
Net movement in funds		(341,294)	18,298	252	(322,744)	(206,476)	63,777	17,163	(125,536)		
Reconciliation of funds:											
Total funds brought forward		2,008,371	138,901	506,890	2,654,162	2,214,847	75,124	489,727	2,779,698		
Total funds carried forward	16	1,667,077	157,199	507,142	2,331,418	2,008,371	138,901	506,890	2,654,162		

The statement of financial activities includes all gains or losses for the year.

All income and expenditure derive from continuing activities.

WOMEN FOR REFUGEE WOMEN
BALANCE SHEET

as at 31 March 2025

	Notes	2025 £	2024 £
Fixed assets			
Investments	10	2,015,077	2,226,371
Current assets			
Stock	11	8,940	18,900
Debtors	12	17,420	25,033
Investments	13	128,828	123,280
Cash at bank and in hand		201,317	289,655
		<u>356,505</u>	<u>456,868</u>
Creditors: amounts falling due within one year	14	<u>40,164</u>	<u>29,077</u>
Net current assets		316,341	427,791
Total assets less current liabilities	15	<u>2,331,418</u>	<u>2,654,162</u>
The funds of the charity:	16		
Endowment funds - expendable		1,667,077	2,008,371
Restricted funds		157,199	138,901
Unrestricted funds		<u>507,142</u>	<u>506,890</u>
Total charity funds		<u>2,331,418</u>	<u>2,654,162</u>

The financial statements were approved by the trustees on 15 December 2025 and signed on their behalf by:

Rachel Kryz (Stern)
Chair of Trustees

WOMEN FOR REFUGEE WOMEN
STATEMENT OF CASH FLOWS

for the year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities:		
Net cash flow generated by operating activities	(297,720)	(381,236)
Cash flows from investing activities:		
Interest from short-term investments	9,382	7,824
Acquisition of fixed asset investments	(90,000)	-
Withdrawal from fixed asset investments	290,000	240,000
Net cash generated from investing activities	209,382	247,824
Net increase/(decrease) in cash and cash equivalents in the reporting period	(88,988)	(133,412)
Cash and cash equivalents at the beginning of the reporting period	289,655	423,067
Cash and cash equivalents at the end of the reporting period	201,317	289,655
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds for the reporting period (as per the statement of financial activities)	(322,744)	(125,536)
Adjustments for:		
Interest received	(22,648)	(31,227)
Losses/(Gains) on investments	24,560	(210,121)
(Increase) in stock	9,960	(18,900)
Decrease/(Increase) in debtors	7,613	38,990
(Increase)/Decrease in current asset investments	(5,548)	(4,988)
(Decrease)/Increase in creditors	11,087	(29,454)
Net cash provided by (used in) operating activities	(297,720)	(381,236)
Analysis of cash and cash equivalents		
Cash at bank and in hand	201,317	289,655
Total cash and cash equivalents	201,317	289,655

1. Accounting Policies

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

Basis of preparation and assessment of going concern

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.

The charity constitutes a public benefit entity as defined by FRS 102.

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

Funds structure and accounting

Restricted grants and 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.

Endowment funds are resources received by the charity that represent capital. A feature of endowment funds is that charity law requires the trustees to invest it or to retain and use it for the charity's purposes. These funds are sub-analysed between permanent endowment, where the trustees have no power to convert it into income and apply it, and to expendable endowment where the trustees do have this power.

Income recognition

All incoming resources are 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:

Grants and donations are included in full in the statement of financial activities when receivable.

Grants income received before the end for the financial year but not to be spent until the following financial year is included as deferred income in the balance sheet.

Investment income is included when receivable.

1. Accounting policies (continued)**Income recognition (continued)**

Legacies are accounted for as incoming resources either upon receipt or where the receipt of the legacy is probable. Receipt is probable when:

- confirmation has been received from the representatives of the estate(s) that probate has been granted
- the executors have established that there are sufficient assets in the estate to pay the legacy and
- all conditions attached to the legacy have been fulfilled or are within the charity's control.

