

# REFUGEE WOMEN OF BRISTOL

England & Wales · Charity number 1171683

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2017-02-20

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** Refugee Women Of Bristol  
Unit 35  
Easton Business Centre  
Felix Road  
Bristol  
BS5 0HE

**Phone** 0117 9415867

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

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

## Activities

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**Objects:** TO ADVANCE EDUCATION, RELIEVE POVERTY AND PROMOTE AND PROTECT THE HEALTH OF REFUGEE WOMEN AND THOSE SEEKING ASYLUM IN BRISTOL AND THE SURROUNDING AREA BY THE PROVISION OF ADVICE, INFORMATION AND SUPPORT.

**Activities:** Our main activity is a drop-in centre 1 day per week open to all refugee and asylum seeking women in Bristol. The drop-in centre provides education, advice, information, support, social activities and training, volunteer and employment opportunities to refugee women. We also participate in local events and forums to give a voice to refugee women.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin

## Geography

- Throughout England

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£247,019	£219,121	-	-
2024-03-31	£204,109	£193,495	-	-
2023-03-31	£208,888	£182,173	-	-
2022-03-31	£202,019	£172,042	-	-
2021-03-31	£193,918	£154,470	-	-

## Trustees

Name	Role	Appointed
<b>Mirfat Mohamed Elmustafa Shamat</b>	Chair	2023-11-28
Abir Ahmed		2023-11-28
Aminata Coulibali		2021-11-23
Amira Mohamoud Ahmed		2024-11-26
Efeturi Winifred Orogun		2024-11-26
Hibo Elmi		2023-11-28
Jouwiryaiman Almakary		2023-11-28
Rim Salah		2024-11-26
Safa Omer		2021-11-23
Shazia Akhtar		2021-11-23

**REFUGEE WOMEN OF BRISTOL**

England & Wales - Charity number 1171683

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# Accounts

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REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION

Annual Report and Accounts  
Year ended: 31ST MARCH 2025

Registered CIO No: 1171683

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
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**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Legal and administrative information**

**Status**

Refugee Women of Bristol is a registered Charitable Incorporated Organisation with the Charity Commission in England and Wales on 20 February 2017. Refugee Women of Bristol was originally registered as a charity on 29 April 2010

**Trustees and management committee**

Mrs Mirfat Shamat, Chair  
Mrs Safa Omer, Treasurer  
Miss Ayesha Ali, Secretary  
Miss Shazia Akhtar  
Miss Aminata Coulibali  
Miss Abir Ahmed  
Mrs Jouwiryaiman Almakhtary  
Mrs Hibo Elmi  
Miss Efeturi Orogun                      Elected in November 2024  
Miss Amira Ahmed                      Elected in November 2024  
Miss Rim Salah                          Elected in November 2024  
Miss Tatu Nampijji                      Resigned in November 2024

**Registered charity number 1171683**

**Registered office**

Unit 35, Easton Business Centre, Felix Road, Bristol BS5 0HE

[info@refugeewomenofbristol.org.uk](mailto:info@refugeewomenofbristol.org.uk)

<http://www.refugeewomenofbristol.org.uk/>

**Bankers**

Lloyds TSB

**Accountants**

AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2025**  
**Trustees' Report**

**Chair's Reflection**

2024–2025 was a successful yet challenging year for RWoB. The ongoing cost-of-living crisis significantly affected our operations and increased demand for our services. In response, we worked tirelessly to secure funding to sustain our vital work and adapt to the evolving needs of our community.

Our membership has grown considerably, with an average of 100 women and 27 preschool children attending our weekly drop-in centre. This surge reflects the depth of need and the strong trust in our organisation. We anticipate this demand will continue to grow, and we are ready to meet it.

As a women-only space with a free onsite crèche, we offer a safe, inclusive environment where women and children can access practical, trauma-informed support without barriers. In response to the cost-of-living crisis, we expanded our offer to include a breakfast club, Citizens Advice Bureau sessions, maternity workshops, and a Family Hub Navigator, ensuring that essential services remained accessible.

This year also marked key organisational developments:

- \* We strengthened our **Art for Women** project by recruiting new volunteers.
- \* We led **lived experience research** in partnership with UWE and became a **Women's Health Hub** within the Integrated Care System.
- \* We invested in **staff wellbeing and training** to ensure high-quality, safe service delivery.
- \* We improved governance by recruiting more diverse trustees and began a **strategic refresh**.
- \* Despite disruptions like the **summer riots** and **crèche closure**, we maintained frontline support, ensuring continuity for our members.
- \* We improved operational efficiency by introducing tools like **Limelight** and **QuickBooks Online**.

Our specialist project, **Mend the Gap Phase Two**, continued to address violence against women and girls in African communities across the UK. We delivered one-to-one support, made key referrals to specialist services, and facilitated outreach sessions to highlight the issues women face. Monthly **Coffee Mornings**, led by professionals, offered safe spaces to talk about abuse, violence, and mental wellbeing.

In October, we trained 12 new **Community Champions** and delivered eight **leadership sessions**. These women are now equipped to raise awareness on FGM, forced marriage, and domestic abuse, building confidence and creating a ripple effect of empowerment across their communities.

Our work would not have been possible without the unwavering dedication of our incredible volunteers. In the face of ongoing challenges, they gave their time, energy, and care to deliver a truly life-changing service. We are deeply grateful for their commitment and compassion.

We also extend heartfelt thanks to our funders, donors, and supporters. Your timely and generous contributions have helped shape a responsive, flexible service that meets the real and pressing needs of refugee and asylum-seeking women across Bristol and beyond.

Together, we have made a meaningful difference, and we look ahead with hope, resilience, and determination.

**Objectives and activities**

Refugee Women of Bristol is a registered charity set up in 2003 by a group of refugee women to advance education, relieve poverty, promote, and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area through the provision of advice, information, and support.

**REFUGEE WOMEN OF BRISTOL**  
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**Chair's Reflection continued.**

**What we want to achieve**

- \*To raise the educational status of refugee women and asylum seekers, giving them more choices, opportunities to gain employment and improved economic prospects.
- \*To ensure that women have access to relevant information on issues concerned with welfare rights, health, education, and other appropriate issues.
- \*To raise awareness of the issues faced by women and reduce barriers that prevent them from accessing other services and opportunities, building bridges, and improving integration.

**What we want to achieve continued:**

- \*To assist women to develop good social networks and include rather than exclude themselves from the community reducing isolation.
- \*To improve self-esteem and self-confidence.
- \*To empower women to participate in local and national decision-making processes.

**How we achieve our aims:**

- \* Providing access to information on issues such as health, welfare, childcare, education, housing, training, and employment.
- \* Enabling women to access support from bilingual community workers and ensuring written information is translated or interpreted verbally for those who are not literate in their first language.
- \* Delivering leisure and social opportunities.
- \* Provision of free educational opportunities with the support of an on-site free crèche.
- \* Informing service providers about the needs of refugee women through workshops, presentations and by raising RWOB's profile at community events.
- \* Organising social events/outings to give women a chance to build friendship networks.
- \* Outreach work to increase the participation of women in the group from a wide range of cultural backgrounds.
- \* Making links with local and national organisations, which will support the work and the development of the organisation.
- \* Developing the Board of Trustees through a programme of support and training so the organisation can be managed effectively.
- \*Enabling women to have a say in the development of services that may affect their lives.

**Summary of activities and achievements**

**2024-25:** We welcomed 169 new members this year, bringing our total membership to 1,022. During the year, we supported 527 individual women. Our members speak 36 different first languages and come from 51 different countries."

-We had **30** volunteers, including 11 Trustees.

**Our English language and life skills support service**, led by dedicated volunteers at our weekly drop-in centre, focuses on teaching practical language skills that women can use in everyday situations such as visiting the doctor or accessing local services. A total of **222** individual women attended these classes.

**Our Community Workers** provided over **388** individual advocacy and information sessions to **228** different women (of which **169** were new members this year).

**Arts for Women:** This initiative focuses on the transformative power of art and art therapy to enhance the mental health and overall well-being of individuals displaced by conflict, persecution, and poverty. At the drop-in centre, art serves as a vital outlet for emotional expression, especially for those who struggle to convey their feelings through words. Women have been making cushions, cards and baskets to sell and fundraise for the organisation.

**REFUGEE WOMEN OF BRISTOL**  
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**Chair's Reflection continued.**

**Weekly and Monthly activities at the drop-in centre are supported by Community Workers:**

Changes Bristol provides monthly peer support through art activities. Women make beautiful artwork while discussing concerns and worries about their health and wellbeing, and how it impacts them and their families. The skilled facilitator identifies women who require 1-1 support and counselling.

Bristol Family Hub navigators: A family navigator runs monthly sessions to help members find activities for their families. They offered support and found the right services that matched their needs. Often, members with school children attended the sessions and found out what activities were happening in Bristol, particularly during school half-terms.

Citizens Advice Bureau: They provided fortnightly sessions at our Drop-in, which gave guidance on benefits, money, debt, and energy bills.

**NHS Maternity Services:** A team of midwives regularly joined our weekly drop-in sessions. Their presence brought much-needed, expert support to our members, offering guidance, reassurance, and vital information on all aspects of pregnancy and maternity care. This service has been an invaluable resource for many in our community.

**Mend the Gap Phase Two:** The project focuses on addressing multiple forms of violence against women and girls within African communities in the UK. Our team delivered **260** one-to-one emotional and practical support sessions to **50** women who are survivors of physical and emotional abuse, resulting in **19** referrals to specialist and practical support services.

We also conducted **10** outreach sessions with women, organisations, agencies, and forums, bringing to light the challenges our members face and the support they need. In addition, our monthly Coffee Mornings, facilitated by professionals, provide a safe space to discuss violence, abuse, and mental well-being.

**Women's Health Hub:** As part of the Healthier Together (Integrated Care System) with the NHS, we host a fortnightly Women's Health Hub alongside our weekly drop-in centre in Easton, a familiar, accessible space for our members. This initiative connects women with visiting health professionals and fosters long-term benefits, including improved referral pathways and greater access to holistic care. Participants report increased confidence in navigating health services, better awareness of preventative healthcare, and a stronger ability to advocate for their needs. The Hub represents a vital step toward more integrated, community-based support that will continue to benefit women beyond the life of the project.

-We celebrated International Women's Day, Christmas, and Eid festivals.

-As part of the Refugee Festival in June 2024, we organised a dance event to celebrate the refugee contribution to Bristol. Over **100** women and some of their preschool children attended the event.

**Free bus fare tickets:**

We had 273 women access bus fare tickets (amount £1200)

312 women accessed the free bus fare tickets that we received from the Bristol City of Sanctuary. An average of 15 women accessed the tickets every week.

-We delivered the following workshops for members: Willow Flower Art, self-care sessions, Mother Nature, Domestic violence and Female Genital Mutilation (FGM), among others.

**REFUGEE WOMEN OF BRISTOL**  
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**Chair's Reflection continued.**

**Training for staff and volunteers:** RWoB organised training and workshops for staff and volunteers to enable them to deliver safe, supported, and appropriate services to our members. Our training and workshops included the following: Forcibly Displaced People & Suicide; de-escalation and challenging behaviour; Creative Leadership Training; Elevate your Event Fundraising; When social media Goes Wrong; Overcoming Your Fears and Using AI for Good; Kampasi digital service workshop, General Data Protection Regulation (GDPR), New Legislation (Nationality and Borders Act), and an IDVA course.

