



ANNUAL REPORT 2023/24

CWVJ
entre for Women's Justice



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OUR MISSION:
TO HOLD THE STATE TO ACCOUNT AND
CHALLENGE DISCRIMINATION IN THE
JUSTICE SYSTEM AROUND MALE VIOLENCE
AGAINST WOMEN AND GIRLS.

OUR VISION:
A SOCIETY IN WHICH ALL STATE
INSTITUTIONS WORK EFFECTIVELY TO
ERADICATE MALE VIOLENCE AGAINST
WOMEN AND GIRLS.

KEY INFORMATION

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Banker: CafBank Limited, PO BOX 289, West Malling ME19 4TA

Auditors: Ellis Lloyd Jones Audit Limited, 11 Park Square, Newport, NP20 4EL

Structure, Governance & Management:

Centre for Women's Justice (CWJ) is a Charitable Incorporated Organisation under Charity number: 1169213.

The charity is governed by the Board of Trustees (whose members during the year are listed below). The Trustees are responsible for overseeing the management of all the affairs of CWJ and delegate day-to-day management of the organisation to the Director, Harriet Wistrich, who is assisted by Nic Mainwood, Head of Finance and Operations.

The charity is operated under the rules of its constitution adopted 17/03/2016.

1) Apart from the first three charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experiences needed for the effective administration of the CIO.

Board Members

Sasha Deepwell (Chair)
Fiona Mackenzie (Treasurer)
Sarah Ricca
Janice Turner
Esohe Aghatise
Samira Ahmed
Davina James-Hanman
Sanchita Hosali
Heather Harvey
Karon Monaghan (appointed June '24)

The Board of Trustees met four times during this financial year. There were three finance subcommittee meetings comprising Sasha Deepwell and Sanchita Hosali, chaired by the Treasurer, Fiona Mackenzie.

Due diligence is carried out before the appointment of all new board members. New trustees are given a board pack which includes key information about the organisation as well as important policies and procedures. Training is offered to board members according to their needs.

Pay and remuneration of all personnel is awarded in line with our pay policy and procedure.

Major risks faced by the charity have been reviewed, and systems or procedures have been established to manage those risks.

Objectives & Activities:

To advance the human rights of women and girls in England and Wales (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) by: seeking to prevent violence against women and girls, and protect those rights which are adversely impacted by violence against women and girls; and the elimination of discrimination against women and girls in the criminal justice system.

Summary of the main activities undertaken for the public benefit:

Centre for Women's Justice (CWJ) provides benefits to women and girls who have been, or may in the future be, subject to male violence. We assist with providing access to justice for those who have been failed by the state and subject to discriminatory treatment within the criminal justice system.

Public benefit statement:

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, '[Charities and Public Benefit](#)'.

INTRODUCTION

HARRIET WISTRICH, DIRECTOR

Centre for Women's Justice (CWJ) continues to grow both in size and impact. Our work and expertise around police perpetrated domestic abuse, the criminalisation of survivors, independent legal advice for victims of rape and some of the other areas highlighted in this report are making a unique impact on these critically important issues, providing hope for survivors, expertise for legislators, and challenges for those who lead the criminal justice agencies we seek to hold to account.

Our staff team is stretched but well supported by our governing board and operational management. We have built a great team spirit with a combined desire to work to support victims of male violence and create change through litigation, project work, and advocacy, where needed. The big challenge remains deciding what we must prioritise and learning to sometimes say no to the many cases, projects, and interventions we would like to contribute to. We are determined to remain nimble, strategic, and impactful in the work we do.

The expertise and evidence base we have built often creates further demands from others for us to contribute and again, that provides the challenge of prioritising when to engage with the media, when to respond to consultations, and when to lobby and promote legislative reform.

Almost inevitably, in recent years, CWJ has developed more of a policy focus than I had originally envisaged when the charity was founded. The primary intention had been to focus on strategic litigation – which remains a central focus of our work – however, our ability to understand and show evidence of systemic flaws in the system, means that we can add something unique to the policy and legal framework.

We remain extremely grateful to our funders and donors who have supported CWJ, trusting us to deliver and develop our programme of work flexibly in order to meet our objectives and mission.



SASHA DEEPWELL, CHAIR



Sasha Deepwell

CWJ has had another impactful year, and continues to be a beacon of hope for justice for women. In focusing on long-term change and working collaboratively in the women's sector, CWJ has the potential to completely transform the experience of victims of rape, in particular, engaging with the criminal justice system. We are pleased to have been able to work with the Women and Girls Network in the set-up and legal supervision of a pilot project providing free independent legal advice to survivors of rape and sexual assault and look forward to seeing how this project develops.

We were delighted to hear in April, shortly after the close of this financial year, that the government had accepted an amendment to the Victims and Prisoners Bill that CWJ, Rape Crisis, End Violence Against Women Coalition and Rights of Women had been campaigning on for a number of years. This 'Keep Counselling Confidential' amendment will raise the legal threshold for when survivors' counselling notes can be requested by the police and CPS. We hope that, as with the pilot project, it will improve women's experiences of reporting.

Whilst CWJ has grown, year on year, it is still a fairly small charity although one which certainly punches above its weight with regards to reputation, achievements, and impact. None of this remarkable work would be possible though without the determination and bravery of our clients, the commitment and talent of the staff team, and the generosity and support of our network of donors and funders. The board would like to thank everyone who has been part of our success over the past year.

Sasha Deepwell
Sasha Deepwell (Jan 14, 2025 16:37 GMT)



Harriet Wistrich

STRATEGIC REPORT

ACHIEVEMENTS

STRATEGIC LITIGATION

UNDERTAKING STRATEGIC LITIGATION AND PROVIDING ACCESS TO LEGAL ASSISTANCE IN CASES CONCERNING VIOLENCE AGAINST WOMEN AND GIRLS (VAWG)

CWJ bring challenges that have the potential to impact on how the state deals with perpetrators and survivors of violence against women and girls. These cases help develop and strengthen the rights of women across a broad spectrum of issues.

We are involved in many significant strategic legal challenges, which have evolved through our advice work and in partnership with women sector organisations.

Litigation can take many years – below we highlight some key cases that have attracted wider public interest over the year of this annual report. In the last couple of years, new strategic litigation has arisen from our work on police perpetrated domestic abuse, providing another tool to challenge systemic police failings in this area.

SYSTEMIC FAILINGS IN DEVON AND CORNWALL POLICE

CWJ is representing seven victims/survivors of domestic abuse perpetrated by officers from Devon and Cornwall Police force.

The women, who approached CWJ individually, reported a range of abuse by their then police officer partners. This included rape; physical and mental abuse; coercive and controlling behaviour; and harassment and stalking. In each case, Devon and Cornwall Police failed to take basic investigative steps and, in one case, even treated the victim, herself a former police officer, as a potential offender on the basis of counter-allegations raised by her perpetrator which were later determined to be false.

