

ROSHNI (BIRMINGHAM)  
DIRECTORS' REPORT AND  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022

Roshni (Birmingham)  
Directors' Report and Unaudited Financial Statements  
For The Year Ended 31 March 2022

---

Contents

Page

Company Information	3
Directors' Report	4
Accountant's Report	8
Income and Expenditure Account	9
Balance Sheet	10
Statement of Changes in Equity	11
Notes to the Financial Statements	12—18
The following pages do not form part of the statutory accounts:	
Detailed Income and Expenditure Account	19—20

Roshni (Birmingham)  
Company Information  
For The Year Ended 31 March 2022

---

Directors	Mr Richard Moulton Mrs Nargis Ramzan Mrs Mursila Sohail Mrs Shain Lester
Company Number	08430461
Registered Office	The Mill, First Floor Radford Road Alvechurch Birmingham B48 7LD
Accountants	Engage Accountancy Limited Chartered Accountants First Floor, The Mill Radford Road Alvechurch Worcestershire B48 7LD
Bankers	Barclays Bank Plc 38 Hagley Road Edgbaston Birmingham 816 8PE
Solicitors	Gowling WLG Two Snowhill Birmingham B4 6WR

Roshni (Birmingham)  
Company No. 08430461  
Directors' Report For The Year Ended 31 March 2022

## STRUCTURE, GOVERNANCE & MANAGEMENT

### CHAIRPERSONS REPORT

On behalf of the Board of Directors, I am delighted to present Roshni (Birmingham's) Annual Report for the year ending 31st March 2022.

#### Management of Roshni

**Roshni has up to four Board Directors three of whom hold positions of Chair, Secretary and Treasurer.** Roshni's Board holds formal planned management meetings on a quarterly basis throughout the year to carry out its duty of governance of the organisation. The Board provides strategic direction, decision making, overall accountability and responsibility for finances and funding, human resources, and overall service delivery. Roshni's CEO provides strategic leadership, and she is responsible for the operational management of the charity including managing budgets and raising funds, human resource duties including the recruitment retention and development of staff and ensuring performance indicators are met and that service user involvement and consultation are at the heart of our service delivery.

#### Public Benefit

The trustees confirm that they have referred to and complied with the guidance contained in the Charity Commission's general guidance on public benefit when reviewing charity's aims and objectives and in planning future activities. The trustees have also considered how planned activities will contribute to the aims and objectives of the charity.

The charity believes that domestic abuse is a violation of human rights and works to ensure that women, girls, and children have the right to live free from violence, abuse and fear.

### DIRECTORS REPORT

#### Vision

Supporting Women and children from Black and Minoritised communities through their journey to safety, confidence and independence leading to a life free from violence, abuse and fear.

#### Mission Statement

Establish Roshni Birmingham as the leading organisation to end abuse and violence against black and minoritised women and children.

#### Values

Respect – Building relationships through mutual respect and open communication

Equality – Valuing difference, treating people fairly and respecting choice

Safety - Creating an environment where people feel safe and secure

Empowerment – Enabling black and minoritised women and children to rebuild themselves, become stronger, more confident, regain control and claim their rights.

#### The Main Activities During the Year

- a) Emergency refuge accommodation, for South Asian women and children, who are survivors of domestic abuse and may be particularly vulnerable as a result of language barriers and social isolation
- b) Floating Support to women and children from Black and minoritized communities, who are survivors of domestic abuse to support them to settle safely back into the community
- c) Outreach Support for Black and minoritised women and children who are survivors of domestic abuse living in the West Midlands

- d) Helpline for survivors of Forced Marriage & Honour Based Abuse
- e) Prevention work including Forced Marriage & Honour Based Abuse workshops to young people in schools and the local community
- f) Community workshops to challenge myths and misconceptions about domestic abuse
- g) Specialist services for Forced Marriage & Honour Based Abuse including support getting Forced Marriage Protection Orders
- h) Specialist services for victims/survivors with 'No Recourse to Public Funds'
- i) Awareness sessions around Domestic Abuse, Forced Marriage & Honour Based Abuse in the local communities
- j) Training to professionals on a wide range of domestic violence issues including Forced Marriage & Honour Based Abuse
- k) Partnership working with other agencies to share good practice and to lobby on issues affecting black and minoritised survivors of domestic abuse
- l) Multilingual Therapeutic Counselling for South Asian women survivors of domestic abuse