Where there is uncertainty as to the amount of the legacy and it cannot be reliably estimated then the legacy is shown as a contingent asset until all of the conditions for income recognition are met.

Donated services and facilities

In accordance with the Charities SORP (FRS 102), the general volunteer time of the charity is not recognised. The trustees' annual report provides more information about the contribution of volunteers.

Donated professional services and donated facilities are recognised as income, at the value to Women for Refugee Women (which would be no more than market rate); and a corresponding amount is then recognised as expenditure in the period of receipt.

Expenditure recognition

Expenditure is recognised on an accrual basis as a liability is incurred. Where expenditure includes VAT which can only be partially recovered, the irrecoverable VAT is reported as part of the expenditure to which it relates.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the charity.

Costs of generating funds comprise the costs associated with attracting voluntary income and fundraising trading costs.

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

1. Accounting policies (continued)**Expenditure recognition (continued)**

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. estimated usage, as set out in Notes 3 and 4.

Fixed asset investments

Unit trust funds are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation throughout the year. Deposit cash held as part of the fixed asset investment portfolio are included in fixed asset investments.

Artworks are revalued at least every five years and resulting gains or losses recognised as investment returns.

Tangible fixed assets and depreciation

Assets with a cost of less than £1,000 are expensed. Fixed assets are stated at cost less accumulated depreciation. Depreciation is calculated so as to write down to estimated residual value the cost of all other tangible fixed assets over their estimated useful lives as follows:

Office and IT equipment	25% per annum on cost
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Stock

Stock of donated goods comprises mobile SIM cards for future distribution to beneficiaries. These are included at the face value of the SIM card.

Current asset investments

Current asset investments are deposit accounts with a withdrawal notice period exceeding three months.

Leasing

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with the rules of the schemes.

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

2. Grants and donations

	2025		2024
	Restricted	Unrestricted	Total
	£	£	£
Anonymous donor	-	30,000	30,000
B & Q	-	-	-
Barrow Cadbury Trust	23,000	-	23,000
Ben & Jerry (Tides)	-	-	-
Bromley Trust	15,000	-	15,000
The Charity Service	-	50,000	50,000
Choose Love	10,000	-	10,000
City Bridge Trust	-	-	-
Comic Relief	137,090	-	137,090
Goldman Sachs Gives	10,177	-	10,177
Good Things Foundation - cash	2,400	-	2,400
Good Things Foundation – in kind	8,540	-	8,540
Ian Mactaggart Trust	-	7,000	7,000
Impact 100	-	33,000	33,000
Juniper Networks Giving Fund (Tides)	3,817	-	3,817
Justice Together Initiative	55,000	-	55,000
Lloyds Bank Foundation	50,000	-	50,000
Oak Foundation	-	10,000	10,000
Old Street & District Partnership	2,500	-	2,500
Paul Hamlyn Foundation	66,000	-	66,000
Portrack Charitable Trust	-	5,000	5,000
Ptarmigan Trust	-	2,000	2,000
Rosa	-	-	-
Smallwood Trust	20,000	-	20,000
Christmas appeal	-	4,347	4,347
Big Give Women & Girls Match appeal	26,291	-	26,291
Other grants and donations	2,410	126,914	129,324
Designer clothing donation	-	-	-
Pro bono consultancy support	9,675	-	9,675
Pro bono training	400	-	400
Anonymous donor for Sisters Not Strangers	-	14,770	14,770
Ben & Jerry (Tides) for Sisters Not Strangers	10,000	-	10,000
Roddick Foundation for Sisters Not Strangers	10,000	-	10,000
	462,300	283,031	745,331
			758,322