Other failings include appointing investigators who were connected to the accused officers, failing to gather statements from potential witnesses, and wholesale failure to update the women, some of whom remain in the dark as to what, if any, investigation has been conducted. Without exception, the victims say that the failure to maintain their confidence in the investigations left them unable to pursue the matter in any other way except by legal action.

In the letter before claim, we have argued that the seven, unrelated, reports of police perpetrated domestic abuse were so poorly handled that they demonstrate a systemic failing by Devon and Cornwall Police to investigate such crimes, amounting to a violation of the women's human rights under Articles 3, 8, and 14 ECHR.

As part of their claim, the women have offered to help Devon and Cornwall Police improve its practices and procedures, with the hope that other women won't suffer as they have.

“It’s quite a terrifying experience knowing that every single officer I have dealt with over the years will prioritise protecting a fellow officer rather than investigating a report of abuse.”

‘Lizzie’, one of the seven women

“Coming together with the Centre for Women’s Justice and other women who have experienced similar at the hands of D&C police has been the only hope I have had over the last few years.

If I can help to ensure that no other woman is made to feel as vulnerable and hopeless as I have been left feeling by D&C police, then this action will have been a success.”

‘Samantha’, one of the seven women

NORTHUMBRIA POLICE FAILURES THAT LED TO A CHILD MURDERER REMAINING FREE FOR 31 YEARS

Seven-year-old Nikki Allan was murdered in Sunderland in October 1992 but her killer, David Boyd, was not convicted until May 2023.

Following an initial murder investigation, Northumbria Police arrested the wrong man and forced a confession from him. When the confession was thrown out by the judge at a trial in Leeds Crown Court in 1993, the wrongly accused man, George Heron was acquitted.

It then took Northumbria Police another twenty-five years to commence a full review of all the evidence available at the time of the murder, after Nikki’s mother, Sharon Henderson, begged them to properly resource the investigation.

Following a formal complaint lodged by CWJ on Sharon’s behalf, the Independent Office for Police Conduct (IOPC) announced they would be independently investigating Northumbria police.

CWJ represent Sharon in a civil claim against Northumbria Police for their failure to adequately investigate her daughter’s murder.

See our short film below with Nikki’s mother, Sharon.



CLAIM AGAINST METROPOLITAN POLICE FORCE REGARDING SERIAL RAPIST POLICE OFFICER DAVID CARRICK

We are acting on behalf of eight victims/survivors of David Carrick, a former Metropolitan Police Officer. In 2023, Carrick pleaded guilty to 85 serious offences against women, including 48 rapes. He was convicted of multiple criminal offences, including rape, sexual abuse, coercive and controlling behaviour, and false imprisonment against our clients and other women. He was sentenced to 32 years in prison.

Described as one of the UK’s worst ever sex offenders, Carrick used his position as a police officer to trap, abuse, and silence women. After his conviction, it became known that the Metropolitan Police had received numerous allegations of Carrick’s violence against women. Some of these incidents took place before being accepted as a police officer, and then during his probation period. Despite this, he was deemed fit and proper not only to become a police officer and remain one, but to hold a firearm and work in the Parliamentary and Diplomatic Protection Command. This is the Command of the police which guard parliament and Number 10.

**“You behaved as if you were untouchable.
You were bold and at times relentless, trusting that no victim would overcome her
shame and fear to report you.
For nearly two decades you were proved right.”**

**Mrs Justice Cheema-Grubb on sentencing Carrick to 36 life
sentences with a minimum term of 32 years in prison.**

Our clients are now bringing a joint civil claim against the Metropolitan Police Commissioner. The claim will argue that their human rights have been breached, and that the police were negligent in their handling of Carrick’s employment in the face of multiple allegations of violence.

Our clients seek answers on why Carrick was not stopped before he abused them and many others, and to use the case to examine the system of vetting for police officers, scrutinise the policies and procedures, and suggest better ways forward.



SETTLEMENT IN CLAIM AGAINST WEST YORKSHIRE POLICE AFTER A 39-YEAR BATTLE TO GET JUSTICE

Our client, Carol Higgins, first reported her father for sexual abuse when she was 15, but he was not charged. Decades later, Carol reported the historical abuse several more times in the hope of eventually getting a prosecution but it wasn't until 2019, that her abuser Elliot Appleyard finally stood trial. He was found guilty of 15 sexual offences against her including rape and sexual assault and sentenced to 20 years in prison. CWJ supported Carol in her complaint against West Yorkshire Police, and acted for her in a civil claim which secured her a full and wide-ranging apology, as well as damages.

“I realise first hand how important your work is and cannot imagine where I would be without CWJ’s help...

Apart from the legal work, you also restore many women’s sense of self worth, helping them to value themselves more. The world is a better place having you all in it.”

Carol Higgins

EMPOWERING FRONTLINE SERVICE PROVIDERS

WE PROVIDE TRAINING AND SECOND-TIER LEGAL ADVICE TO FRONTLINE WOMEN’S SECTOR SERVICE PROVIDERS SUPPORTING VICTIM/SURVIVORS OF VAWG ACROSS ENGLAND AND WALES.

As well as increasing access to justice for many survivors who have been failed by criminal justice agencies, our work enables us to gather evidence of systemic failings and malpractice, which, in turn, feeds into strategic litigation, and other legal and policy interventions aimed at holding institutions accountable and bringing about change in laws, policy, and practice.

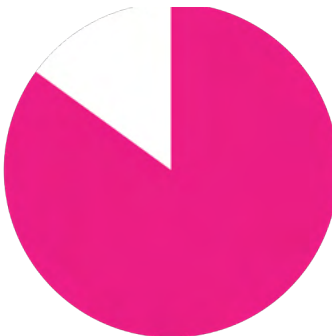
We empower frontline advocates to assist women in challenging criminal justice failures and identify cases that need legal advice through our training. During this financial year, we trained 160 individuals across 27 organisations and received 1,266 visits to our password protected resource hub from women’s services advocates. This hub includes CWJ toolkits, template letters and guides on Victims’ Rights to Review, Police Complaints System, and other relevant areas.

Following the introduction of an online referrals process, we have reduced the volume of enquiries we receive but increased the depth of the assistance we are able to provide. We responded to 379 enquiries during the year. The majority of these were from frontline VAWG organisations, but a small number were referred to us by politicians, journalists, lawyers, and others.

Additionally, we signposted 188 women who contacted us directly on a range of legal issues. We also provide easy to access information and signposting materials on our website on different areas of law. Our 2nd tier signposting page for frontline advocates was visited 1,545 times this year. Our, first tier page (which is set up to assist members of the public) received 2,370 visits.



85% SAID THE WRITTEN MATERIALS WERE VERY USEFUL IN THEIR DAY TO DAY WORK.