Bristol Refugee and Asylum Seeker Partnership (BRASP) organised many of these training and workshops for the sector.

**-Lunch club and food provision:** The Lunch Club has become a highlight at the drop-in centre. Women and their preschool children enjoy warm, nutritious, well-balanced meals, including various ethnic dishes. Providing breakfast and running the Lunch Club enables women to fully engage in activities and stay at the centre longer. Each week, we cook for an average of **100** women and **27** preschool children.

**Personnel 2024-2025**

Layla Ismail - Development Manager  
Negat Hussein - Drop-in Co-ordinator and Community Outreach Worker  
Sherien Sheikh — Drop-in Assistant  
Azza Mustafa — Health and Well-being Coordinator  
Sana Elgoraish - Finance Worker  
Vicki Harte - Admin and Communications Officer  
Jade Pang - Community Worker (Chinese)  
Azza Elnagmi – Community Worker  
Muna Mohamed – Community Worker  
Negla Abdi Hadi - Kitchen Coordinator

A heartfelt thank you to our trustees, staff, and volunteers- your energy, determination, and unwavering commitment to improving the lives of women from the refugee community is immeasurable. On behalf of everyone at RWoB, we also extend our deepest gratitude to all our funders, donors, and fundraisers for your invaluable support.

Layla Ismail  
Development Manager

**REFUGEE WOMEN OF BRISTOL**  
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**Trustees' Report**

**Structure, Governance and Management Objectives and activities**

The objects of the charity are:

To advance education, relieve poverty and promote and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by the provision of advice, information and support.

**Organisation**

Refugee Women of Bristol is governed by a constitution which operates as an Association. The Trustees are appointed or reappointed annually at AGMs and can be co-opted in between. Trustees are provided with a 4-session induction to introduce them to their role and responsibilities. They are then supported to undertake training appropriate to any special role they undertake on the management committee. This includes an introduction to the organisation's policies, including:

- \*Information Security and Confidentiality Policy
- \*Equality, Diversity, and Inclusion policy
- \*Safeguarding Adults Policy
- \*Children Safeguarding Policy
- \*Grievance and Disciplinary Procedures
- \* Health and Safety policy and risk assessments
- \*Complaints Procedures.
- \*Financial policy and procedures
- \*Service user involvement policy
- \*Reserve policy and procedures

RWoB is a registered charity supported by funding from Bristol City Council, as well as local and national trust funds. The Council has backed the organisation since its founding in 2003. RWoB has a strong track record of engaging hard-to-reach women from refugee and asylum-seeking communities. Refugee women have been central to the organisation from the start, actively involved as volunteers, staff, and trustees.

The board of trustees is made up entirely of women from refugee backgrounds, bringing lived experience that ensures our services are relevant, responsive, and culturally appropriate. The organisation includes trustees, paid staff, and a dedicated team of volunteers. We actively support our members to build skills, take on volunteer roles, join the board of trustees, or apply for paid positions. RWoB works in successful partnership with a range of voluntary and statutory organisations, including FORWARD UK, BRASP, and Bristol City Council, to deliver services at our drop-in centre and across the wider community.

The trustees closely monitor risks associated with running services for the organisation by carrying out risk assessments and implementing appropriate measures to mitigate risk.

**Public Benefit**

The Trustees have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in

Signed.....  
Mrs Mirfat Shamat  
Chairperson

Date: 15/09/2025

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Independent Examiner's Report to the Trustees  
for the year ended 31ST MARCH 2025**

I report to the trustees on my examination of the accounts of the above charity for the above period.

**Responsibilities and basis of report:**

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

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

**Independent examiner's statement:**

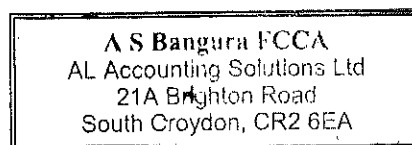
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- \* the accounting records were not kept in accordance with section 130 of the Charities Act; or
- \* the accounts did not accord with the accounting records; or
- \* the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Alhassan Bangura FCCA  
AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA



Date.....15/09/2025.....

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Balance Sheet as at 31ST MARCH 2025**

	<u>Notes</u>	<u>2025</u>		<u>2024</u>
		£	£	£
<b>Current assets</b>				
Debtors & prepayments	4	1,450		1,450
Cash at bank		205,922		176,100
Cash in Hand		423		473
		<u>207,795</u>		<u>178,023</u>
<b>Creditors: Amounts falling due withn one year</b>				
	5	<u>(4,393)</u>		<u>(2,519)</u>
Net Current Assets			<b>203,402</b>	175,504
<b>Net Assets</b>			<u><b>203,402</b></u>	<u>175,504</u>
REPRESENTED BY:				
Restricted Funds	7		<b>87,718</b>	55,109
Unrestricted Funds	7		<b>115,684</b>	120,395
			<u><b>203,402</b></u>	<u>175,504</u>

These financial statements were approved by the trustees on .....  
and are signed on their behalf by:

.....  
Mrs Mirfat Shamat  
Chairperson

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Notes forming part of the financial statements  
for the year ended 31ST MARCH 2025**

**1. Accounting policies**

a) 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.

b) Grants and income are included in full in the Statement of Financial Activities in the year in which they are receivable, except as follows:

- i) When donors specify that funds must be used in future accounting periods, the income is then deferred until those periods.
- ii) When funders impose conditions which have to be fulfilled before the charity becomes entitled to the income, as such the income is deferred until after the pre-condition is met.

c) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

d) Unrestricted funds are donations and other incoming resources received for the objects of the charity without further specified purpose and are available as general funds.

e) Restricted funds are to be used for specific purposes as laid down by the donor.

**2. Net incoming resources for the year**

<b>This is stated after charging:</b>	<b>2025</b>	<b>2024</b>
	£	£
Independent Examiners Fee	<b>1,800</b>	<b>1,440</b>
	<hr/>	<hr/>

**3. Staff cost and numbers**

	<b>2025</b>	<b>2025</b>	<b>2024</b>	<b>2024</b>
	Number	£	Number	£
Wages & Salaries	<b>10</b>	<b>136,874</b>	<b>9</b>	<b>112,003</b>
	<hr/>	<hr/>	<hr/>	<hr/>

**4. Debtors & Prepayments**

	<b>2025</b>	<b>2024</b>
	£	£
Prepayments	<b>1,450</b>	<b>1,450</b>
	<hr/>	<hr/>
	<b>1,450</b>	<b>1,450</b>
	<hr/>	<hr/>

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
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**for the year ended 31ST MARCH 2025**

**5. Creditors & Accruals**

	<b>2025</b>	2024
	£	£
Trade Creditors & accruals	<b>1,800</b>	1,440
Payroll Tax and National Insurance	<b>2,161</b>	670
Pension liability	<b>432</b>	409
	<b><u>4,393</u></b>	<u>2,519</u>

**6. Charitable activities**

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Salaries and pension cost	6,636	130,238	<b>136,874</b>	112,003
Events and workshops	1,159	22,174	<b>23,333</b>	14,911
Room hire	-	8,650	<b>8,650</b>	14,680
Volunteer expenses	5	4,415	<b>4,420</b>	3,268
Advocacy & support	-	170	<b>170</b>	1,022
Partnership and Engagement	-	10,000	<b>10,000</b>	10,000
Rent, rates & utilities	30	11,824	<b>11,854</b>	12,085
Postage, stationery & office sundries	197	1,800	<b>1,997</b>	947
Telephone & internet	-	1,198	<b>1,198</b>	816
Travel & subsistence	2,203	1,833	<b>4,036</b>	2,890
Recruitment & CRB checks	-	90	<b>90</b>	163
Non capitalised asset cost	320	80	<b>400</b>	3,432
Training	644	2,634	<b>3,278</b>	3,894
Membership & subscription	-	742	<b>742</b>	684
Legal and professional	-	3,002	<b>3,002</b>	3,363
Consultancy	-	-	<b>-</b>	-
Website & publicity	247	665	<b>912</b>	713
Insurance	-	1,577	<b>1,577</b>	2,706
Bookeeping & payroll cost	1,000	692	<b>1,692</b>	155
Bank charges	8	253	<b>261</b>	216
Trustee expenses	975	1,860	<b>2,835</b>	4,107
Accountancy fees	360	1,440	<b>1,800</b>	1,440
Depreciation	-	-	<b>-</b>	-
	<b><u>13,784</u></b>	<b><u>205,337</u></b>	<b><u>219,121</u></b>	<u>193,495</u>

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
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**Statement of Financial Activities (including Income and Expenditure Account)**  
**for the year ended 31ST MARCH 2025**

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
<b>Incoming resources:</b>					
<i>Incoming resources from generated funds</i>					
Donations		10,508	10,180	20,688	27,656 (C)
<i>Incoming resources from charitable activities</i>					
Grants and Service level agreements		-	226,331	226,331 (D)	176,453
Total Incoming resources		10,508	236,511	247,019 (A)	204,109 (K)
<b>Resources Expended:</b>					
Charitable activities	6	13,784	205,337	219,121 (S)	193,495 (B)
Total Resources Expended		13,784	205,337	219,121	193,495
Net incoming resources		(3,276)	31,174	27,898	10,614
Opening funds balance		120,395	55,109	175,504	164,890
Closing funds balance*	7	115,724	87,678	203,402	175,504

\*Includes £40,000 of unrestricted funds held as reserves

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
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**for the year ended 31ST MARCH 2025**

**7. Movement in funds**

	At 01-Apr-24	Incoming resources £	Outgoing resources £	Adjustment & Transfers £	At 31-Mar-25 £
<b>Restricted funds</b>					
Bristol City Council BRASP Community Hubs	3,635	23,404	(26,999)	(40)	-
Anonymous	15,780	30,000	(17,506)		28,274
Smallwood Trust	-	20,000	(19,450)		550
Feeding Bristol	-	10,010	(10,010)		-
UWE Bristol	-	1,500	(1,500)		-
Anonymous	7,325		(7,325)		-
HT & LB Cadbury Trust	250	2,000	(1,000)		1,250
JJ Charitable trust	-	7,000	(5,585)		1,415
John James Foundation	9,442	12,500	(10,871)	40	11,111
Lloyds Bank Foundation	-	27,500	(22,854)		4,646
National Lottery Community Fund	8,472	49,435	(47,643)	1,085	11,349
North Bristol NHS	-	5,000	(5,350)	350	-
Quartet Community Foundation	10,205	25,000	(24,901)		10,304
Anonymous	-	2,000	(177)		1,823
Women Health Hub	-	10,982	(3,498)		7,484
Other restricted funds	-	10,180	(668)		9,512
<b>Total Restricted funds</b>	<b>55,109</b>	<b>236,511</b>	<b>(205,337)</b>	<b>1,435</b>	<b>87,718</b>
<b>Unrestricted funds</b>					
General Funds held as reserves	40,000			5,000	45,000
General Funds others	80,395	10,508	(13,784)	(6,435)	70,684
	<b>120,395</b>	<b>10,508</b>	<b>(13,784)</b>	<b>(1,435)</b>	<b>115,684</b>
<b>Total funds</b>	<b>175,504</b>	<b>247,019</b>	<b>(219,121)</b>	<b>-</b>	<b>203,402</b>

**REFUGEE WOMEN OF BRISTOL**

England & Wales - Charity number 1171683

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# Accounts

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**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Legal and administrative information**

**Status**

Refugee Women of Bristol is a registered Charitable Incorporated Organisation with the Charity Commission in England and Wales on 20 February 2017. Refugee Women of Bristol was originally registered as a charity on 29 April 2010

**Trustees and management committee**

Mrs Marfat Shamat, Chair	
Miss Tatu Nampijji	
Mrs Safa Omer, Treasurer	
Miss Ayesha Ali, Secretary	
Miss Shazia Akhtar	
Miss Aminata Coulibali	
Miss Abir Ahmed	Elected in November 2023
Mrs Jouwiryaiman Almaktary	Elected in November 2023
Mrs Hibo Elmi	Elected in November 2023
Mrs Samanta Haxhagiqi	Resigned in November 2023
Mrs Muna Ali	Resigned in November 2023
Mrs Amina Jama	Resigned in November 2023
Mrs Nasra Gedi	Resigned in November 2023

**Registered charity number 1171683**

**Registered office**

Unit 35, Easton Business Centre, Felix Road, Bristol BS5 0HE

[info@refugeewomenofbristol.org.uk](mailto:info@refugeewomenofbristol.org.uk)

<http://www.refugeewomenofbristol.org.uk/>

**Bankers**

Lloyds TSB

**Accountants**

AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

# REFUGEE WOMEN OF BRISTOL

## Annual Report and Accounts for the year ended 31ST MARCH 2024

### Trustees' Report

#### Reflections from the Chair and Development Manager

**2023-2024** was a very successful but challenging year. The cost-of-living crisis continued and has had a huge impact on the running of the organisation. However, we were fortunate enough to secure multi-year grants to sustain the vital work we are doing.