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

3. Analysis of expenditure on charitable activities

	Notes	Advocacy, Campaign- ing and Research £	Sisters Not Strangers	Grassroots Empower- ment £	Grant- Making £	Total 2025 £	Total 2024 (restated) £
Salary costs	5	227,932	16,420	178,520	5,710	428,582	399,370
Staff and volunteer expenses, recruitment, training and welfare		5,482	208	6,071	-	11,761	14,723
London grassroots group activities		-	-	75,785	-	75,785	97,718
Individual beneficiary support	5	-	-	89,568	12,935	102,503	135,822
Advocacy and campaigning		21,011	-	-	-	21,011	23,837
Regional partnerships		-	8,544	-	-	8,544	18,894
Research	5	6,908	-	-	9,503	16,411	54,765
Monitoring and evaluation		212	-	-	-	212	125
IT and telecoms		1,116	-	780	-	1,896	10,910
Postage, stationery and printing/copying		74	-	47	-	121	17
Subscriptions		972	-	59	-	1,031	512
Bank charges/Wise fees		160	9	6	-	175	103
Support costs	4,5	111,668	-	146,131	281	258,080	233,779
Governance costs	4	18,742	-	24,574	-	43,316	40,868
		<u>394,277</u>	<u>25,181</u>	<u>521,541</u>	<u>28,429</u>	<u>969,428</u>	<u>1,031,443</u>

Expenditure on charitable activities was £969,428 (2024: £1,031,443), of which £446,352 (2024: £342,328) was met from restricted funds and £523,076 (2024: £689,115) was met from unrestricted funds.

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

4. Analysis of governance and support costs

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the key charitable activities undertaken (Note 3) in the year.

The table below shows the basis for apportionment and the analysis of support and governance costs.

	Allocation	General support £	Governance function £	Total 2025 £	Total 2024 £
Salaries and related costs	Time basis	204,115	36,812	240,927	211,933
Premises expenses	Support	18,852	-	18,852	23,008
Website, IT and telecoms	Support	19,826	-	19,826	24,071
Office costs	Support	3,909	199	4,108	3,719
Insurance	Support	2,070	-	2,070	1,203
Bank charges	Support	-	-	-	1,488
External accountancy	Support/ Governance	4,856	1,800	6,656	1,800
Legal and professional fees	Activity	4,452	3,150	7,602	5,989
Trustee meetings and training	Governance	-	1,355	1,355	1,539
		258,080	43,316	301,396	274,750

5. Analysis of grant-making activity

	2025 £	2024 £
Grant to Birmingham Asylum & Refugee Association	-	2,500
Total grants to other groups	-	2,500
Education Grants	9,503	5,065
Hardship grants for women in the London Grassroots network	3,010	4,424
Hardship grants for women in immigration detention or newly released	9,925	11,930
Total grants to individual beneficiaries	22,438	21,419

WOMEN FOR REFUGEE WOMEN**Notes to the Accounts****for the year ended 31 March 2025****5. Analysis of grant-making activity (continued)**

	2025	2024
	£	£
Support costs relating to grant-making activity	5,991	6,435
Total	<u>28,429</u>	<u>30,354</u>

6. Net income/(expenditure) for the year

	2025	2024
	£	£
This is stated after charging:		
Independent examiner's fees	<u>1,800</u>	<u>1,800</u>

7. Staff costs and numbers

	2025	2024
	£	£
Staff costs were as follows:		
Wages and salaries (net of Statutory Maternity Pay recovery)	632,849	601,665
Social security costs (net of Employment Allowance)	63,231	55,504
Pension costs	30,295	25,814
	<u>726,375</u>	<u>682,983</u>

The charity considers its key management personnel to comprise the trustees and Senior Management Team (Directors including Deputy Director and Co-Directors, Head of Campaigns, Head of Grassroots and Head of Operations and Finance).

The total employment benefits of the key management personnel were £276,581 (2024: £250,430). Three employee received emoluments of more than £60,000 (2024: one), one in the band £70,000 to £80,000 (2024: £70,000 to £80,000) and two in the band £60,000 to £70,000 (2024: not applicable).