72% OF THOSE TRAINED SAID THEY FELT MUCH MORE CONFIDENT DEALING WITH POLICE AND CROWN PROSECUTION SERVICE

FEEDBACK FROM THOSE TRAINED

“One of the most informative, engaging and enjoyable sessions of training I’ve had, and about a subject that can be confusing and jargon-y! Very impressed.”

“It was absolutely brilliant!”

“Amazing. I absolutely love the CWJ. You do some amazing work and the training has definitely given me more confidence. Thank you so so so much :) x”

“I could have listened to CWJ all week. Amazing work and an amazing organization :) Thank you for all you do for victims, survivors and women.”

FEEDBACK FROM THOSE ASSISTED

“Thank you for your email and for all you have done for me. I am very grateful. The police would have continued to ignore me and treat me with contempt if you had not been involved. Solicitors generally won’t get involved with VRRs so CWJ is really the only hope for women when the police fail and behave so appallingly.”

“Thank you for everything you and the rest of the Centre for Women’s Justice have done for me. I’m truly grateful. It’s been a long healing process, but the journey has inspired a real passion for law.”

“I want to thank you in, particular, and Centre for Women’s Justice, for all your work and everything you’ve done to advise and guide us. There has never been more need for a charity like CWJ in this deeply misogynistic society.”

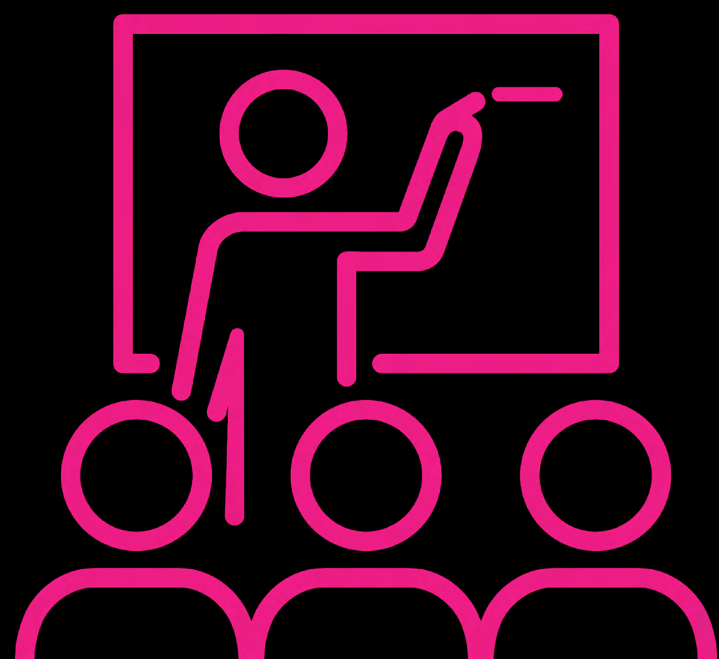
“It’s been absolutely crucial to this family’s psychological equilibrium to have a salient voice talk us through the process. We remain extremely grateful for that to you.”

“Couldn’t have done it without your invaluable insight and I hope other victims you support get the justice they so desperately deserve!”



WE HAVE HELPED
599
WOMEN

THROUGH
LEGAL
ADVICE OR
ONE-TO-ONE
SIGNPOSTING



WE HAVE TRAINED
160
FRONTLINE
SUPPORT
WORKERS

ACROSS
27
WOMEN'S
ORGANISATIONS



3,915

VISITS TO OUR
ONLINE
SIGNPOSTING
RESOURCES

LEGAL PROJECTS & POLICY INITIATIVES

WE ARE UNDERTAKING A NUMBER OF PROJECTS DEALING WITH PARTICULAR ISSUES ARISING FOR WOMEN, WHICH, IN TURN, FEEDS INTO OUR LITIGATION AND POLICY ADVOCACY WORK.

POLICE PERPETRATED DOMESTIC ABUSE (PPDA)

We continue to push for changes in the culture of policing, challenging institutionalised misogyny, racism and homophobia driven by our continued legal work and advocacy around PPDA.

As well as the strategic litigation mentioned earlier in this report, we have been building a repository of accounts from the victims/survivors of PPDA, who have approached us since the publication of our super-complaint in 2020. These accounts will form the basis of our much-anticipated report, which will be published in September 2024. This report will document the raft of policing initiatives that have been announced since our super-complaint was submitted, including a summary of the response from the super-complaint bodies to the original PPDA super-complaint. It concludes by identifying areas where there is the most urgent need for action.

INTERNATIONAL FEMINIST LEGAL NETWORK

Over the past two years, we have been working to establish an international network of feminist lawyers and legal organisations to share strategic litigation and advocacy strategies – including the use of international legal instruments. This year we launched the website and held a number of webinars with international speakers.

INDEPENDENT LEGAL ADVICE FOR RAPE SURVIVORS

CWJ's work on providing and promoting independent legal advice for rape survivors has led to an exciting collaboration with the Women and Girls Network (WGN). WGN have been funded by MOPAC to run a pilot delivering independent legal advice to women who have reported rape or serious sexual offences. CWJ in partnership with WGN, designed the project implementation, assisted with recruitment of legal staff, and are providing expert legal supervision for the team.

The outcome of the pilot is being watched closely by those in government, who have committed to providing some form of such independent legal advice provision.

FEMICIDE WORKING GROUP

We continue to organise and host bi-monthly meetings with other professionals using these meetings to share cases, strategies, and research.

CRIMINAL APPEALS

We are exploring ways to promote access to justice for women who are convicted of crimes in the context of male violence. These include murder appeals, cases involving complainants of rape and domestic abuse being prosecuted for perverting the course of justice, and, potentially, a flurry of recent prosecutions of women who had very late abortions.

KEEP COUNSELLING CONFIDENTIAL

We have been campaigning alongside End Violence Against Women Coalition, Rape Crisis England and Wales, and Rights of Women to introduce a new provision within the Victims and Prisoners Act for a higher threshold for disclosure of counselling records of victims/survivors in rape and other sexual violence cases. In April 2024 we were delighted to hear the amendment was passed.

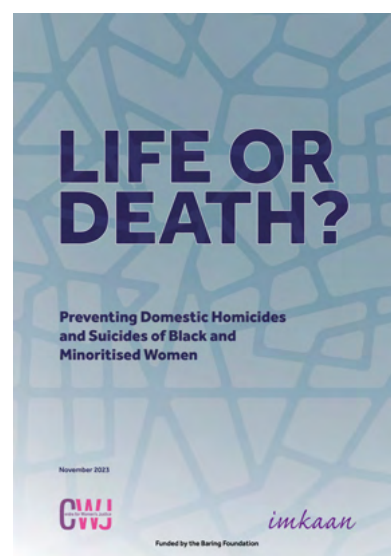
PREVENTING HOMICIDES AND SUICIDES OF BLACK AND MINORITISED WOMEN AND GIRLS

Our joint project with Imkaan, an umbrella organisation dedicated to addressing violence against Black and minoritised women and girls, explored domestic homicides and suicides of minoritised women in the context of domestic abuse.