## Achievements and Performance

The *Unequal Impact? Coronavirus and BAME People* Report highlighted that “throughout the coronavirus pandemic, Black, Asian, and minority ethnic (BAME) people have been acutely affected by pre-existing inequalities across a huge range of areas, including health, employment, accessing Universal Credit, housing and the no recourse to public funds policy. As the pandemic progressed, many of these underlying inequalities made the impact of the pandemic far more severe for BAME people than their White counterparts”. Despite these heightened challenges, Roshni continued to provide a range of trauma informed services to tackle domestic abuse against Black and minoritised women and children. We are pleased that our services have continued to show resilience to the post COVID19 challenges while addressing a significant increase in referrals to all our services. The pandemic has had a major impact on our resources, particularly on our leadership and staff team and we continue to focus on ensuring our staff have the knowledge, skills, and resources to deliver on Roshni vision and values.

We have successfully secured a further 3-year funding to continue our refuge provision and annual funding for our counselling and outreach service. We have expanded our existing services to plug a significant gap in support for Forced Marriage and Honour Based Abuse survivors. Under the Forced Marriage & Honour Based Abuse Hub, we will be providing Outreach, 24-hour multilingual helpline, IDVA service, training for professionals and workshops for young people. We have further strengthened our engagement in strategic partnerships working alongside Birmingham & Solihull Women’s Aid and several other key partners to deliver Immigration Support as part of the NRPF Network.

We have continued to influence local, regional and national policies through our engagement at the West Midlands Domestic Abuse Board, Birmingham Equalities Sub Group, Victims Commission, IMKAAN, Women’s Aid National Federation RPCC group, CPS Violence Against Women & Girls Local Scrutiny and Involvement Panel and giving oral evidence at Women & Equalities Committee meetings at the House of Commons.

We have continued to support our partners to deliver effective services to black and minoritised survivors of domestic abuse. We supported WMP in reviewing their Domestic Abuse Policy and sat on the recruitment panel to select the Chief Constable for the West Midlands. Our dedicated support and excellent service provision has been recognised through many awards and accolades including our Chief Executive receiving an honorary degree from Aston University for her huge contribution to the domestic abuse sector, invitation to Buckingham Palace by Queen Consort and Community Service Awards.

We have held three successful campaigns including the developing of short video clips in different south Asian languages which were shown on various TV channels and led to an increase in our referrals.

We are pleased with the positive feedback we have received from our service users, staff and stakeholders in particular around service user involvement in our services. We now have over 60% survivor representation on our Board. Service users have been involved in all aspects of our service delivery including sitting on interview panels, developing new services to reviewing policies and procedures. Our service users are involved at strategic level too. They were involved in the Roshni Away day and subsequent development of our strategic plan. We continually seek new innovative ways to engage with our service users.

## Financial Review

An overall surplus of £53,350 was achieved in the year. This includes £7,031 which is as a result of an increasing in investment valuation

## Fundraising

Due to the continued challenges post pandemic, there was no fundraising activities undertaken.

## Reserves Policy

Roshni endeavours to maintain reserves at a level sufficient to cover 6 months expenditure. Actual reserves as at the period ended 31 March 2022 were £84,791 and there are Designated Reserves of £92,116.

The balance of funds is required for ongoing expenditure such as wages and salaries which are often paid out before the related income stream is received.

Trustees closely monitor performance, viability and ongoing solvency throughout the year.