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

7. Staff costs and numbers (continued)

The average weekly number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2025 No.	2024 No.
Director	1.0	1.0
Senior Management Team members	3.0	3.0
Programme and support staff	9.8	9.5
	<u>13.8</u>	<u>13.5</u>

8. Related party transactions and trustees' expenses and remuneration

The trustees normally give their time and expertise freely without any form of remuneration or other benefit in cash or kind. Expenses totalling £452 (2024: £441) were reimbursed to three trustees (2024: 3 trustees) during the year.

One trustee was sent bereavement flowers, one trustee was sent a gift of flowers and chocolates while ill, and two long-serving trustees received leaving gifts; the total value of these small gifts was £216 (2024: £51 for one trustee's leaving gift).

The charity paid £120 for training for four trustees (2024: £175 for 7 trustees).

Four trustees made donations to the charity during the year totalling £1,895 (2024: four trustees, £2,210).

Trustees with lived experience of seeking asylum who participate in the activities of the charity receive the same expenses and benefits as other beneficiaries in line with the charity's relevant policies and procedures.

9. Taxation

As a registered charity, Women for Refugee Women 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 EW63719.

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

10. Fixed asset investments

	Unit Trust funds	Deposit funds	Artwork	Total
	£	£	£	£
At 1 April 2024	1,811,149	397,222	18,000	2,226,371
Invested	-	90,000	-	90,000
Withdrawn	(90,000)	(200,000)	-	(290,000)
Interest income	-	13,266	-	13,266
Unrealised revaluation gains/(losses)	(24,560)	-	-	(24,560)
Valuation at 31 March 2025	1,696,589	300,488	18,000	2,015,077

11. Stock

	2025	2024
	£	£
Stock of donated goods	8,940	18,900

12. Debtors

	2025	2024
	£	£
Grants and donations receivable	3,659	3,248
Gift Aid recoveries due	12,592	20,964
Prepayments	1,169	708
Other debtors	-	113
	17,420	25,033

13. Current asset investments

	2025	2024
	£	£
Notice bank deposit account	128,828	123,280

14. Creditors: amounts falling due within one year

	2025	2024
	£	£
Grants payable	-	75
Social security and other taxation	-	-
Accrued expenses	18,664	26,502
Deferred income	21,500	2,500
	40,164	29,077

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

15. Analysis of net assets between funds

	Endowment funds	Restricted funds £	Unrestricted funds £	Total funds £
Current year				
Fixed asset investments	1,667,077	-	348,000	2,015,077
Net current assets	-	157,199	159,142	316,341
	<u>1,667,077</u>	<u>157,199</u>	<u>507,142</u>	<u>2,331,418</u>
Prior year				
Fixed asset investments	2,008,371	-	218,000	2,226,371
Net current assets	-	138,901	288,890	427,791
	<u>2,008,371</u>	<u>138,901</u>	<u>506,890</u>	<u>2,654,162</u>

16. Movement in funds

Current year	At 1 April 2024 £	Incoming resources £	Outgoing resources £	Unrealised losses £	Transfer between funds £	At 31 March 2025 £
Endowment funds - expendable	2,208,371	13,266	-	(24,560)	(330,000)	1,667,077

Restricted funds:

Ben & Jerry (Tides) for Sisters Not Strangers	6,432	10,000	(8,201)	-	-	8,231
Roddick Foundation for Sisters Not Strangers	-	10,000	-	-	-	10,000
B & Q	1,998	-	(1,998)	-	-	-
Barrow Cadbury Trust	-	23,000	(23,000)	-	-	-
Ben & Jerry (Tides)	1,750	-	(1,750)	-	-	-
Bromley Trust	3,045	15,000	(16,802)	-	-	1,243
Choose Love	1,970	10,000	(11,970)	-	-	-
Comic Relief	-	137,090	(111,150)	-	-	25,935
Goldman Sachs Gives	5,619	10,177	(11,833)	-	-	3,963
Good Things Foundation - cash	142	2,400	(2,542)	-	-	-
Good Things Foundation - in kind	18,900	8,540	(18,500)	-	-	8,940