Through the analysis of 44 cases and by conducting workshops with frontline support workers, we produced a report 'Life or Death?' – launched to a large online audience (217 attended) and published in November 2023.

Through this report we examine the many different ways in which Black and minoritised women can face barriers and state failings when seeking protection from domestic abuse. We also consider the implications for support services run by and for Black and minoritised women, and what more is needed during post-death investigation.

The findings of our report were presented to a meeting chaired by the Domestic Abuse Commissioner and attended by police leads, Home Office officials and others – we await their further proposals of concrete actions to promote change.

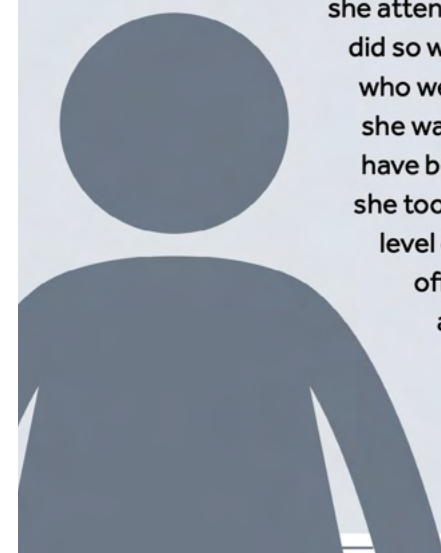


Chantelle

Chantelle was a British woman of African-Caribbean heritage living in London who was killed by her partner after reporting death threats to the police. She was reluctant to report her African-Caribbean partner to the police for a range of reasons including racism, and discrimination. She also believed that if she approached the police this would lead to deportation action being taken against him, and that he would blame her for this.

She was clearly extremely anxious when she attended the police station, and she only did so with the support of a male friend who went with her and reassured her that she was doing the right thing. This must have been a big step for her to take, which she took because she was aware of the level of risk she faced. However, the officer she saw minimised her report and she did not approach the police again. Not a single action was taken by the police on the case before she was killed by her partner several weeks later.

Not a single action was taken by the police on the case before she was killed by her partner several weeks later.



Case Study from the 'Life or Death?' report

CRIMINALISATION OF VICTIMS OF MALE VIOLENCE

This project aims to achieve permanent change in the state's treatment of women at risk of criminalisation due to domestic abuse and other forms of male violence by exploring legal action and advocacy, research, training for criminal defence lawyers, and dissemination of our research and recommended reforms.



Following a preview screening at the FiLiA women's rights conference in Glasgow in October 2023, in December we publicly launched our short film 'Stop Criminalising Survivors' alongside online resources aimed at raising awareness amongst policy makers and practitioners, and stimulating action to achieve change. This film is now being used widely by police, CPS and others to highlight the lived experience of survivors of domestic abuse who are being prosecuted.

We continue to campaign and engage with legislators in our attempts to introduce a reform to the defence of self-defence which rarely works for women where they use force in response to attacks by abusers. We are also proposing a new statutory defence for victims of domestic abuse who offend, modelled on the defence for victims of trafficking set out in section 45 Modern Slavery Act 2015.



RAISING AWARENESS

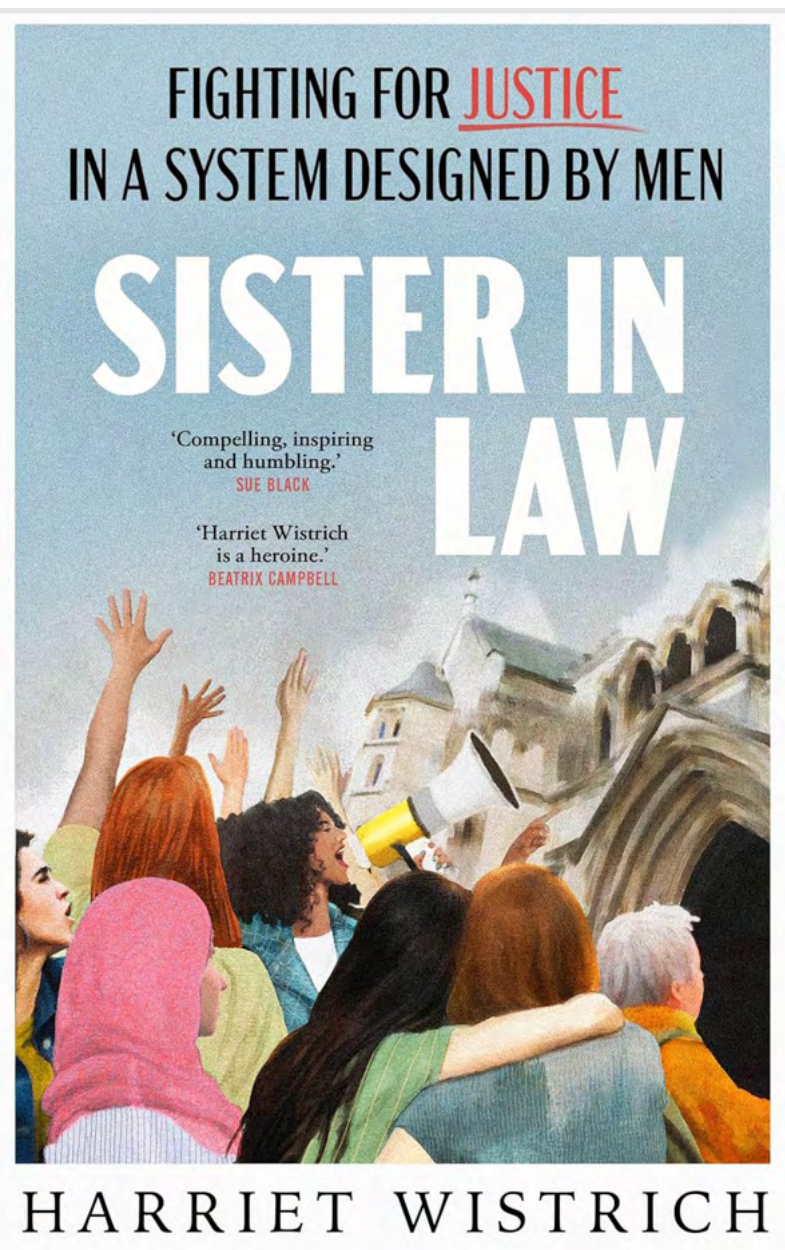
WE ARE FREQUENTLY APPROACHED BY THE MEDIA TO PROVIDE COMMENT AND INSIGHT ON TOPICAL ISSUES CONCERNING VIOLENCE AGAINST WOMEN, LAW AND POLICY.