In October, we celebrated 20 years of our charity at Easton Christian Family Centre. It was a heartwarming day with speeches, singing, and lots of snacks. This was a testament to the continuing importance of women-led refugee and asylum services in Bristol. <https://www.bristol247.com/news-and-features/news/celebrating-20-years-of-refugee-women-of-bristol/>

Our membership has significantly increased with an average of 130 women and 30 preschool children attending our drop-in centre and free creche. We are anticipating that the demand for our services will continue to rise.

We are so pleased that, along with our partners FORWARD and Home Girls Unite, we have been successful in securing funding from The National Lottery Community Fund to enable us to continue our Mend the Gap Project Phase 2, which is focused on tackling multiple forms of violence against women and girls within African communities in the UK.

Another significant success is that we secured another 3 years of unrestricted funds from Lloyds Bank Foundation's Racial Equity Programme, to continue our vital work of supporting refugee and asylum-seeking women in Bristol.

RWoB in partnership with Bristol Somali Youth Voice (BSYV) became a Refugee Community Hub. We coordinate and share information and resources on the cost-of-living crisis with the Bristol Refugee and Asylum-Seeking Partnership (BRASP) and other refugee organisations in Bristol.

**Psychological, Adversity and Trauma (PAT) training:** Members of our staff, volunteers, and trustees attended two workshops led by Second Step and funded by Bristol City Council (BCC) that focused on increasing our knowledge around trauma and helping us to increase our resilience to better support our communities. RWoB is now working on a new Action Plan that will guide us through the next few months and beyond.

**Ways of Working:** We are also working on an exciting project which will help guide RWoB strategy over the coming years. The 'Ways of Working' was developed by and for staff and volunteers of RWoB.

**Clockwise Charity Partner 2024:** Clockwise Bristol got in touch late in 2023 and let us know that RWoB had been selected by the company to be their new charity partner. We were so happy with the news and have been enjoying the partnership. Our services were dependent on a dedicated team of volunteers who gave their precious time to deliver a lifesaving service in this difficult time and we would like to acknowledge and thank them. We would also like to express our utmost gratitude and appreciation to all our funders who responded generously during this unprecedented time and enabled us to deliver a unique and flexible service to a vulnerable group of women in Bristol.

Thank you to all those who donated, fundraised, and supported us this year to continue to deliver the unique service for and led by refugee and asylum-seeking women in Bristol and its surrounding areas.

#### Objectives and activities

Refugee Women of Bristol is a registered charity set up in 2003 by a group of refugee women to advance education, relieve poverty, promote, and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by provision of advice, information, and support.

What we want to achieve

-To raise the educational status of refugee women and asylum seekers — giving them more choices, opportunities to gain employment and improved economic prospects.

-To ensure that women have access to relevant information on Issues concerned with welfare rights, health, education, and other appropriate issues.

-To raise awareness of the issues faced by the women and reduce barriers that prevent them from accessing other services and opportunities, building bridges, and improving integration.

# REFUGEE WOMEN OF BRISTOL

## Annual Report and Accounts for the year ended 31ST MARCH 2024

### Trustees' Report

#### What we want to achieve continued.

\*To assist the women to develop good social networks and include rather than exclude themselves from the community reducing isolation.

-To improve self-esteem and self-confidence.

-To empower women to participate in local and national decision-making processes.

How we achieve our aims

-Providing access to information on issues such as health, welfare, childcare, education, housing, training, and employment.

-Enabling women to access support from bi-lingual community workers and ensuring written information is translated or interpreted verbally for those who are not literate in their first language.

-Delivering leisure and social opportunities.

-Provision of free educational opportunities with the support of an on-site free crèche.

Informing service providers about the needs of refugee women through workshops, presentations and by raising RWOB's profile at community events.

-Organising social events/outings to give women a chance to build friendship networks.

-Outreach work to increase participation of women in the group from a wide range of cultural backgrounds.

-Making links with local and national organisations, which will support the work and the development of the organisation. -

Developing the Board of Trustees through a programme of support and training so the organisation can be managed effectively.

-Enabling women to have a say in the development of services that may affect their lives.

#### Summary of activities and achievements

**2023-24:** We had **155** new members and a total membership of **806**. Our members speak **55** different first languages and have **63** different countries of origin.

-We had **41** volunteers; **24** volunteering places were allocated to members including trustees.

Our English language and life skills support service is run by volunteers at our weekly drop-in centre. The service focuses on teaching practical language skills that women can use in their daily lives, for example going to the doctors, and accessing information about local services. A total of **113** individual women attended these classes.

-Arts and Crafts: This is a very informal activity, where women can relax, chat and be creative. Activities include sewing, knitting and jewellery making. Women have been making cushions, cards and baskets to sell and fundraise for the organisation.

Our Community Workers provided over **288** individual advocacy and information sessions to **158** different women (of which **155** were new members this year).

#### Weekly and Monthly activities at the drop-in centre supported by Community Workers:

[Changes Bristol](#) provides monthly peer support through art activities while discussing concerns and worries about their health and wellbeing.

[Bristol Family Hub navigators](#): A family navigator runs monthly sessions to help members find activities for their families.

[St Paul's Children Centre](#): They provided outreach sessions with a focus on families with young children.

[WECIL charity](#): They deliver sessions at the drop-in once a month for disabled women. Most women access this service to find out about hidden disability or injuries caused by war. Some of them qualified for support but did not know before this service.

[Citizens Advice Bureau](#): They provided fortnightly sessions at our Drop-in which gave guidance on benefits, money, debt, and energy bills.

[Bristol Mind](#): A counsellor from Bristol Mind provided 1-1 counselling sessions at the drop-in centre. We referred some women who were struggling to the service and supported them while they attended these sessions.

[Caafi Health](#) ran several workshops at the drop-in centre addressing members' health issues and gave them timely support.

# REFUGEE WOMEN OF BRISTOL

## Annual Report and Accounts for the year ended 31ST MARCH 2024

### Trustees' Report

#### MMR awareness:

We worked with NHS England to increase MMR awareness, confidence, and uptake for all. We shared evidence-based information on the MMR vaccine in groups and offered 1-1 support. We facilitated smaller information-sharing sessions and events in our drop-in centre.

Mend the Gap phase two focuses on tackling multiple forms of violence against women and girls within African communities in the UK. Our team provided **340** 1-1 emotional and practical support sessions to **36** women who are survivors of physical and emotional abuse. During these sessions, **68** referrals were made to practical and specialist support agencies and organisations.

Additionally, **36** outreach sessions were carried out with women, organisations, agencies and forums. These sessions highlighted the support our members need and the issues they are facing.

The team also run monthly Coffee Morning sessions facilitated by professionals to address violence, abuse and mental well-being.

**Free bus fare tickets:** We had **133** women access bus fare tickets (amount £800). **100** women accessed the free bus fare tickets that we received from the Bristol City of Sanctuary. An average of 20 women accessed the tickets every week.

**Vouchers:** **70** Women received a **£15** voucher each (**£1050**)

-We celebrated International Women's Day, Christmas, Eid, Chinese and Kurdish New Year.

-As part of the Refugee Festival in June 2023, we organised a dance event to celebrate the refugee contribution to Bristol. Over **100** women and some of their preschool children attended the event.

- Early Years Project (EYP): The Bristol Refugee Rights Early Years Project delivered at RWoB offers a wide range of activities for children under 5. These include construction, painting, water play, sand play and imaginary play. **49** individual children attended the EYP; in this period **38** new children were registered with **386** individual attendance sessions which were delivered.

-Training for staff and volunteers: RWoB organised training for staff and volunteers to enable them to deliver safe, supported, and appropriate services to our members; training included Trauma-Informed Practices, Mailing Software and Event Ticketing Software, Community Development Training – Ways of Working update, First Aid, Management and Leadership, training on new legislation (Nationality and Borders Act, and Illegal Migration Act), Safeguarding, Level 2 food hygiene, Anxiety and Depression, and Peer Support ICE Mental Health Workforce training. Training was also delivered to staff and volunteers to implement our new Limelight Database.

-We delivered the following workshops for members: Art for Wellbeing, RWA- Royal West of England Academy, and Health Watch.

-**Lunch club and food provision:** The Lunch Club has become the highlight of the activities at the drop-in centre. Women and their preschool children enjoy well-balanced, nutritious, and warm meals. We were able to cook a variety of ethnic food. Providing breakfast and running the Lunch Club helps women fully engage in different activities and remain at the drop-in centre for longer. We cook for an average of **120** women and **30** preschool children every week.

#### Personnel 2023-2024

Layla Ismail - Development Manager

Negat Hussein - Drop-in Co-ordinator and Community Outreach Worker

Sherien Sheikh — Drop-in Assistant

Azza Mustafa — Health and Well-being Coordinator

Sana Elgoraish Finance Worker

Vicki Harte - Admin and Communications Officer

Jade Pang - Community Worker (Chinese)

Muna Talha - Community Worker (Arabic) till October 2023

Azza Elnagmi – Community Worker (Arabic) from December 2023

Muna Mohamed – Community Worker (Somali) from November 2023

Negla Abdi Hadi - Kitchen Coordinator

**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2024**  
**Trustees' Report**

I would like to thank the trustees, staff and volunteers whose energy, determination, and commitment to improving the quality of life for women from the refugee community is immeasurable. Finally, on behalf of everyone at RWoB, I would like to express our gratitude and thanks to all our funders, donors, and fundraisers.

Layla Ismail  
Development Manager

**Structure, Governance and Management Objectives and activities**

The objects of the charity are:

To advance education, relieve poverty and promote and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by the provision of advice, information and support.