## Related Parties Roshni's objectives

The drivers that influence Roshni's objectives are guided and supported by:

- ☐ Domestic Abuse Act 2021
- ☐ The Marriage and Civil Partnership (Minimum Age) Act 2022
- ☐ Birmingham City Council's Domestic Abuse Strategy 2018 – 2023
- ☐ Birmingham Homelessness Strategy
- ☐ Big Lotteries Reaching Communities Fund
- ☐ BBC Children In Need
- ☐ Tudor Trust
- ☐ The Office of the Police Crime Commissioner
- ☐ IMKAAN
- ☐ Women's Aid National Federation
- ☐ Rosa Fund
- ☐ Comic Relief

Roshni is a member of various local and national strategic forums which offer a platform to influence government policy as well as influencing on the issues of domestic abuse within Black and minoritised communities with particular focus on Forced Marriages and 'Honour Based' abuse. Roshni is part of various key policy and strategic forums these are:

- ☐ OPCC Victims Commission
- ☐ Imkaan
- ☐ National Women's Aid Federation of England and Wales
- ☐ Crown Prosecution Service Violence Against Women and Girls Local Scrutiny and Involvement Panel
- ☐ West Midlands Domestic Abuse Board
- ☐ Equalities Sub Group
- ☐ DA Communications Sub Group

## Risk Management

To manage organisational risk, the following measures are in place:

- a) Financial performance is reviewed via the monitoring of management accounts as compared to budget assumptions throughout the year

- b) Legal advice is provided by Gowling WLG. Staff are trained in core areas including all internal policies and procedures and external training is provided on Health and Safety, Child and Adult Safeguarding, First Aid, Equal Opportunities, Personal Safety; and any other relevant training required to carry out their job roles.
- c) All policies and procedures are reviewed annually and passed by the trustees and management committee.

#### Future Plans

The focus for Roshni in the year 2022- 2023 will not only be to continue to provide high quality specialist support services to Black and Minoritised victims/survivors of domestic abuse in the West Midlands but also focus our attention on growing as a proactive specialist organisation at national level.

#### We will

- Seek funding to continue our refuge provision and other wrap around services
- continue to review our services post pandemic to ensure that our staff and volunteers have a safe working environment. Women and children will continue to receive the services they need to keep safe and address their support needs
- continue to closely review our infrastructure to ensure it matches the requirements of a growing, proactive organisation
- Further develop staff capacity around safe use of social media
- Continue to work with private sector organisations and charities to support women and children suffering food and fuel poverty
- expand our refuge, outreach and counselling service to meet the ever-increasing demand for Roshni services to make sure no victim is turned away
- continue our preventative work developing further campaigns and delivering workshops in schools and in our local communities
- continue to build upon our strengths and explore opportunities for collaborative working and forming partnership with 'likeminded' organisations.

As one of the few organisations addressing specific specialist issues such as forced marriage, 'honour based' abuse, No Recourse to Public Funds, domestic violence within BAME LGBT communities and those with disabilities, we will continue our work to further enhance our support to these marginalised communities and look forward to the opportunities presented under the Domestic Abuse Act.

#### Trustee Responsibility Statement

The Trustees are responsible for keeping proper accounting records that 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 Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

This report was approved by the Trustees on ----- and signed on their behalf by-----

Mr Richard Moulton  
Director  
Date

Roshni (Birmingham)  
Accountant's Report  
For The Year Ended 31 March 2022

---

In accordance with the engagement letter dated April 2021, and in order to assist you to fulfil your duties under the Companies Act 2006, we have compiled the financial statements of the company from the accounting records and information and explanations you have given to us.

This report is made to the directors in accordance with the terms of our engagement. Our work has been undertaken to prepare for approval by the directors the financial statements that we have been engaged to compile, to report to the directors that we have done so, and to state those matters that we have agreed to state to them in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's directors for our work or for this report.

You have acknowledged on the balance sheet as at year ended 31 March 2022 your duty to ensure that the company has kept proper accounting records and to prepare financial statements that give a true and fair view under the Companies Act 2006. You consider that the company is exempt from the statutory requirement for an audit for the year.