During the last 12 months, CWJ has featured in the media on at least 200 occasions including all national newspapers and news outlets.

SISTER IN LAW

We were proud to support promotion of Harriet's book 'Sister in Law' – described as a “page-turning fight against a misogynistic system.” Exploring her landmark cases, Sister in Law covers the shocking true stories demonstrating that, terrifyingly often, the law is not-fit-for-purpose for half the population and shines a feminist light on the landscape of arcane laws and systems skewed towards men.

Published 2nd May 2024



“Inventive, compassionate and tenacious, Wistrich... [is] a magnificent, radical, uncompromising warrior of a woman.”

Melanie Reid, *The Times*

“A history of her three-decade career, peppered by some of Britain's most significant cases of violence against women.”

Suzanne Moore, *The Telegraph*

“Through these enraging and astonishing stories, Wistrich... shows us the best of humanity. [She is] empathetic, dogged, canny, always up for the fight.”

Fiona Sturges, *The Guardian*



DEFEATING THE SILENCING OF WOMEN SPEAKING OUT ABOUT SEXUAL ASSAULT

On 25 May 2023, we held our 'Defeating the Silencing of Women Speaking Out About Sexual Assault' event, which included a panel discussion chaired by Harriet Wistrich with speakers Zelda Perkins (whistleblower in the Harvey Weinstein case); Jennifer Robinson (barrister who acted for Amber Heard in assisting The Sun to successfully defend the UK libel action brought by Johnny Depp); Tamsin Allen (barrister who defended Nina Cresswell in a libel action winning a landmark judgment in April 2023, which defended her right to speak out about the man who sexually assaulted her); and Verity Nevitt (co-founder of the Gemini Project and survivor who faced and fought libel action from her abuser).

The discussion was followed by a screening of the biographical film 'She Said', starring Carey Mulligan and Zoe Kazan. The film tells the story of the two New York Times journalists who investigated and exposed movie producer, Harvey Weinstein's, decades long campaign of sexual assault and harassment against women.



EMMA HUMPHREYS MEMORIAL PRIZE AND CWJ AWARD CEREMONY 2023/24

In February 2024, we were again delighted to join forces with the Emma Humphreys Memorial Prize (EHMP) in hosting the awards.

Each year, since the untimely death of Emma Humphreys in 1998 prizes of £1,000 are awarded to an individual and/or group who has raised awareness of male violence against women through writing and campaigning. Five years ago the Emma Humphreys Memorial Prize teamed up with CWJ so that one of the awards would be given to a woman who had brought an important legal challenge or campaign.

Activism and campaigning around male violence against women is not glamorous, it is often tireless and sometimes traumatising, but, ultimately, it can provide hope. The purpose of the prize is to celebrate the work of survivors and activists who have gone above and beyond through an annual awards ceremony aimed at recognising, remembering and rewarding the often unsung heroines who make a difference.

In this, the 25th Anniversary, we were joined by award winning singer/songwriter and human rights activist, Tanita Tikaram. We also paid tribute, with her family and friends, to trailblazing feminist activist and academic, Jalna Hamner, who died in May 2023.



From left to right: Ali Morris, Jill Radford's Granddaughter, Ali Ceesay, Sisters Salon, Sharon Holland, Ayse Hussein, Lisa-Marie Taylor, Jade Blue McCrossen-Nethercott, Samira Ahmed, 'Sam'



Tanita Tikaram performing at the EHMP awards



THE YEAR AHEAD

The new financial year has got off to an eventful start with May seeing the publication of Harriet Wistrich's book 'Sister in Law: Shocking true stories of fighting for justice in a legal system designed by men'. The first International Feminist Legal Network hybrid conference took place in July 2024, and our Police Perpetrated Domestic Abuse research report was published in September. We now look forward to sharing our findings from further research on the criminalisation of women with recommendations on courtroom practices and police and CPS responses to victims of abuse, who are accused of offending. We will be using our research and expertise in these areas to engage key changemakers and push for reform.

We, will of course, be progressing some key litigation, and plans are in place to launch a public crowdfunding campaign to assist the eight victims/survivors of serial rapist and ex Metropolitan Police Officer David Carrick. We will also be further exploring potential litigation on issues that have been highlighted in our 'Life or Death' research related to domestic homicides and suicides of Black, Asian and minoritised women in the context of domestic abuse.

We will be further developing our work on criminal appeals of women who have offended, or have been accused of offending, in response to, or as a result of male violence. The forthcoming Law Commission consultation on defences to domestic homicide will provide further opportunity for CWJ to share its substantial case studies and significant expertise.

Over the following months, we will be focussing on our fundraising strategy and exploring new ways to diversify and ultimately increase income. As with most (if not all) charities, securing enough funding to allow us to meet demand, continue making impact and adequately support and reward our incredibly hard working team, is a constant challenge. We recognise the importance of investing in people and we are fortunate to have a resilient, committed and tenacious team at CWJ. We must, however, ensure we can continue to retain our brilliant colleagues, helping them recognise their ambitions, whilst maintaining good mental health and work/life balance. Succession planning will also, therefore, be high on the agenda as we begin work on our 2025-2028 strategic plan. The board and staff team will be reviewing how we prioritise different areas of work, assessing potential opportunities on the horizon and agreeing our new future aims and objectives. The results of this will be shared with our stakeholders in the new year.

Before then, we will be further sharing past achievements with the publication of our first three-year impact report due this winter. We've been developing our monitoring and evaluation framework and implemented several new processes and procedures during this financial year to make reflection and assessment simpler. This will also allow us to celebrate and communicate our successes, and identify any opportunities for improvement.

FINANCIAL REVIEW

During the year, the charity received income totalling £785,518 (2023: £636,292). The income consisted of donations and grants receivable of £646,243 (2023: £489,213) and income from charitable activities of £138,261 (2023: £146,487). £648,125 (2023: £409,130) of the income was unrestricted and £137,393 (2023: £227,162) was restricted.

The expenditure for the year consisted of unrestricted costs of £535,100 (2023: £409,342) and restricted costs of £256,985 (2023: £218,969), totalling £792,085 (2023: £628,311).

This resulted in a surplus on unrestricted reserves of £112,856 (2023: deficit of £212) and a deficit on restricted reserves of £119,423 (2023: surplus £8,193). At 31 March 2024, reserves totalled £491,755, consisting of £348,677 unrestricted reserves and £143,078 restricted reserves.

Details of the various restricted funds can be found in note 17.

As with many charities, CWJ faces several risks that could impact its ability to achieve its objectives. Two principal risks identified during the year are the continuity and availability of grants and donations, and the retention of key employees.