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

16. Movement in funds (continued)

Restricted funds (continued)

	At 1 April 2024	Incoming resources	Outgoing resources	Unrealised losses	Transfer between funds	At 31 March 2025
Current year						
Justice Together Initiative	12,458	55,097	(52,556)	-	-	14,999
Lloyds Bank Foundation	26,004	56,300	(56,888)	-	-	25,416
Old Street & District Partnership	-	2,500	(2,500)	-	-	-
Paul Hamlyn Foundation	44,000	66,000	(70,000)	-	-	40,000
Rosa	5,700	-	(5,700)	-	-	-
Smallwood Trust	-	20,000	(17,695)	-	-	2,305
Juniper Networks Giving Fund (Tides Foundation)	-	3,817	(1,944)	-	-	1,873
Big Give Women & Girls Match Fund	10,427	26,291	(22,424)	-	-	14,294
Drama group	-	200	(200)	-	-	-
Rainbow Sisters	456	3,225	(3,681)	-	-	-
Other grassroots activities and support	-	437	(437)	-	-	-
Advocacy & campaigning activities	-	1,118	(1,118)	-	-	-
Other restricted funds	-	3,775	(3,775)	-	-	-
Total restricted funds	138,901	464,967	(446,669)	-	-	157,199
Unrestricted funds:						
Designated funds	27,203	14,920	(16,980)	-	-	25,143
General funds	479,687	277,815	(605,503)	-	330,000	481,999
Total unrestricted funds	506,890	292,735	(622,483)	-	330,000	507,142
Total funds	2,654,162	770,968	(1,069,152)	(24,560)	-	2,331,418

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

16. Movement in funds (continued)

Prior Year	At 1 April 2023 £	Incoming resources £	Outgoing resources £	Unrealised gains £	Transfer between funds £	At 31 March 2024 £
Endowment funds - expendable	2,214,847	23,403	-	210,121	(440,000)	2,008,371
Restricted funds:						
B & Q	-	4,110	(2,112)	-	-	1,998
Barrow Cadbury Trust	-	20,000	(20,000)	-	-	-
Ben & Jerry (Tides)	7,049	15,000	(20,299)	-	-	1,750
Ben & Jerry for SNS	-	10,000	(3,568)	-	-	6,432
Big Give Trust	250	-	(250)	-	-	-
Bromley Trust	-	15,000	(11,955)	-	-	3,045
Choose Love	-	20,000	(18,030)	-	-	1,970
City Bridge Trust	750	7,500	(8,250)	-	-	-
Goldman Sachs Gives	-	10,673	(5,054)	-	-	5,619
Good Things Foundation - cash	-	3,600	(3,458)	-	-	142
Good Things Foundation - in kind	-	53,920	(35,020)	-	-	18,900
Justice Together Initiative	19,591	82,500	(89,633)	-	-	12,458
Lloyds Bank Foundation	-	45,500	(19,496)	-	-	26,004
Old Street & District Partnership	-	5,000	(5,000)	-	-	-
Paul Hamlyn Foundation	44,000	66,000	(66,000)	-	-	44,000
Rosa	-	7,000	(1,300)	-	-	5,700
Big Give Women & Girls Match Fund	-	22,705	(12,278)	-	-	10,427
Drama group	-	428	(428)	-	-	-
Rainbow Sisters	462	281	(287)	-	-	456
Other grassroots activities and support	3,022	13,572	(16,594)	-	-	-
Other restricted funds	-	3,588	(3,588)	-	-	-
Total restricted funds	75,124	406,377	(342,600)	-	-	138,901

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

for the year ended 31 March 2025

16. Movement in funds (continued)

	At 1 April 2023	Incoming resources	Outgoing resources	Unrealised gains	Transfer between funds	At 31 March 2024
	£	£	£	£	£	£
Unrestricted funds:						
Designated funds	18,000	36,805	(27,602)	-	-	27,203
General funds	471,727	328,560	(760,600)	-	440,000	479,687
Total unrestricted funds	489,727	365,365	(788,202)	-	440,000	506,890
 Total funds	 2,779,698	 795,145	 (1,130,802)	 210,121	 -	 2,654,162

Restricted funds:

B & Q

This grant supported Rainbow Sisters.