**Organisation**

Refugee Women of Bristol is governed by a Constitution which operates as an Association. The Trustees are appointed or reappointed annually at AGMs and can be co-opted in between. Trustees are provided with a 4-session induction to introduce them to their role and responsibilities, They are then supported to undertake training appropriate to any special role they undertake on the management committee. This includes an introduction to the organisation's policies including:

- \*Information Security and Confidentiality policy
- \*Equality, Diversity, and Inclusion policy
- \*Safeguarding Adults Policy
- \*Children Safeguarding policy
- \*Grievance and Disciplinary Procedures
- \* Health and Safety policy and risk assessments
- \*Complaints Procedures.
- \*Financial policy and procedures
- \*Service user involvement policy
- \*Reserve policy and procedures

RWoB is a registered charity with financial support from the local council and local and national trust funds. Bristol City Council has funded the organisation since its inception in 2003. RWoB has an excellent track record of engaging hard-to-reach women from the refugee and asylum-seeking community. Refugee women have been at the heart of the organisation since its beginning, involved at all levels as volunteers, staff and trustees. The management committee is entirely led by women from refugee backgrounds who understand the needs and issues faced by refugee and asylum-seeking women from their own experience; they are therefore best placed to direct the development of services for the community and ensure that they are culturally appropriate.

The organisation is made up of trustees, paid staff and a team of volunteers. We actively support our members in developing their skills, so they can volunteer, be elected to the board of trustees or apply for paid positions. RWoB has formed successful partnerships with a range of voluntary and statutory organisations to deliver services at the drop-in centre and in the wider community. Key partnerships include FORWARD UK, BRASP, and Bristol City Council.

The trustees closely monitor risks associated with running services for the organisation by carrying out risk assessments and implementing appropriate measures to mitigate risk.

**Public Benefit**

The Trustees have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aim and objectives they have set.

**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2024**  
**Trustees' Report**

**Statement of trustees' responsibility**

A UK Charity regulation requires the trustees to prepare financial statements that give a true and fair view of the charity's financial activities during the year and its financial position at the end of the year. In doing so the trustees are required to: -

- \* Select suitable accounting policies and then apply them consistently;
- \* Make judgements and reasonable and prudent judgement;
- \* State whether applicable accounting standards and statement of recommended practice have been followed, subject to any 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 operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with applicable law, regulations, and the trust deed. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Reserve Statement**

The trustees' agreed to reserve **34%** of unrestricted funds for 2023-2024. During this time period, the unrestricted funds held as general funds totalled **£120,395**, therefore the reserve will be **£40,000**. This is to build financial resilience and manage unexpected costs. The RWoB policy sets out clear aims and objectives for this reserve.

Signed.....

Mrs Marfat Shamat  
Chairperson

Date:.....

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Independent Examiner's Report to the Trustees  
for the year ended 31ST MARCH 2024**

I report to the trustees on my examination of the accounts of the above charity for the above period.

**Responsibilities and basis of report:**

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

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

**Independent examiner's statement:**

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

- \* the accounting records were not kept in accordance with section 130 of the Charities Act; or
- \* the accounts did not accord with the accounting records; or
- \* the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Alhassan Bangura FCCA  
AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

Date.....

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Statement of Financial Activities (including Income and Expenditure Account)**  
**for the year ended 31ST MARCH 2024**

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
<b>Incoming resources:</b>					
<i>Incoming resources from generated funds</i>					
Donations		26,155	1,501	<b>27,656</b>	30,493
<i>Incoming resources from charitable activities</i>					
Grants and Service level agreements		500	175,953	<b>176,453</b>	178,395
Total Incoming resources		<u>26,655</u>	<u>177,454</u>	<u><b>204,109</b></u>	<u>208,888</u>
<b>Resources Expended:</b>					
Charitable activities	6	26,638	166,857	<b>193,495</b>	182,173
Total Resources Expended		<u>26,638</u>	<u>166,857</u>	<u><b>193,495</b></u>	<u>182,173</u>
Net incoming resources		17	10,597	<b>10,614</b>	26,715
Opening funds balance		115,077	49,813	<b>164,890</b>	138,175
Adjustments/transfers	7	5,301	(5,301)	-	-
Closing funds balance*	7	<u>120,395</u>	<u>55,109</u>	<u><b>175,504</b></u>	<u>164,890</u>
<i>*Includes £40,000 of unrestricted funds held as reserves</i>					

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Balance Sheet as at 31ST MARCH 2024**

	<u>Notes</u>	<u>2024</u>	<u>2023</u>
		£	£
<b>Current assets</b>			
Debtors & prepayments	4	1,450	1,450
Cash at bank		176,100	137,812
Cash in Hand		473	403
		<u>178,023</u>	<u>139,665</u>
<b>Creditors: Amounts falling due</b>			
<b>withn one year</b>	5	<u>(2,519)</u>	<u>(3,070)</u>
Net Current Assets		<b>175,504</b>	136,595
<b>Net Assets</b>		<u><b>175,504</b></u>	<u>136,595</u>
REPRESENTED BY:			
Restricted Funds	7	55,109	49,813
Unrestricted Funds	7	120,395	115,077
		<u><b>175,504</b></u>	<u>164,890</u>

These financial statements were approved by the trustees on .....  
and are signed on their behalf by:

.....  
Mrs Marfat Shamat  
Chairperson

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Notes forming part of the financial statements**  
**for the year ended 31ST MARCH 2024**

**1. Accounting policies**

a) 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.

b) Grants and income are included in full in the Statement of Financial Activities in the year in which they are receivable, except as follows:

- i) When donors specify that funds must be used in future accounting periods, the income is then deferred until those periods.
- ii) When funders impose conditions which have to be fulfilled before the charity becomes entitled to the income, as such the income is deferred until after the pre-condition is met.

c) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

d) Unrestricted funds are donations and other incoming resources received for the objects of the charity without further specified purpose and are available as general funds.

e) Restricted funds are to be used for specific purposes as laid down by the donor.

**2. Net incoming resources for the year**

<b>This is stated after charging:</b>	<b>2024</b>	2023
	£	£
Independent Examiners Fee	<b>1,440</b>	1,440
	<u>          </u>	<u>          </u>

**3. Staff cost and numbers**

	<b>2024</b>	<b>2024</b>	2023	2023
	<b>Number</b>	<b>£</b>	Number	£
Wages & Salaries	<b>9</b>	<b>112,003</b>	9	110,372
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

**4. Debtors & Prepayments**

	<b>2024</b>	2023
	£	£
Prepayments	<b>1,450</b>	1,450
	<u>          </u>	<u>          </u>
	<b>1,450</b>	1,450
	<u>          </u>	<u>          </u>

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Notes forming part of the financial statements**  
**for the year ended 31ST MARCH 2024**

**5. Creditors & Accruals**

	<b>2024</b>	2023
	£	£
Trade Creditors & accruals	<b>1,440</b>	1,440
Payroll Tax and National Insurance	<b>670</b>	1,331
Pension liability	<b>409</b>	299
	<b><u>2,519</u></b>	<u>3,070</u>

**6. Charitable activities**

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2024	2023
	£	£	£	£
Salaries and pension cost	16,787	95,216	<b>112,003</b>	107,989
Events and workshops	1,556	13,355	<b>14,911</b>	17,374
Room hire	292	14,388	<b>14,680</b>	11,535
Volunteer expenses	6	3,262	<b>3,268</b>	5,102
Advocacy & support	1,022	-	<b>1,022</b>	4,374
Partnership and Engagement	-	10,000	<b>10,000</b>	-
Rent, rates & utilities	460	11,625	<b>12,085</b>	11,199
Postage, stationery & office sundries	-	947	<b>947</b>	1,116
Telephone & internet	-	816	<b>816</b>	585
Travel & subsistence	1,207	1,683	<b>2,890</b>	2,146
Recruitment & CRB checks	-	163	<b>163</b>	273
Non capitalised asset cost	-	3,432	<b>3,432</b>	1,849
Training	2,232	1,662	<b>3,894</b>	4,073
Membership & subscription	53	631	<b>684</b>	458
Legal and professional	333	3,030	<b>3,363</b>	4,289
Website & publicity	295	418	<b>713</b>	264
Insurance	1,278	1,428	<b>2,706</b>	1,222
Bookeeping & payroll cost	155	-	<b>155</b>	727
Bank charges	37	179	<b>216</b>	280
Trustee expenses	925	3,182	<b>4,107</b>	5,878
Accountancy fees	-	1,440	<b>1,440</b>	1,440
	<b><u>26,638</u></b>	<b><u>166,857</u></b>	<b><u>193,495</u></b>	<u>182,173</u>

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Notes forming part of the financial statements**  
**for the year ended 31ST MARCH 2024**

**7. Movement in funds**

	At 01-Apr-23	Incoming resources £	Outgoing resources £	Adjustment & Transfers £	At 31-Mar-24 £
<b>Restricted funds</b>					
BCC Community Champion Grant	914		(914)		-
Anonymous	13,990	20,000	(11,210)	(7,000)	<b>15,780</b>
Bristol City Council COVID-19 Grant	1,773		(1,773)		-
Bristol City Council BRASP Community Hubs	2,234	28,085	(26,684)		<b>3,635</b>
D Gill KG	1,052		(1,052)		-
Anonymous	4,001	20,000	(16,676)		<b>7,325</b>
HT & LB Cadbury Trust	500	2,000	(2,250)		<b>250</b>
JJ Charitable trust	742		(742)		-
John James Foundation	9,538	12,500	(12,596)		<b>9,442</b>
Lloyds Bank Foundation	7,670	25,000	(32,670)		-
National Lottery Community Fund	-	24,340	(15,868)		<b>8,472</b>
North Bristol NHS	-	3,000	(3,000)		-
The National Lottery Community Fund	6,371	5,000	(11,371)		-
Quartet Community Foundation		25,000	(14,795)		<b>10,205</b>
Anonymous	-	2,000	(3,699)	1,699	-
Triodos Foundation		1,500	(1,500)		-
Winter Household Support Funding award	1,028	9,029	(10,057)		-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total Restricted funds</b>	<b>49,813</b>	<b>177,454</b>	<b>(166,857)</b>	<b>(5,301)</b>	<b>55,109</b>
<b>Unrestricted funds</b>					
General Funds held as reserves	33,000			7,000	<b>40,000</b>
General Funds others	65,234	26,655	(9,795)	(1,699)	<b>80,395</b>
Pears Foundations	10,000		(10,000)		-
The Stephen Clark Charitable	6,843		(6,843)		-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	<b>115,077</b>	<b>26,655</b>	<b>(26,638)</b>	<b>5,301</b>	<b>120,395</b>
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total funds</b>	<b>164,890</b>	<b>204,109</b>	<b>(193,495)</b>	<b>-</b>	<b>175,504</b>

REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION

Annual Report and Accounts  
Year ended: 31ST MARCH 2024

Registered CIO No: 1171683

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
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**REFUGEE WOMEN OF BRISTOL**

England & Wales - Charity number 1171683

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# Accounts

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**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION**

**Annual Report and Accounts  
Year ended: 31ST MARCH 2023**

**Registered CIO No: 1171683**

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
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**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Legal and administrative Information**

**Status**

Refugee Women of Bristol is a registered Charitable Incorporated Organisation with the Charity Commission in England and Wales on 20 February 2017. Refugee Women of Bristol was originally registered as a charity on 29 April 2010

**Trustees and management committee**

Mrs Muna Ali, Chair  
Mrs Amina Jama  
Mrs Marfat Shamat, Vice-chair  
Mrs Fatuma Othman Resigned in November 2022  
Miss Tatu Nampijji  
Mrs Nasra Gedi  
Mrs Safa Omer, Treasurer  
Miss Ayesha Ali, Secretary  
Miss Shazia Akhtar

Miss Aminata Coullball  
Mrs Samanta Haxhagiqi Elected in November 2022

**Registered charity number 1171683**

**Registered office**

Unit 35, Easton Business Centre, Felix Road, Bristol BS5 0HE  
[info@refugeewomenofbristol.org.uk](mailto:info@refugeewomenofbristol.org.uk)  
<http://www.refugeewomenofbristol.org.uk/>

**Bankers**

Lloyds TSB

**Accountants**

AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2023**  
**Trustees' Report**

**Reflections from the Chair and Development Manager**

2022-2023 was a very successful but challenging year. The cost-of-living crisis has had a huge impact on the running of the organisation, particularly staff salaries. Some staff are working fewer hours as we cannot secure the funding to pay our staff as well as meet the running costs of the organisation. Our running costs including utility bills and rent have significantly increased. We had a few COVID-19 emergency grants which have now come to an end. We noticed that we are receiving fewer donations from the public which we use to help manage the running costs of the organisation or pay unexpected bills. This meant using our unrestricted funds to meet the increased costs of running the organisation.