The charity is reliant on grants and donations to sustain its operations and deliver its mission. A potential reduction in funding streams poses a significant risk to financial stability. Our mitigation strategies include fostering strong, transparent relationships with existing donors and funders, ensuring that grant requirements are consistently met and exceeded. We will be implementing a new donor stewardship strategy to strengthen relationships further, and reviewing ways in which we can maximise our earned income. Furthermore, we continuously monitor the funding landscape to identify and engage with funders whose objectives align with ours. This proactive approach helps us respond swiftly to emerging funding opportunities and ensures the long-term sustainability of our work.

The retention of skilled and committed staff is also critical to achieving our mission. High staff turnover can disrupt operations and lead to increased recruitment and training costs. To address this, we prioritise staff well-being and professional development, offering opportunities for growth and fostering an inclusive and supportive workplace culture. We are currently reviewing our pay structure to ensure we continue to award the team fairly and transparently. By investing in our people, we aim to build a resilient and motivated team committed to the charity's goals.

The financial performance and position of the charity in the future will be influenced by the broader economic climate and the availability of grant funding. In light of increasing competition for limited resources in the charitable sector, CWJ remains vigilant in its financial planning and fundraising efforts. The charity's comprehensive risk management policy, underpinned by an actively maintained risk register ensures robust

management of risks and a focus on long-term sustainability. By proactively monitoring and addressing these risks, we aim to ensure resilience and adaptability in the face of uncertainties.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity’s governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019.

FUNDRAISING PRACTICE

The Head of Finance and Operations is the fundraising lead responsible for organising fundraising events and co-ordinating the activities of our supporters in the wider community, on behalf of CWJ. We do not use professional fundraisers or involve commercial participators. There have been no complaints about fundraising activities this year, or any previous year.

We are registered with the Fundraising Regulator and comply with all of the fundraising guidance set out in the Code of Fundraising Practice.

All direct marketing is overseen by Head of Finance and Operations to ensure that it is not unreasonably intrusive or persistent. All marketing material contains clear instructions on how a person can be removed from mailing lists.

RESERVES POLICY

The trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately three months of unrestrictred charitable expenditure. The trustees consider that this level will provide sufficient funds to respond to applications for grants and ensure that support and governance costs are covered.

For the year ending March 2024, it was agreed that our reserves level be set at £120,000.

TRUSTEES RESPONSIBILITY STATEMENT

The trustees are responsible for preparing the trustees’ report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity’s transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) regulations, and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking responsible steps for the prevention and detection of fraud and other irregularities.

INDEPENDENT AUDITOR'S **REPORT TO THE MEMBERS** **OF CENTRE FOR WOMEN'S** **JUSTICE**

YEAR ENDED 31 MARCH 2024

Opinion

We have audited the financial statements of Centre for Women's Justice (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity, we identified the principal risks of non-compliance with laws and regulations and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements. We evaluated management and trustees' incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and misappropriation of assets. Audit procedures performed included:

- Discussions with management and trustees, including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing relevant meeting minutes of those charged with governance;
- Performing analytical procedures to identify any unusual or unexpected variances;
- Identifying and reviewing journal entries to ensure that we understood the reasoning behind them and agreeing that they were appropriate;
- Selecting a sample of transactions and tracing to documentation to establish that they are bonafide business transactions; and
- Designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design

- audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
 - Conclude on the appropriateness of the trustees’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the charity to cease to continue as a going concern.
 - Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity’s members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity’s members those matters we are required to state to them in an auditor’s 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 charity and the charity’s members as a body, for our audit work, for this report, or for the opinions we have formed.

Kara Williams
Kara Williams (Jan 14, 2025 18:41 GMT)

Kara Williams BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Ellis Lloyd Jones Audit Limited
Chartered accountants & statutory auditor
11 Park Square
Newport
South Wales
NP20 4EL

Date Jan 14, 2025.....

STATEMENT OF FINANCIAL
ACTIVITIES

YEAR ENDED 31 MARCH 2024

	Note	2024		Total funds	2023
		Unrestricted funds	Restricted funds		Total funds
		£	£	£	£
Income and endowments					
Donations and legacies	4	508,850	137,393	646,243	489,213
Charitable activities	5	138,261	-	138,261	146,487
Investment income	6	1,014	-	1,014	592
Total income		648,125	137,393	785,518	636,292
Expenditure					
Expenditure on charitable activities	7,8	535,100	256,985	792,085	628,311
Total expenditure		535,100	256,985	792,085	628,311
Net (expenditure)/income		113,025	(119,592)	(6,567)	7,981
Transfers between funds		(169)	169	-	-
Net movement in funds		112,856	(119,423)	(6,567)	7,981
Reconciliation of funds					
Total funds brought forward		235,821	262,501	498,322	490,341
Total funds carried forward		348,677	143,078	491,755	498,322


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

STATEMENT OF FINANCIAL POSITION

31 MARCH 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	13	6,377	5,942
Current assets			
Debtors	14	158,187	157,510
Cash at bank and in hand		392,697	374,899
		<u>550,884</u>	<u>532,409</u>
Creditors: amounts falling due within one year	15	<u>65,506</u>	<u>40,029</u>
Net current assets		<u>485,378</u>	<u>492,380</u>
Total assets less current liabilities		<u>491,755</u>	<u>498,322</u>
Net assets		<u>491,755</u>	<u>498,322</u>
Funds of the charity			
Restricted funds		143,078	262,501
Unrestricted funds		348,677	235,821
Total charity funds	17	<u>491,755</u>	<u>498,322</u>

These financial statements were approved by the board of trustees and authorised for issue on ~~Jan 14, 2025~~, and are signed on behalf of the board by:


Fiona MacKenzie (Jan 14, 2025 17:02 GMT)
Fiona Mackenzie
Trustee


Sasha Deepwell (Jan 14, 2025 16:37 GMT)
Sasha Deepwell
Trustee

STATEMENT OF CASH FLOWS

YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net (expenditure)/income	(6,567)	7,981
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	3,783	2,750
Other interest receivable and similar income	(1,014)	(592)
Accrued expenses/(income)	9,972	(1,780)
<i>Changes in:</i>		
Trade and other debtors	(677)	(9,374)
Trade and other creditors	15,505	19,486
Cash generated from operations	<u>21,002</u>	<u>18,471</u>
Interest received	1,014	592
Net cash from operating activities	<u>22,016</u>	<u>19,063</u>
Cash flows from investing activities		
Purchase of tangible assets	(4,218)	(2,487)
Net cash used in investing activities	<u>(4,218)</u>	<u>(2,487)</u>
Net increase in cash and cash equivalents	17,798	16,576
Cash and cash equivalents at beginning of year	374,899	358,323
Cash and cash equivalents at end of year	<u>392,697</u>	<u>374,899</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

1. GENERAL INFORMATION

The charity is a public benefit entity and a registered charity in England and Wales and is a charitable incorporated organisation. The address of the principal office is Oxford House, Derbyshire Street, London, E2 6HG.