Barrow Cadbury Trust

This grant goes towards Women for Refugee Women's core costs to enable the charity to continue its empowering and influencing work.

Ben & Jerry (Tides)

This grant supported lived experience leadership and campaigning, particularly through the Spokesperson Network and Campaigns Forum.

Women for Refugee Women received a second Ben & Jerry grant on behalf of the Sisters Not Strangers coalition.

Big Give Women & Girls Match Fund

This was a match funded appeal for donations to support women and girls run by the Big Give Trust. It is used for grassroots empowerment activities and hardship support.

Bromley Trust

This grant supports the Set Her Free campaign to end the detention of women seeking asylum.

Comic Relief

This grant funds core salary and running costs to support the charity's work. It includes money raised by the Evening Standard Winter Appeal in 2024.

Choose Love

This grant supported our grassroots work in London, specifically English lessons and lived-experience volunteering.

Goldman Sachs Gives

This grant funds our digital inclusion project. It is administered by CAF America

16. Movement in funds (continued)**Restricted funds (continued):****Good Things Foundation**

This Capability Grant supported our digital inclusion project.

Good Things Foundation also provides access to free SIM cards and phone credit via the National Databank, and to digital devices.

Justice Together Initiative

This grant supports the development of strong messages and strategic communication in support of women seeking asylum in the UK

Lloyds Bank Foundation

This three-year grant funds Women for Refugee Women's research, advocacy and campaigning, particularly against the use of inappropriate, unsafe, detention-like accommodation for asylum-seeking women.

Old Street & District Partnership

This grant funds tailored support for refugee and asylum-seeking women to develop and improve digital and employability skills.

Paul Hamlyn Foundation

This four-year grant funds Women for Refugee Women's advocacy and campaigning activities, particularly leadership development of women with lived experience.

Roddick Foundation

This grant is for Sisters Not Strangers activities.

Rosa

This grant supported women with lived experience to campaign for a fairer and more humane asylum system.

Smallwood Trust

This grant funds the Grassroots Referrals project, which helps women in our network to access individual support and opportunities.

Juniper Networks Giving Fund (Tides)

This small grant funds yoga classes.

Grassroots activities and support

This income from donations and charitable activities was restricted to be used for specific WRW activities and projects, including Rainbow Sisters and Drama group and detention hardship support.

Advocacy & campaigning activities

This comprises costs related to speaking at a Rape Crisis conference and expenses for a Lift the Ban (on asylum seekers working) event in Parliament Square.

Other restricted funds

This reflects counselling and trauma support provided pro bono by Trauma Treatment International, funded by City Bridge Foundation.

WOMEN FOR REFUGEE WOMEN**Notes to the Accounts****for the year ended 31 March 2025****16. Movement in funds (continued)****Unrestricted funds:**

General funds include income from grants, donations and other sources.

Movement in unrestricted grants of £10,000 or more was as follows:

Current year	At 1 April 2024 £	Incoming resources £	Outgoing resources £	At 31 March 2025 £
Anonymous donor	18,500	30,000	(33,500)	15,000
Anonymous donor - designated grant for Sisters Not Strangers	9,203	14,770	(16,970)	7,003
The Charity Service	35,307	50,000	(70,307)	15,000
Impact 100	8,250	33,000	(33,775)	7,475
Prior year	At 1 April 2023 £	Incoming resources £	Outgoing resources £	At 31 March 2024 £
Anonymous donor	-	50,000	(31,500)	18,500
Anonymous donor - designated grant for Sisters Not Strangers	-	36,805	(27,602)	9,203
Blue Moon Trust	6,037	-	(6,037)	-
The Charity Service	42,500	55,000	(62,193)	35,307
Impact 100	8,500	33,000	(33,250)	8,250