The funding for our Mend the Gap project, in partnership with FORWARD, is coming to an end next month. To date, we have not secured funding to continue the project, but we are planning to apply for a continuation grant from the Lottery Community Fund that funded the project for the last 4 years. However, the trustees decided to continue some element of the project and fund it, to ensure women are adequately supported.

RWoB has been working with the Community Exchange group which is a collective of local organisations, agencies, and Bristol City Council (BCC). This coordination concentrates on sharing up-to-date information about the cost-of-living crisis. This includes issues around food and fuel poverty, Community Hubs, Welcoming Spaces, and mental and physical well-being. RWoB's Community Champions played a key role in supporting, signposting, and referring refugee women into local welcome spaces to ensure they were well supported during this difficult time. Our Community Champions had been working with other Bristol Community Champions managed by BCC. They holistically and effectively responded to the COVID-19 pandemic and now the cost-of-living crisis.

Our drop-in centre was a welcome space and started to provide breakfast and culturally appropriate cooked lunches for refugee and asylum-seeking women and their preschool children. We provided monthly food vouchers to our most vulnerable and hard-to-reach members to access food. This unique service attracts old and new members alike.

We are very pleased to have been voted Bristol24/7's charity partner for 2023! <https://www.bristol247.com/news-and-features/news/the-bristol-women-supporting-refugees-and-asylum-seekers/>

Another significant success for RWoB is completing the Community Development (CD) training programme with staff and volunteers to strengthen their understanding of CD as well as expand our toolkit of skills and techniques to better work with women. As part of improving our ways of working, we created a guidance document to implement participatory tools and techniques to enable women to fully participate in all our services in person and online.

Our services were dependent on a dedicated team of volunteers who gave their precious time to deliver a lifesaving service in this difficult time and we would like to acknowledge and thank them. We would also like to express our utmost gratitude and appreciation to all our funders who responded generously during this unprecedented time and enabled us to deliver a unique and flexible service to a vulnerable group of women in Bristol.

Thank you to all those who donated, fundraised, and supported us this year to continue to deliver the unique service for and led by refugee and asylum-seeking women in Bristol and its surrounding areas.

**Objectives and activities**

Refugee Women of Bristol is a registered charity set up in 2003 by a group of refugee women to advance education, relieve poverty, promote, and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by provision of advice, information, and support.

**What we want to achieve**

- To raise the educational status of refugee women and asylum seekers – giving them more choices, opportunities to gain employment and improved economic prospects.
- To ensure that women have access to relevant information on issues concerned with welfare rights, health, education, and other appropriate issues.
- To raise awareness of the issues faced by the women and reduce barriers that prevent them from accessing other services and opportunities, building bridges, and improving integration.

**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2023**  
**Trustees' Report**

**What we want to achieve continued..**

- To assist the women to develop good social networks and include rather than exclude themselves from the community reducing isolation.
- To improve self-esteem and self-confidence.
- To empower women to participate in local and national decision-making processes.

**How we achieve our aims**

- Providing access to information on issues such as health, welfare, childcare, education, housing, training, and employment.
- Enabling women to access support from bi-lingual community workers and ensuring written information is translated or interpreted verbally for those who are not literate in their first language.
- Delivering leisure and social opportunities.
- Provision of free educational opportunities with the support of an on-site free crèche.
- Informing service providers about the needs of refugee women through workshops, presentations and by raising RWOB's profile at community events.
- Organising social events/outings to give women a chance to build friendship networks.
- Outreach work to increase participation of women in the group from a wide range of cultural backgrounds.
- Making links with local and national organisations, which will support the work and the development of the organisation.
- Developing the Board of Trustees through a programme of support and training so the organisation can be managed effectively.
- Enabling women to have a say in the development of services that may affect their lives.

**Summary of activities and achievements**

2022-23: We had **115** new members and a total membership of **630**. Our members speak over **48** different first languages and have **53** different countries of origin.

-We had **40** volunteers; **19** volunteering places were given to the members including the trustees.

- Our English language and life skills support service is run by volunteers. The service focuses on teaching practical language skills that women can use in their daily lives, for example going to the doctors, and accessing information about local services. **111** women attended ESOL classes including 1-1 reading and conversation classes.

-**Arts and Crafts**: This is a very informal activity, where women can relax, chat and be creative. Activities include sewing, knitting and jewellery making. Women have been making cushions, cards and baskets to sell and fundraise for the organisation.

- Our Community Workers provided over **368** individual advocacy and information sessions to **161** different women (of which **115** were 'new')

- Our Mend the Gap team provided **576** 1-1 emotional and practical support sessions to **48** women from African and Arabic-speaking communities who are survivors of physical and emotional abuse. **37** of these women were also referred to specialist support agencies for further support such as counselling services from Bristol Mind. Additionally, **198** outreach sessions were carried out to women, organisations, agencies, forums, and meetings. These sessions highlighted the support our members need and the issues they are facing.

RWOB and FORWARD celebrated Black History Month in October in Bristol. The event aimed to celebrate the work and journeys of community change makers and champions from African communities in Bristol who have been instrumental in making a difference in the lives of fellow women. The activities included key speakers from RWOB and FORWARD, and a panel session of advocates/companions reflecting on their journey. Over **50** people attended and had the opportunity to engage and ask questions. At the end of the event, our Poet, Kaltun Duale, performed a poetry piece to reflect the importance of the work that champions do.

Advocates/ Champions provided fortnightly Health and Well-being sessions at the drop-in Centre. They facilitated health-related information sessions with Caafi Health to deliver several well-being workshops focused on resilience-building and preventative approaches. As women struggle to find local GP appointments, Caafi Health runs clinics in the community giving timely support to our women.

# REFUGEE WOMEN OF BRISTOL

## Annual Report and Accounts

### for the year ended 31ST MARCH 2023

#### Trustees' Report

#### Summary of activities and achievements continued..

-53 Asylum-seeking women accessed our free bus fare tickets. Some women accessed the free bus fare tickets that we receive from the Bristol City of Sanctuary. An average of 20 women accessed the tickets every week. We paid 6 -7 women to buy day tickets which costed us a total of £1390.  
65 women got a monthly voucher, £10 each, from December 2022 – March 2023 funded by Feeding Bristol.

-We celebrated International Women's Day, Christmas, Eid, and Kurdish New Year.

-As part of the Refugee Festival in June 2022, we organised a dance event to celebrate the refugee contribution to Bristol. Over 100 women and some of their preschool children attended the event.

- **Early Years Project (EYP):** The Bristol Refugee Rights Early Years Project delivered at RWoB offers a wide range of activities for children under 5. These include construction, painting, water play, sand play and imaginary play. Each session ends with a song and movement time with the children where we use parachutes/bubbles and puppets. The provision follows the children's lead and interests and schematic play. A wide range of books is always on offer as well as a quiet area for younger children to explore heuristic play including treasure baskets which tune into the different senses.

25 individual children attended the EYP; in this period 14 new children were registered with 480 individual attendance sessions which were delivered.

-**Training for staff and volunteers:** RWoB organised training for staff and volunteers to enable them to deliver safe, supported, and appropriate services to our members; including First Aid training, Mental Health & Well-being Peer Support Group, Fire Marshall, Community Development Program, Food Hygiene, social media, Safeguarding and Health and Safety policy, Finance, Anti- Racism.

-**Workshops for members:** Wellbeing workshop, SARSAS (trauma around sexual abuse), Smear test, Breast Cancer, Mother Nature, Art for Wellbeing, Child Exploration, Counselling, Contraception Methods, Racism, among others.

-**Lunch club and food provision:** Our kitchen team cooked lunch for 100 women and their preschool children a week; provided additional takeaway meals to asylum-seekers and low-income women such as single mothers; warm refreshments and snacks. Access to food helped to ease the financial burden on our members and their families.

#### Personnel 2022-2023

Layla Ismail - Development Manager  
Negat Hussein - Drop-in Co-ordinator and Community Outreach Worker  
Sherien Sheikh – Drop-In Assistant  
Azza Mustafa – Health and Well-being Coordinator  
Sana Elgoralsh - Finance Worker  
Viki Harte - Administrator  
Jade Pang - Community Worker (Chinese)  
Muna Talha - Community Worker (Arabic)  
Sauad Osman - Community Worker (Somali) till May 2022  
Negla Abdi Hadl - Kitchen Coordinator from December 2022

I would like to thank the trustees, staff and volunteers whose energy, determination, and commitment to improving the quality of life for women from the refugee community is immeasurable. Finally, on behalf of everyone at RWoB, I would like to express our gratitude and thanks to all our funders, donors, and fundraisers.

Layla Ismail  
Development Manager

**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2023**  
**Trustees' Report**

**Structure, Governance and Management**  
**Objectives and activities**

**The objects of the charity are:**

To advance education, relieve poverty and promote and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by the provision of advice, information and support.

**Organisation**

Refugee Women of Bristol is governed by a Constitution which operates as an Association. The Trustees are appointed or reappointed annually at AGMs and can be co-opted in between. Trustees are provided with a 4-session induction to introduce them to their role and responsibilities. They are then supported to undertake training appropriate to any special role they undertake on the management committee. This includes an introduction to the organisation's policies including:

- \*Confidentiality
- \*Equal Opportunities
- \*Safeguarding Adults Policy
- \*Grievance and Disciplinary Procedures
- \*Health and Safety policy and risk assessments
- \*Complaints Procedures.
- \*Financial policy and procedures
- \*Service user involvement policy

**Refugee Women of Bristol's (RWOB) organisational structure and the wider network it works with.** RWOB is a registered charity with financial support from the local council and local and national trust funds. Bristol City Council has funded the organisation since its inception in 2003. RWOB has an excellent track record of engaging hard-to-reach women from the refugee and asylum-seeking community. Refugee women have been at the heart of the organisation since its beginning, involved at all levels as volunteers, staff and trustees. The management committee is entirely led by women from refugee backgrounds who understand the needs and issues faced by refugee and asylum-seeking women from their own experience; they are therefore best placed to direct the development of services for the community and ensure that they are culturally appropriate.

The organisation is made up of trustees, paid staff and a team of volunteers. We actively support our members in developing their skills, so they can participate in the management committee, volunteer and/or apply for paid positions. RWOB has an excellent track record of working in partnership with service providers to deliver services at the drop-in centre and in the wider community. RWOB has formed successful partnerships with a range of voluntary and statutory organisations. Key partnerships include Bristol Refugee Rights, Borderlands, Public Health, FORWARD charity, Bristol Red Cross, and Bristol City Council amongst others.

The trustees closely monitor risks associated with running services for the organisation by carrying out risk assessments and implementing appropriate measures to mitigate risk.