2. STATEMENT OF COMPLIANCE

The accounts (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 UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

3. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The presentational currency is pound sterling, which is the functional currency of the entity. The figures in the financial statements have been rounded to the nearest pound.

NOTES TO THE FINANCIAL STATEMENTS *(CONTINUED)*

3. ACCOUNTING POLICIES (CONTINUED)

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from contracts for the supply of services is dependent on the outcome of cases and is only recognised when it is virtually certain. This income is classified as unrestricted income, unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case, it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity

in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	10% straight line
Equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

NOTES TO THE FINANCIAL STATEMENTS *(CONTINUED)*

3. ACCOUNTING POLICIES (CONTINUED)

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations	257,850	30,669	288,519
Grants			
Grants receivable	251,000	106,724	357,724
	<u>508,850</u>	<u>137,393</u>	<u>646,243</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations	97,105	34,746	131,851
Grants			
Grants receivable	164,946	192,416	357,362
	<u>262,051</u>	<u>227,162</u>	<u>489,213</u>

5. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Other income from charitable activities	<u>138,261</u>	<u>138,261</u>	<u>146,487</u>	<u>146,487</u>

6. INVESTMENT INCOME

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest recieved	<u>1,014</u>	<u>1,014</u>	<u>592</u>	<u>592</u>

NOTES TO THE FINANCIAL STATEMENTS *(CONTINUED)*

7. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Advancing the human rights of women and girls in England	524,052	256,985	781,037
Support costs	11,048	-	11,048
	<u>535,100</u>	<u>256,985</u>	<u>792,085</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Advancing the human rights of women and girls in England	397,291	218,955	616,246
Support costs	12,051	14	12,065
	<u>409,342</u>	<u>218,969</u>	<u>628,311</u>

8. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total funds 2023 £
Advancing the human rights of women and girls in	781,037	-	781,037	616,246
Governance costs	-	11,048	11,048	12,065
	<u>781,037</u>	<u>11,048</u>	<u>792,085</u>	<u>628,311</u>

9. NET (EXPENDITURE)/INCOME

Net (expenditure)/income is stated after charging/(crediting)

	2024 £	2023 £
Depreciation of tangible fixed assets	<u>3,783</u>	<u>2,750</u>

10. AUDITORS REMUNERATION

	2024	2023
	£	£
Fees payable for the audit of the financial statements	9,350	9,600

11. STAFF COSTS

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	456,087	388,795
Social security costs	41,074	34,892
Employer contributions to pension plans	14,767	12,097
	511,928	435,784

The average head count of employees during the year was 14 (2023: 13).

During the year there were an average of 6 part time employees (2023: 6), as a result the average full time equivalent head count during the year was 12 (2023: 11).

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £99,893 (2023: £87,631).

12. TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

13. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2023	2,910	9,835	12,745
Additions	143	4,075	4,218
At 31 March 2024	3,053	13,910	16,963
Depreciation			
At 1 April 2023	1,164	5,639	6,803
Charge for the year	305	3,478	3,783
At 31 March 2024	1,469	9,117	10,586
Carrying amount			
At 31 March 2024	1,584	4,793	6,377
At 31 March 2023	1,746	4,196	5,942

14. DEBTORS

	2024	2023
	£	£
Prepayments and accrued income	10,696	12,891
Amounts recoverable on ongoing cases	135,239	65,258
Other debtors	12,252	79,361
	158,187	157,510

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Accruals and deferred income	20,933	10,961
Social security and other taxes	23,406	16,254
Other creditors	21,167	12,814
	65,506	40,029

16. PENSIONS AND OTHER POST-RETIREMENT BENEFITS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £14,767 (2023: £12,097)

17. ANALYSIS OF CHARITABLE FUNDS

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
General funds	235,821	648,125	(535,100)	(169)	348,677
	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	236,033	409,130	(409,342)	-	235,821
Restricted funds	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Rosa UK - Advice and Support	208	-	(208)	-	-
The Access to Justice Foundation - Community Justice Fund	746	-	(746)	-	-
The Olwyn Foundation - Criminalisation	46,532	-	(46,532)	-	-
Azra Kemal Legal Internship Programme	5,382	-	(5,382)	-	-
Rape Justice Now (CrowdJustice)	11,615	-	(11,615)	-	-
Digital Freedom Fund	7,448	-	(5,000)	-	2,448
The Baring Foundation - Racial Injustice in the CJS	31,155	-	(31,155)	-	-
The IHL Trust - Police Perpetrated Abuse	17,076	-	(17,076)	-	-
The Legal Education Foundation - Justice First Fellowship Scheme	5,052	32,844	(37,896)	-	-
The Oak Foundation - International Project	50,326	-	(25,220)	-	25,106
The Big Give - Challenging Miscarriages of Justice of Women	38,766	-	(6,065)	-	32,701
The Big Give Christmas Challenge 2021	248	-	(248)	-	-
Anonymous Research Project	19,693	10,000	(15,459)	-	14,234
The Big Give - Justice Unwrapped	17,627	-	(17,627)	-	-
The Oak Foundation - Care Fund	2,320	-	(2,489)	169	-
PPDA Litigation (CrowdJustice)	8,099	-	(4,267)	-	3,832

17. ANALYSIS OF CHARITABLE FUNDS (CONTINUED)

The Big Give - Women & Girls Digital Grant	208	-	(208)	-	-
Daisy Fund (CrowdJustice)	-	1,380	-	-	1,380
Sam and Bella Sebba Charitable Foundation - Tackling police perpetrated domestic and sexual violence	-	45,000	(5,000)	-	40,000
Allen & Overy Foundation - Azra Kemal Legal Internship Programme	-	7,500	(1,573)	-	5,927
The Legal Education Foundation - Justice First Fellowship Scheme 2024	-	5,000	(5,000)	-	-
Emma Humphreys Memorial Prize	-	15,000	(12,259)	-	2,741
The Big Give - Azra Kemal Legal Internship Programme	-	20,669	(5,960)	-	14,709
	262,501	137,393	(256,985)	169	143,078
	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Rosa UK - Advice and Support	416	-	(208)	-	208
Sexual assault fund (CrowdJustice)	5,003	-	(5,003)	-	-
The Access to Justice Foundation - Community Justice Fund	1,492	-	(746)	-	746
The Olwyn Foundation - Criminalisation	34,576	45,000	(33,044)	-	46,532
Azra Kemal Legal Internship Programme	18,824	117	(13,559)	-	5,382
Rape Justice Now (CrowdJustice)	25,163	-	(13,548)	-	11,615
Digital Freedom Fund	11,706	-	(4,258)	-	7,448
The Baring Foundation - Racial Injustice in the CJS	50,000	2,000	(20,845)	-	31,155
The IHL Trust - Police Perpetrated Abuse	11,735	24,813	(19,472)	-	17,076
The Legal Education Foundation - Justice First Fellowship Scheme	4,519	49,724	(49,191)	-	5,052