We have not been instructed to carry out an audit of the financial statements. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

Signed

-----  
Date

Engage Accountancy Limited  
Chartered Accountants  
First Floor, The Mill  
Radford Road  
Alvechurch  
Worcestershire  
B48 7LD



Roshni (Birmingham)  
Income and Expenditure Account  
For The Year Ended 31 March 2022

	Notes	2022 £	2021 £
TURNOVER		451,805	642,634
Cost of sales		-	(28,931 )
		<hr/>	<hr/>
GROSS SURPLUS		451,805	613,703
Administrative expenses		(405,487)	(477,271)
Movement in Grant accrual		(92,116) (	(98,846)
		<hr/>	<hr/>
OPERATING SURPLUS		(45,797)	37,586
Income from other fixed asset investments		7,031	13,169
		<hr/>	<hr/>
SURPLUS FOR THE FINANCIAL YEAR		(38,766)	50,755
		<hr/>	<hr/>

The notes on pages 7 to 8 form part of these financial statements.

Roshni (Birmingham)  
Balance Sheet  
As at 31 March 2022

		2022		2021
	Notes	£	£	£
FIXED ASSETS				
Tangible Assets	3		11,937	22,816
Investments	4		60,926	56,788
			72,863	79,604
CURRENT ASSETS				
Prepayments		14,521		
Cash at bank and in hand		108,050		174,060
		122,571		174,060
Creditors: Amounts Falling Due Within One Year	6	(105,944)		(125,408)
NET CURRENT ASSETS (LIABILITIES)			16,627	48,652
TOTAL ASSETS LESS CURRENT LIABILITIES			89,490	128,256
NET ASSETS			89,490	128,256
RESERVES				
Other reserves			88,333	96,312
Income and Expenditure Account			1,157	31,944
MEMBERS' FUNDS			89,490	128,256

For the year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

On behalf of the board

-----

Date

Roshni (Birmingham)  
Statement of Changes in Equity  
For The Year Ended 31 March 2022

	Other reserves	Income and Expenditure Account	Total
	£	£	£
As at 1 April 2020	96,312	(18,811 )	77,501
Profit for the year and total comprehensive income	-	50,755	50,755
As at 31 March 2021 and 1 April 2021	96,312	31,944	128,256
Profit for the year and total comprehensive income	(7,979)	(30,787)	(38,766)
As at 31 March 2022	88,333	1,157	89,490
The notes on pages 7 to 8 form part of these financial statements.			

## 1. Accounting Policies

### 1.1. Basis of Preparation of Financial Statements

The financial statements are prepared under the historical cost convention and in accordance with the FRS 102 Section 1A Small Entities - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds

These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Designated funds

These are unrestricted funds earmarked by the trustees for particular purposes.

Revaluation funds

These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.

Restricted funds

These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income

Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related Where income has related expenditure the income and related expenditure is expenditure reported gross in the SoFA.

Donations and Voluntary income received by way of grants, donations and gifts is included in the legacies the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

#### Tax reclaims on donations and gifts

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

#### Donated services and facilities

These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

#### Volunteer help

The value of any volunteer help received is not included in the accounts.

#### Investment income

This is included in the accounts when receivable.

#### Gains/(losses) on revaluation of fixed assets

This includes any gain or loss resulting from revaluing investments to market value at the end of the year

#### Gains/(losses) on investment assets

This includes any gain or loss on the sale of investments.

#### Expenditure

##### Recognition of expenditure

Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates

##### Expenditure on raising funds

These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.

**Expenditure on charitable activities** These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.

##### Grants payable

All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.

##### Governance costs

These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.

##### Other expenditure

These are support costs not allocated to a particular activity.