**Public Benefit**

The Trustees have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aim and objectives they have set.

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Independent Examiner's Report to the Trustees  
for the year ended 31ST MARCH 2023**

I report to the trustees on my examination of the accounts of the above charity for the above period.

**Responsibilities and basis of report:**

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


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

**Independent examiner's statement:**

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

- \* the accounting records were not kept in accordance with section 130 of the Charities Act; or
- \* the accounts did not accord with the accounting records; or
- \* the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Alhassan Bangura FCCA  
AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

Date..... 2 August 2023

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Notes forming part of the financial statements**  
**for the year ended 31ST MARCH 2023**

**5. Creditors & Accruals**

	<b>2023</b>	2022
	£	£
Trade Creditors & accruals	<b>1,440</b>	1,140
Payroll Tax and National Insurance	<b>1,331</b>	350
Pension liability	<b>299</b>	-
	<b><u>3,070</u></b>	<b><u>1,490</u></b>

**6. Charitable activities**

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2023	2022
	£	£	£	£
Salaries and pension cost	8,283	99,706	<b>107,989</b>	110,372
Events and workshops	1,479	15,895	<b>17,374</b>	16,142
Room hire	-	11,535	<b>11,535</b>	3,619
Volunteer expenses	-	5,102	<b>5,102</b>	13,650
Advocacy & support	1,142	3,232	<b>4,374</b>	1,054
Rent, rates & utilities	1,469	9,730	<b>11,199</b>	10,314
Postage, stationery & office sundries	92	1,024	<b>1,116</b>	759
Telephone & Internet	-	585	<b>585</b>	592
Travel & subsistence	1,197	949	<b>2,146</b>	2,382
Recruitment & CRB checks	-	273	<b>273</b>	65
Non capitalised asset cost	304	1,545	<b>1,849</b>	1,829
Training	611	3,462	<b>4,073</b>	566
Membership & subscription	-	458	<b>458</b>	415
Legal and professional	2,016	2,273	<b>4,289</b>	5,070
Website & publicity	-	264	<b>264</b>	35
Insurance	429	793	<b>1,222</b>	974
Bookeeping & payroll cost	427	300	<b>727</b>	-
Bank charges	-	280	<b>280</b>	251
Trustee expenses	500	5,378	<b>5,878</b>	2,813
Accountancy fees	1,440	-	<b>1,440</b>	1,140
	<b><u>19,389</u></b>	<b><u>162,784</u></b>	<b><u>182,173</u></b>	<b><u>172,042</u></b>

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Notes forming part of the financial statements**  
**for the year ended 31ST MARCH 2023**

**7. Movement in funds**

	At 01-Apr-22	Incoming resources £	Outgoing resources £	Adjustment & Transfers £	At 31-Mar-23 £
<b>Restricted funds</b>					
Bristol City Council BRASP Community Hubs	1,960	21,649	(21,375)		2,234
BCC Community Champion Grant	-	5,000	(4,086)		914
Bristol City Council COVID-19 Grant	-	2,424	(651)		1,773
The National Lottery Community Fund	6,217	37,418	(37,264)		6,371
JJ Charitable trust	5,000		(4,258)		742
Anonymous Funder	15,365		(6,364)	(5,000)	4,001
HT & LB Cadbury Trust	500	1,000	(1,000)		500
John James Foundation	7,333	12,000	(4,795)	(5,000)	9,538
Lloyds Bank Foundation	-	27,250	(19,580)		7,670
Anonymous Funder	-	2,000		(2,000)	-
Anonymous Funder		16,590	(2,600)		13,990
D Gill KG		1,500	(448)		1,052
Anonymous Funder		6,900	(6,900)		-
Winter Household Support Funding award	-	5,060	(4,032)		1,028
Rosa Thrive Fund	9,459		(9,459)		-
Anonymous Funder	1,980	2,000	(2,281)	(1,699)	-
Sport England Tackling Inequalities Fund	1,085		(1,085)		-
Comic Relief	12,212	24,394	(36,606)		-
	<b>61,111</b>	<b>165,185</b>	<b>(162,784)</b>	<b>(13,699)</b>	<b>49,813</b>
<b>Unrestricted funds</b>					
The Stephen Clark Charitable	-	7,500	(657)		6,843
Pears Foundations		10,000			10,000
General Funds held as reserves				33,000	33,000
General Funds others	77,064	26,203	(18,732)	(19,301)	65,234
	<b>77,064</b>	<b>43,703</b>	<b>(19,389)</b>	<b>13,699</b>	<b>115,077</b>
<b>Total funds</b>	<b>138,175</b>	<b>208,888</b>	<b>(182,173)</b>	<b>-</b>	<b>164,890</b>

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Notes forming part of the financial statements  
for the year ended 31ST MARCH 2023**

**1. Accounting policies**

a) 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.

b) Grants and income are included in full in the Statement of Financial Activities in the year in which they are receivable, except as follows:

- i) When donors specify that funds must be used in future accounting periods, the income is then deferred until those periods.
- ii) When funders impose conditions which have to be fulfilled before the charity becomes entitled to the income, as such the income is deferred until after the pre-condition is met.

c) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

d) Unrestricted funds are donations and other incoming resources received for the objects of the charity without further specified purpose and are available as general funds.

e) Restricted funds are to be used for specific purposes as laid down by the donor.

**2. Net incoming resources for the year**

<b>This is stated after charging:</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Independent Examiners Fee	<b>1,440</b>	<b>1,140</b>

**3. Staff cost and numbers**

	<b>2023</b>	<b>2023</b>	<b>2022</b>	<b>2022</b>
	<b>Number</b>	<b>£</b>	<b>Number</b>	<b>£</b>
Wages & Salaries	<b>9</b>	<b>107,989</b>	<b>9</b>	<b>110,372</b>

**4. Debtors & Prepayments**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Prepayments	<b>1,450</b>	<b>1,450</b>
	<b>1,450</b>	<b>1,450</b>

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
**Annual Report and Accounts**  
**Statement of Financial Activities (including Income and Expenditure Account)**  
**for the year ended 31ST MARCH 2023**

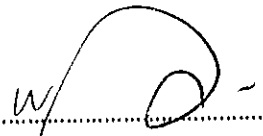
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
<b>Incoming resources:</b>					
<i>Incoming resources from generated funds</i>					
Donations		26,203	4,290	<b>30,493</b>	8,748
<i>Incoming resources from charitable activities</i>					
Grants and Service level agreements		17,500	160,895	<b>178,395</b>	193,271
Total Incoming resources		<u>43,703</u>	<u>165,185</u>	<u><b>208,888</b></u>	<u>202,019</u>
<b>Resources Expended:</b>					
Charitable activities	6	19,389	162,784	<b>182,173</b>	172,042
Total Resources Expended		<u>19,389</u>	<u>162,784</u>	<u><b>182,173</b></u>	<u>172,042</u>
Net incoming resources		24,314	2,401	<b>26,715</b>	29,977
Opening funds balance		77,064	61,111	<b>138,175</b>	108,198
Adjustments/transfers	7	13,699	(13,699)	-	-
Closing funds balance*	7	<u>115,077</u>	<u>49,813</u>	<u><b>164,890</b></u>	<u>138,175</u>


\*includes £33,000 of unrestricted funds held as reserves

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Balance Sheet as at 31ST MARCH 2023**

	<u>Notes</u>	<u>2023</u>		<u>2022</u>	
		£	£	£	£
<b>Current assets</b>					
Debtors & prepayments	4	1,450		1,450	
Cash at bank		166,245		137,812	
Cash in Hand		265		403	
		<u>167,960</u>		<u>139,665</u>	
<b>Creditors: Amounts falling due withn one year</b>	5	<u>(3,070)</u>		<u>(1,490)</u>	
Net Current Assets			<b>164,890</b>	138,175	
<b>Net Assets</b>			<u><b>164,890</b></u>	<u>138,175</u>	
REPRESENTED BY:					
Restricted Funds	7		49,813	61,111	
Unrestricted Funds	7		115,077	77,064	
			<u>164,890</u>	<u>138,175</u>	

These financial statements were approved by the trustees on .....  
and are signed on their behalf by:

  
.....  
Mrs Muna Ali  
Chairperson

2<sup>nd</sup> / 08 / 2023  


**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2023**  
**Trustees' Report**

**Statement of trustees' responsibility**

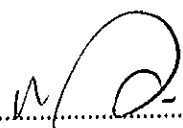
A UK Charity regulation requires the trustees to prepare financial statements that give a true and fair view of the charity's financial activities during the year and its financial position at the end of the year. In doing so the trustees are required to: -


- \* Select suitable accounting policies and then apply them consistently;
- \* Make judgements and reasonable and prudent judgement;
- \* State whether applicable accounting standards and statement of recommended practice have been followed, subject to any 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 operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with applicable law, regulations, and the trust deed. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Reserve Statement**

The trustees' agreed to reserve **34%** of unrestricted funds for 2022-2023. During this time period, the unrestricted funds held as general funds totalled **£98,234**, therefore the reserve will be **£33,000** This is to build financial resilience and manage unexpected costs. The RWoB policy sets out clear aims and objectives for this reserve.

Signed.....  
Mrs Muna Ali  
Chairperson

Date:.....

**REFUGEE WOMEN OF BRISTOL**

England & Wales - Charity number 1171683

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# Accounts

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REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION

Annual Report and Accounts  
Year ended: 31ST MARCH 2022

Registered CIO No: 1171683

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
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**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Legal and administrative Information**

**Status**

Refugee Women of Bristol is a registered Charitable Incorporated Organisation with the Charity Commission in England and Wales on 20 February 2017. Refugee Women of Bristol was originally registered as a charity on 29 April 2010

**Trustees and management committee**

Mrs Muna Ali, Chair  
Mrs Amina Jama  
Mrs Marfat Shamat, Vice-chair  
Mrs Fatuma Othman  
Miss Tatu Nampijji  
Mrs Nasra Gedl  
Mrs Safa Omer, Treasurer Elected November 2021  
Miss Ayesha Ali, Secretary Elected November 2021  
Miss Shazia Akhtar Elected November 2021  
Miss Aminata Coulibali Elected November 2021

**Registered charity number 1171683**

**Registered office**

Unit 35, Easton Business Centre, Felix Road, Bristol BS5 0HE  
[info@refugeewomenofbristol.org.uk](mailto:info@refugeewomenofbristol.org.uk)  
<http://www.refugeewomenofbristol.org.uk/>

**Bankers**

Lloyds TSB

**Accountants**

AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

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**Reflections from the Chair and Development Manager**

2021-22 was yet another challenging year as the impact of COVID-19 continued, including some restrictions. We were fortunate enough to secure more funding and receive some donations to deliver very successful services. Our collaborative funding with FORWARD helped us to continue our work on Violence Against Women and Girls. We also partnered with Bristol Refugee Rights, Borderlands, Hospitality Network and Project MAMA; together we secured the Bristol Impact Fund 2 from October 2021 for 4 years to develop joined-up and complimentary services for refugees and asylum seekers in Bristol.

Refugee Women of Bristol staff and volunteers continued to deliver holistic support to our members in-person and online. We were able to redesign our work and create tailored support for the needs of individual women. As the pandemic continued, we had some restrictions such as the number of clients that could be at our drop-in centre at any given time. In response, we provided many different services in a Covid-secure way 5 days a week. This was not always easy as it created many challenges and additional work in terms of risk assessments.