NOTES TO THE FINANCIAL STATEMENTS *(CONTINUED)*

17. ANALYSIS OF CHARITABLE FUNDS *(CONTINUED)*

The Oak Foundation - International Project	15,219	45,500	(19,517)	9,124	50,326
The Big Give - Challenging Miscarriages of Justice of Women	44,527	-	(5,761)	-	38,766
The Big Give Christmas Challenge 2021	11,981	-	(11,733)	-	248
Anonymous Research Project	8,093	16,600	(5,000)	-	19,693
The Oak Foundation - Capacity Building	11,054	750	(2,680)	(9,124)	
The Big Give - Justice Unwrapped	-	22,859	(5,232)	-	17,627
The Oak Foundation - Care Fund	-	4,000	(1,680)	-	2,320
PPDA Litigation (CrowdJustice)	-	8,099	-	-	8,099
The Big Give - Women & Girls Digital Grant	-	700	(492)	-	208
Esmee Fairbairn - Organisational Infrastructure and Capacity Review	-	7,000	(7,000)	-	
	<u>254,308</u>	<u>227,162</u>	<u>(218,969)</u>	<u>-</u>	<u>262,501</u>

Rosa UK - Advice and Support

Improving access to justice for women and girls throughout England and Wales by empowering the women's sector to recognise and challenge criminal justice failings and connect them to feminist lawyers.

The Access to Justice Foundation - Community Justice Fund

Support for specialist advice services during the COVID-19 pandemic.

The Olwyn Foundation

Challenging the unjust criminalisation of women and girls who offend due to domestic abuse, sexual abuse or sexual exploitation.

The Azra Kemal Legal Internship Programme

Paid internship programme for women from a Black, Asian and/or minoritised backgrounds to promote and increase diversity in the legal profession.

17. ANALYSIS OF CHARITABLE FUNDS *(CONTINUED)*

Rape Justice Now (Crowd Justice)

Funds remaining following a case to judicially review the Crown Prosecution Service in relation to prosecuting rape. These funds will be used on any work carried out around rape and sexual violence.

Digital Freedom Fund

Victim/witness digital data extraction in sexual offence investigations - strategic litigation.

The Baring Foundation - Racial Injustice in the CJS

Joint project with Imkaan - analysing and challenging the institutionalised abuse and racism experienced by Black and minoritised women and girls in the criminal justice system.

The IHL Trust - Police Perpetrated Abuse

This project aims to bring about structural change to the way such complaints are investigated and dealt with. We will support individual women who have been victims of police perpetrated abuse through legal advice and access to appropriate other services.

The Legal Education Foundation: Justice First Fellowship Scheme

Funding for a Justice First Fellowship trainee solicitor for 2 years.

The Oak Foundation - International Project

Creation of a sustainable international network of lawyers and legally-focused NGOs to combat psychological violence towards women and girls, its harmful impacts, and build state accountability.

The Big Give - Challenging Miscarriages of Justice of Women

Providing legal advice to women who have been wrongly or disproportionately punished for resisting male violence so that they may appeal wrongful convictions and unjust sentences.

The Big Give Christmas Challenge 2021 - Digital Capacity Building Grant

Digital capacity building activities such as training, software and advertising.

Anonymous research project

Dissemination of the Women Who Kill research project via presentations, training and related articles and reports.

The Big Give - Justice Unwrapped: Empowering Survivors of Violence

Providing specialist training to frontline women's sector organisations to upskill them to identify police duties and failures around domestic violence, sexual violence, and other areas of male violence.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

The Oak Foundation - Care Fund

Staff training on vicarious-trauma and support in their work with survivors of sexual violence

CrowdJustice - PPDA Litigation

Funds remaining following a legal challenge around police perpetrated domestic abuse. Restricted to disbursements and fees related to litigation where perpetrator(s) are from within the police force

The Big Give - Women and Girls Digital Grant

Digital capacity building activities such as training, software and advertising.

Daisy Fund - CrowdJustice

Donated from the Forgotten Victims: Conceived in Rape CrowdJustice fund. To assist in cases or project that will benefit victims from a black and minority ethnic backgrounds.

Sam and Bella Sebba Charitable Foundation - Tackling police perpetrated domestic and sexual violence

Restricted funds to tackle police perpetrated domestic and sexual violence.

Allen & Overy Foundation - Azra Kemal Legal Internship Programme:

Funding for our paid part-time internship programme for women from Black, Asian and/or minoritised backgrounds.

The Legal Education Foundation - Justice First Fellowship Scheme 2024

To fund the hosting of a Justice First Fellow Trainee Solicitor.

Emma Humphreys Memorial Prize

To organise and host the 2023/24 awards to remember, recognise and reward those who have worked to end violence against women and bring it to the attention of the wider public.

The Big Give - Azra Kemal Legal Internship Programme

Azra Kemal Legal Internship Programme: funding for our paid part-time internship programme for women from Black, Asian and/or minoritised backgrounds.

Restricted funds with movement in the year to 31 March 2023 but none in the year to 31 March 2024

Sexual assault fund (CrowdJustice)

Money raised through crowdfunding to judicially review the parole board decisions to release serial rapist John Worboys. Due to a successful challenge the remaining funds are to be used for paralegal costs to support other cases where women have suffered from violence and/or sexual assault.

17. ANALYSIS OF CHARITABLE FUNDS (CONTINUED)

The Oak Foundation - Capacity Building Grant

Building the organisations' internal capacity, implementing the next three-year strategy and creating an internship programme for black and global majority women.

Esmee Fairbairn - Organisational Infrastructure and Capacity Review

External consultant assistance to review capacity and infrastructure.

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	6,377	-	6,377
Current assets	407,806	143,078	550,884
Creditors less than 1 year	(65,506)	-	(65,506)
Net assets	348,677	143,078	491,755

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	4,988	954	5,942
Current assets	270,862	261,547	532,409
Creditors less than 1 year	(40,029)	-	(40,029)
Net assets	235,821	262,501	498,322

19. ANALYSIS OF CHANGES IN NET DEBT

	At 1 Apr 2023 £	Cash flows £	At 31 Mar 2024 £
Cash at bank and in hand	374,899	17,798	392,697

20. OPERATING LEASE COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Not later than 1 year	52,841	31,768
Later than 1 year and not later than 5 years	2,097	
	<u>54,938</u>	<u>31,768</u>

The amount on lease payments made in the year recognised as an expense is £44,872 (2023: £29,603).














Report draft v14-compressed_1

Final Audit Report

2025-01-14

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