## Taxation

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

### 1.2. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures & Fittings	25%
Computer Equipment	33.3%

### 2. Average Number of Employees

Average number of employees, including directors, during the year was as follows: 8 (2021: 8)

### 3. Tangible Assets

	Fixtures & Fittings £	Computer Equipment £	Total £
Cost			
As at 1 April 2021	2,923	30,783	33,706
Additions		9	9
As at 31 March 2022	2,932	30,792	33,715
Depreciation			
As at 1 April 2021	731	10,159	10,890
Provided during the period	730	10,158	10,888
As at 31 March 2022	1,461	20,317	21,778
Net Book Value			
As at 31 March 2022	1,471	10,466	11,937

As at 1 April 2021

2,192

20,624

22,816

=====

Roshni (Birmingham)  
Notes to the Financial Statements (continued)  
For The Year Ended 31 March 2022

4. Investments

Listed  
£

Cost

As at 1 April 2021	56,788
Increase in Value	4,138
As at 31 March 2022	60,926

Provision

As at 1 April 2021	-
As at 31 March 2022	-

Net Book Value

As at 31 March 2022	60,926
As at 1 April 2021	56,788

5. Debtors

2022                      2021  
£                              £

Due within one year

Prepayments and accrued income	14,521	-
	14,521	-

6. Creditors: Amounts Falling Due Within One Year

2022                      2021  
£                              £

Trade creditors	13,268	1,667
Other taxes and social security	-	14,753
Other creditors	559	10,142
Other creditors (1)	92,116	98,846
	105,943	125,408

7. Company limited by guarantee

The company is limited by guarantee and has no share capital.



Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

#### 8. General Information

Roshni (Birmingham) is a private company, limited by guarantee, incorporated in England & Wales, registered number 08430461 . The registered office is The Mill, First Floor Radford Road, Alvechurch, Birmingham, B48 7LD.

Roshni (Birmingham)  
Detailed Income and Expenditure Account  
For The Year Ended 31 March 2022

	2022		2021
	£	£	£
TURNOVER			
Charitable Activities		190,656	359,610
HB Received		136,377	143,178
Residents Rents		1,063	14,909
Other Income		12,118	11,683
Donations Income		6,570	14,408
Grants Brought forward		105,022	
		<u>451,805</u>	<u>543,788</u>
COST OF SALES			
VHF Helpline - Split Funding	-		28,931
	<u>-</u>	<u>-</u>	<u>(28,931 )</u>
GROSS SURPLUS		451,805	514,857
Distribution Costs			
Other direct costs	1,408		-
	<u>1,408</u>	<u>(1,408 )</u>	<u>-</u>
Administrative Expenses			
Wages and salaries	157,569		233,772
Employers NI	15,463		19,226
Employers pensions - defined contributions scheme	6,686		6,729
Recruitment costs	4,148		241
Temporary staff	15,311		18,838
Staff training	13,585		4,515
Staff entertaining	26		-
Travel expenses	1,066		834
Rent	8,344		43,412
Rates	2,186		619
Light and heat	11,227		13,004
Water rates	5,089		4,931
Repairs and maintenance	4,084		11,856
Cleaning	1,207		12,962
Premises insurance	2,408		-
Activities	150		12
Equipment costs	25,345		1,285
Hire and leasing of computer and other equipment	4,852		2,075

Counselling Sessions	4,316	3,968
Children Outing & Toys	1,665	2,331
Food Contributions	489	1,823
Healthy and Safety Checks	5,024	2,355
Household Expenses	3,778	2,789
Computer and IT consumables	28,753	18,148
Residents' Celebrations	4	59
Other insurance	588	2,900
Printing, postage and stationery	1,434	2,207
Volunteers Cost	-	1,246
Support for Residents	-	450
Advertising and marketing costs	6,924	23,607
Telecommunications	4,643	9,512
Accountancy fees	8,599	8,294
Professional fees	-	548
Consultancy fees	2,992	1,983
Subscriptions	1,333	430
Charitable donations	3,520	8,977
Depreciation of fixtures and fittings	731	731
Depreciation of computer equipment	10,159	10,159
Sundry expenses	21,867	443
Lease refuge	19,921	-
	<hr/>	<hr/>
	(405,486)	(477,271 )
	<hr/>	<hr/>
OPERATING SURPLUS	46,319	37,586
Interest from other fixed asset investments - unlisted	7,031	13,169
	<hr/>	<hr/>
	-	13,169
	<hr/>	<hr/>
SURPLUS FOR THE FINANCIAL YEAR	53,350	50,755
	<hr/>	<hr/>
Grants carried forward	92,116	113,453