The pandemic had a huge impact on women who experienced previous trauma and found themselves in isolation and continuous uncertainty. Our Mend the Gap team provided 1-1 emotional and practical support including helping women to access counselling services. The team also worked alongside FORWARD to train 10 new health advocates in our Leadership Training Program.

RWoB commissioned a trainer to help us build new strategic thinking in our organisation and improve our ways of working. The trainer designed a tailored Community Development (CD) training programme in consultation with our staff and volunteers; this will enable them to strengthen their understanding of CD as well as expand our toolkit of skills and techniques to better work with women.

One of the highlights of our work this year was Wonderland Comms commissioning Amy Teslin to create our incredible new website. Amy has worked with us over the last few months and has helped us create a new, vibrant, and more accessible website (RWOB). The Wonderland team also coordinated a media campaign to launch the website and raise the profile of our organisation. See Bristol24/7, Bristol Post and Bristol Voices.

RWoB worked with the Bristol Refugee and Asylum Seeker Partnership (BRASP) which is 16 organisations that support asylum-seekers and refugee communities in Bristol. This collaboration helped our referral pathways and ensured that the needs of our women were met, particularly women who experience violence and abuse. RWoB is the only organisation in the partnership with a majority of its staff and volunteers from refugee and asylum-seeking backgrounds. We shared the impact of staff and volunteers with lived experience empowering women who access our services. This collaboration benefited both our work and our members.

Our services were dependent on a dedicated team of volunteers who gave their precious time to deliver a lifesaving service in this difficult time and we would like to acknowledge and thank them. We would also like to express our utmost gratitude and appreciation to all our funders who responded generously in this unprecedented time and enabled us to deliver a unique and flexible service to a vulnerable group of women in Bristol.

Thank you to all those who donated, fundraised, and supported us this year to continue to deliver the unique service for and led by refugee and asylum-seeking women in Bristol and its surrounding areas.

**Objectives and activities**

Refugee Women of Bristol is a registered charity set up in 2003 by a group of refugee women to advance education, relieve poverty, promote, and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by provision of advice, information, and support.

**What we want to achieve**

- \*To raise the educational status of refugee women and asylum seekers – giving them more choices, opportunities to gain employment and improved economic prospects.
- \*To ensure that women have access to relevant information on issues concerned with welfare rights, health, education, and other appropriate issues.

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**What we want to achieve continued.**

- \*To raise awareness of the issues faced by the women and reduce barriers that prevent them from accessing other services and opportunities, building bridges, and improving integration.
- \*To assist the women to develop good social networks and include rather than exclude themselves from the community – reducing isolation.
- \*To improve self-esteem and self-confidence.
- \*To empower women to participate in local and national decision-making processes.

**How we achieve our aims**

- \*Providing access to information on issues such as health, welfare, childcare, education, housing, training, and employment.
- \*Enabling women to access support from bi-lingual community workers and ensuring written information is translated or interpreted verbally for those who are not literate in their first language.
- \*Delivering leisure and social opportunities.
- \*Provision of free educational opportunities with the support of an on-site free crèche.
- \*Informing service providers about the needs of refugee women through workshops, presentations and by raising RWOB's profile at community events.
- \*Organising social events/outings to give women a chance to build friendship networks.
- \*Outreach work to increase participation of women in the group from a wide range of cultural backgrounds.
- \*Making links with local and national organisations, which will support the work and the development of the organisation.
- \*Developing the Board of Trustees through a programme of support and training so the organisation can be managed effectively.
- \*Enabling women to have a say in the development of services that may affect their lives.

**Summary of activities and achievements**

**2021-22:** We had **143** new members and a total membership of **521**. Our members speak over **40** different first languages and have **39** different countries of origin.

- We had **35** volunteers; **18** volunteering places were given to the members including the trustees.
- Our English language and life skills support service is run by volunteers. The service focuses on teaching practical language skills that women can use in their daily lives, for example going to the doctors, accessing information about COVID-19, home-schooling and how to communicate with teachers. **127 women attended ESOL classes including 1-1 reading and conversation classes online and in person.**
- Our Community Workers provided over **951** individual advocacy and information sessions to **174** new women.
- Our Mend the Gap team provided 1-1 emotional and practical support to **41** women from African and Arabic-speaking communities who are survivors of physical and emotional abuse. Some were also referred to specialist support agencies for further support such as counselling services from Bristol Mind. Additionally, **67** women accessed information and guidance about safeguarding and FGM law.

RWOB in partnership with FORWARD recruited **10** new women to take part in our leadership training in Bristol. The FORWARD team, supported by the RWOB Mend the Gap team, along with former health advocates delivered the training. The purpose of this training was to enable women to become leaders who can influence social change in their communities through outreach programs tackling gender-based violence such as FGM and forced marriage. The FGM Zero Tolerance Event at end of the training in February was an opportunity to award the advocates and give them their certificates.

- Befriend Community Support: RWOB Befriend volunteers who are also community advocates continued to provide peer and 1-1 support to **61** women in the community. This support included information sharing, welfare calls, and running online workshops addressing VAWG and Health and Wellbeing. They invited professionals to run some of the workshops, but most were run by Befriend volunteers.

-**10** women received 'hardship' money of £50 or £20 each, and **£350** was distributed to these women who were experiencing domestic violence, we also helped some of them move to safe houses. **25** women accessed free bus fare tickets, and a further **30** women accessed our hardship fund. Altogether **65** women accessed financial support for a total of **£808**.

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-We celebrated International Women's Day, Christmas, Eid, and Kurdish New year.

-As part of the Refugee Festival In June 2021, we ran smaller events and activities to celebrate the refugee contribution to Bristol according to government guidance.

- **Early Years Project (EYP):** The Bristol Refugee Rights Early Years Project delivered at RWoB offers a wide range of activities for children under 5. These include construction, painting, water play, sand play and imaginary play. Each session ends with a song and movement time with the children where we use parachutes/bubbles and puppets. The provision follows the children's lead and interests and schematic play. A wide range of books is always on offer as well as a quiet area for younger children to explore heuristic play including treasure baskets which tune into the different senses.

Several referrals were made for parents to access nursery places for their children as well as signposting to different parent groups and children's centres across the city. We also ran a stay and play session with the parents and children where we tasted food together and sang songs. The parents reported that they really enjoyed this session and is something we will offer again in the future. **27 individual children attended the EYP; in this period 21 new children were registered with 212 sessions which were delivered.**

-**Training for staff and volunteers:** RWoB organised training for staff and volunteers to enable them to deliver safe, supported, and appropriate services to our members. The training was Safeguarding, Basic and Advanced Impact Measurement, Networking, Managing Finance, Five Ways to Wellbeing modules 2 and 3, Successful Strategic Leadership, stepping up Leadership, Cultural Awareness, 3 ways to grow your Facebook page without paying for ads, Your ABC of LGBT, Setting Up Your Communications Right for 2021, Counselling level 2, Small Charities and Revisiting Reserves.

- Workshops for staff and volunteers: How to demonstrate your charity value, Digital Safeguarding network, and 5 sessions of Digital Storytelling workshops.

-**Workshops:** We delivered **26** workshops to our members including the Importance of Physical activities, Healthy Eating, Self-care, COVID-19 Vaccine Awareness in community languages, Vitamin D awareness in community languages, Childhood Obesity awareness in Community languages, on weaning, breast cancer and on smear tests among others. These workshops were run in-person and online. **317 women attended these workshops.**

**Wellbeing activities:** our well-being activities included weekly Zumba classes, weekly walking groups, weaning sessions, the mother nurture for new mothers and babies, Mono printing art, Breast Cancer, and smear test sessions. **120 women took part in these activities.**

**Coffee Mornings:** The RWoB monthly Coffee Morning sessions are designed to create a safe space for community members to engage in discussion and increase their understanding of VAWG. These sessions were facilitated by key professionals and community health advocates/champions. The topics we covered were women's safety online; domestic violence (DV); FGM (including access to the Bristol FGM clinic); depression and anxiety caused by abuse; as well as accessing women's refugees and other support services. **132 women attended these sessions.**

**Personnel 2021-2022**

Layla Ismail - Development Manager

Negat Hussein - Drop-In Co-ordinator and Community Outreach Worker

Sherien Sheikh – Drop-in Assistant

Azza Mustafa – Health and Well-being Coordinator

Sana Elgoraish - Finance Worker

Viki Harte - Administrator

Jade Pang - Community Worker (Chinese)

Muna Talha - Community Worker (Arabic)

Sauad Osman - Community Worker (Somali)

I would like to thank the trustees, staff and volunteers whose energy, determination, and commitment to improving the quality of life for women from the refugee community is immeasurable. Finally, on behalf of everyone at RWoB, I would like to express our gratitude and thanks to all our funders, donors, and fundraisers.

Layla Ismail  
Development Manager

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**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2022**  
**Trustees' Report**

**Structure, Governance and Management**  
**Objectives and activities**

**The objects of the charity are:**

To advance education, relieve poverty and promote and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by the provision of advice, information and support.

**Organisation**

Refugee Women of Bristol is governed by a Constitution which operates as an Association. The Trustees are appointed or reappointed annually at AGMs and can be co-opted in between. Trustees are provided with a 4-session induction to introduce them to their role and responsibilities. They are then supported to undertake training appropriate to any special role they undertake on the management committee. This includes an introduction to the organisation's policies including:

- \*Confidentiality
- \*Equal Opportunities
- \* Safeguarding Adults Policy
- \* Grievance and Disciplinary Procedures
- \* Health and Safety policy and risk assessments
- \*Complaints Procedures.
- \* Financial policy and procedures
- \* Service user involvement policy

**Refugee Women of Bristol's (RWOB) organisational structure and the wider network it works with.** RWOB is a registered charity with financial support from the local council and local and national trust funds. Bristol City Council has funded the organisation since its inception in 2003. RWOB has an excellent track record of engaging hard-to-reach women from the refugee and asylum-seeking community. Refugee women have been at the heart of the organisation since its beginning, involved at all levels as volunteers, staff and trustees. The management committee is entirely led by women from refugee backgrounds who understand the needs and issues faced by refugee and asylum-seeking women from their own experience; they are therefore best placed to direct the development of services for the community and ensure that they are culturally appropriate.

The organisation is made up of trustees, paid staff and a team of volunteers. We actively support our members in developing their skills, so they can participate in the management committee, volunteer and/or apply for paid positions. RWOB has an excellent track record of working in partnership with service providers to deliver services at the drop-in centre and in the wider community. RWOB has formed successful partnerships with a range of voluntary and statutory organisations. Key partnerships include Bristol Refugee Rights, Borderlands, Public Health, FORWARD charity, Bristol Red Cross, and Bristol City Council amongst others.

The trustees closely monitor risks associated with running services for the organisation by carrying out risk assessments and implementing appropriate measures to mitigate risk.

**Public Benefit**

The Trustees have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aim and objectives they have set.

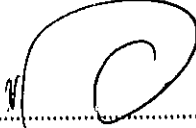
**REFUGEE WOMEN OF BRISTOL**  
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**Trustees' Report**

**Statement of trustees' responsibility**

A UK Charity regulation requires the trustees to prepare financial statements that give a true and fair view of the charity's financial activities during the year and its financial position at the end of the year. In doing so the trustees are required to: -

- \* Select suitable accounting policies and then apply them consistently;
- \* Make judgements and reasonable and prudent judgement;
- \* State whether applicable accounting standards and statement of recommended practice have been followed, subject to any 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 operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with applicable law, regulations, and the trust deed. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed.....  
Mrs Muna Ali  
Chairperson

Date: 03/08/2022

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Independent Examiner's Report to the Trustees  
for the year ended 31ST MARCH 2022**

I report to the trustees on my examination of the accounts of the above charity for the above period.

**Responsibilities and basis of report:**

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

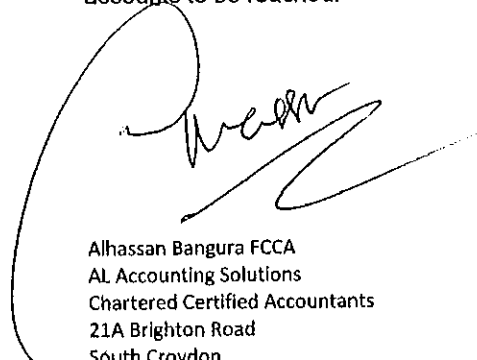
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement:**

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

- \* the accounting records were not kept in accordance with section 130 of the Charities Act; or
- \* the accounts did not accord with the accounting records; or
- \* the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Alhassan Bangura FCCA  
AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

03/08/2022  
Date.....

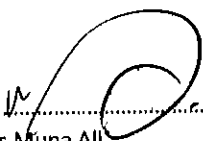
**REFUGEE WOMEN OF BRISTOL**  
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**Statement of Financial Activities (Including Income and Expenditure Account)**  
**for the year ended 31ST MARCH 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
<b>Incoming resources:</b>					
<i>Incoming resources from generated funds</i>		8,748	-	<b>8,748</b>	8,520
Donations					
<i>Incoming resources from charitable activities</i>		5,000	188,271	<b>193,271</b>	185,398
Grants and Service level agreements					
Total Incoming resources		<u>13,748</u>	<u>188,271</u>	<u><b>202,019</b></u>	<u>193,918</u>
<b>Resources Expended:</b>					
Charitable activities	6	9,431	162,611	<b>172,042</b>	154,470
Total Resources Expended		<u>9,431</u>	<u>162,611</u>	<u><b>172,042</b></u>	<u>154,470</u>
Net Incoming resources		4,317	25,660	<b>29,977</b>	39,448
Opening funds balance		48,190	60,008	<b>108,198</b>	68,750
Adjustments/transfers	7	24,557	(24,557)	-	-
Closing funds balance	7	<u>77,064</u>	<u>61,111</u>	<u><b>138,175</b></u>	<u>108,198</u>

**REFUGEE WOMEN OF BRISTOL  
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Balance Sheet as at 31ST MARCH 2022**

	<u>Notes</u>	<u>2022</u>	<u>2021</u>
		£	£
<b>Current assets</b>			
Debtors & prepayments	4	1,450	300
Cash at bank		137,812	109,809
Cash In Hand		403	41
		<u>139,665</u>	<u>110,150</u>
<b>Creditors: Amounts falling due withn one year</b>	5	<u>(1,490)</u>	<u>(1,952)</u>
<b>Net Current Assets</b>		<b>138,175</b>	<b>108,198</b>
<b>Net Assets</b>		<b><u>138,175</u></b>	<b><u>108,198</u></b>
<b>REPRESENTED BY:</b>			
Restricted Funds	7	61,111	60,008
Unrestricted Funds	7	77,064	48,190
		<u>138,175</u>	<u>108,198</u>

These financial statements were approved by the trustees on .....  
and are signed on their behalf by:

  
.....  
Mrs Muna Ali  
Chairperson

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CHARITABLE INCORPORATED ORGANISATION  
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for the year ended 31ST MARCH 2022**

**1. Accounting policies**

a) 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.

b) Grants and Income are included in full in the Statement of Financial Activities in the year in which they are receivable, except as follows:

i) When donors specify that funds must be used in future accounting periods, the income is then deferred until those periods.

ii) When funders impose conditions which have to be fulfilled before the charity becomes entitled to the income, as such the income is deferred until after the pre-condition is met.

c) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

d) Unrestricted funds are donations and other incoming resources received for the objects of the charity without further specified purpose and are available as general funds.

e) Restricted funds are to be used for specific purposes as laid down by the donor.

**2. Net incoming resources for the year**

<b>This is stated after charging:</b>	<b>2022</b>	<b>2021</b>
	£	£
Independent Examiners Fee	<b>1,140</b>	<b>1,020</b>
	<hr/>	<hr/>

**3. Staff cost and numbers**

	<b>2022</b>	<b>2022</b>	<b>2021</b>	<b>2021</b>
	Number	£	Number	£
Wages & Salaries	<b>9</b>	<b>110,372</b>	<b>11</b>	<b>94,980</b>
	<hr/>	<hr/>	<hr/>	<hr/>

**4. Debtors & Prepayments**

	<b>2022</b>	<b>2021</b>
	£	£
Prepayments	<b>1,450</b>	<b>300</b>
	<hr/>	<hr/>
	<b>1,450</b>	<b>300</b>
	<hr/>	<hr/>

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**5. Creditors & Accruals**

	<b>2022</b>	2021
	£	£
Trade Creditors & accruals	<b>1,140</b>	1,020
Payroll Tax and National Insurance	<b>350</b>	932
	<b><u>1,490</u></b>	<b><u>1,952</u></b>

**6. Charitable activities**

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2022	2021
	£	£	£	£
Salaries and pension cost	3,089	107,283	<b>110,372</b>	94,980
Events and workshops	1,677	14,465	<b>16,142</b>	11,735
Room hire	-	3,619	<b>3,619</b>	2,430
Volunteer expenses	220	13,430	<b>13,650</b>	7,163
Advocacy & support	1,034	20	<b>1,054</b>	16,062
Rent, rates & utilities	-	10,314	<b>10,314</b>	10,224
Postage, stationery & office sundries	90	669	<b>759</b>	1,463
Telephone & internet	-	592	<b>592</b>	603
Travel & subsistence	326	2,056	<b>2,382</b>	1,498
Recruitment & CRB checks	-	65	<b>65</b>	28
Non capitalised asset cost	11	1,818	<b>1,829</b>	2,370
Training	-	566	<b>566</b>	774
Membership & subscription	-	415	<b>415</b>	214
Legal and professional	1,844	3,226	<b>5,070</b>	2,312
Website & publicity	-	35	<b>35</b>	156
Insurance	-	974	<b>974</b>	918
Bookeeping & payroll cost	-	-	<b>-</b>	208
Bank charges	-	251	<b>251</b>	165
Trustee expenses	-	2,813	<b>2,813</b>	147
Accountancy fees	1,140	-	<b>1,140</b>	1,020
	<b><u>9,431</u></b>	<b><u>162,611</u></b>	<b><u>172,042</u></b>	<b><u>154,470</u></b>

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for the year ended 31ST MARCH 2022**

<b>7. Movement in funds</b>	<b>At 01-Apr-21</b>	<b>Incoming resources £</b>	<b>Outgoing resources £</b>	<b>Adjustment &amp; Transfers £</b>	<b>At 31-Mar-22 £</b>
<b>Restricted funds</b>					
Bristol City Council BRASP Community Hubs	630	19,560	(18,102)	(128)	1,960
Bristol City Council Community Exchange Grant	21,267	-	(14,631)	(6,636)	-
Bristol City Council COVID-19 Grant	4,457	-	(4,457)	-	-
Bristol City Council Self Isolation Grant	-	8,000	(2,785)	(5,215)	-
The National Lottery Community Fund	5,926	37,418	(37,127)	-	6,217
JJ Charitable trust	-	5,000	-	-	5,000
Anonymous Funder	6,494	20,000	(6,129)	(5,000)	15,365
HT & LB Cadbury Trust	-	1,000	(500)	-	500
John James Foundation	7,781	12,000	(5,448)	(7,000)	7,333
Lloyds Bank Foundation	-	32,832	(32,254)	(578)	-
Lloyds Emergency Fund	2,498	-	(2,498)	-	-
Rosa BME COVID Emergency Fund	9,138	-	(9,138)	-	-
Rosa Thrive Fund	-	18,750	(9,291)	-	9,459
Anonymous Funder	1,817	2,000	(1,837)	-	1,980
Sport England Tackling Inequalities Fund	-	3,370	(2,285)	-	1,085
Comic Relief	-	28,341	(16,129)	-	12,212
<b>Total Restricted funds</b>	<b>60,008</b>	<b>188,271</b>	<b>(162,611)</b>	<b>(24,557)</b>	<b>61,111</b>
<b>Unrestricted funds</b>					
Bristol Spaceworks Ltd	-	5,000	-	-	5,000
General Funds	48,190	8,748	(9,431)	24,557	72,064
	<b>48,190</b>	<b>13,748</b>	<b>(9,431)</b>	<b>24,557</b>	<b>77,064</b>
<b>Total funds</b>	<b>108,198</b>	<b>202,019</b>	<b>(172,042)</b>	<b>-</b>	<b>138,175</b>

**REFUGEE WOMEN OF BRISTOL**

England & Wales - Charity number 1171683

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# Accounts

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**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION**

**Annual Report and Accounts  
Year ended: 31ST MARCH 2021**

**Registered CIO No: 1171683**

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
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**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Legal and administrative information**

**Status**

Refugee Women of Bristol is a registered Charitable Incorporated Organisation with the Charity Commission in England and Wales on 20 February 2017. Refugee Women of Bristol was originally registered as a charity on 29 April 2010

**Trustees and management committee**

Mrs Muna Ali, Chair  
Mrs Amina Jama  
Mrs Sherien Elshelkh, Treasurer (Resigned September 2020)  
Mrs Marfat Shamat, Secretary  
Mrs Fatuma Othman, Vice chair  
Miss Tatu Nampijji  
Mrs Obah Ali (Resigned April 2020)  
Mrs Nasra Geedi

**Registered charity number 1171683**

**Registered office**

Unit 35, Easton Business Centre, Felix Road, Bristol BS5 0HE

[info@refugeewomenofbristol.org.uk](mailto:info@refugeewomenofbristol.org.uk)

<http://www.refugeewomenofbristol.org.uk/>

**Bankers**

Lloyds TSB

**Accountants**

AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

**REFUGEE WOMEN OF BRISTOL**  
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**Trustees' Report**

**Reflections from the Chair and Development Manager**

2020-21 was a challenging and sad year but it also brought many opportunities to expand our work and reach out to more women. Due to the pandemic, Refugee Women of Bristol (RWOB) provided all their services via telephone and email. All our frontline staff are bilingual and can support most clients in their first language which attracted many new members who needed support.

Our work strategy has changed: to meet the needs of our members during the pandemic, we brought together all our services and shared resources, staff expertise and delivered a 5-day week service. We were able to secure some emergency funding to increase staff hours to enable them to plan, debrief and attend online training. This approach meant that our members' needs are met, that they are connected and feel part of the community. Moving online, views and concerns are discussed and responded to swiftly. In this approach, we also maximize our reach, staff time and resources.

To meet the demand of the work, RWOB recruited 12 Befriend bilingual member volunteers to mobilise community members. Their role was to find families in need of support to help them access information and specialist services; they also identified people at risk and provided basic support at the community level.

The expansion of our services digitally ensured continuity of reach to the wider communities and helped us to support more women and families, keeping them connected with much-needed support services especially for those at risk of or experiencing domestic abuse. It also widened the safe space for women in the community to come together online to share experiences and learning. Moving online helped members access key information including where and how to access emergency help if and when needed.

Our Food Hub in partnership with 91 Ways reached out to 120 people a week and distributed culturally appropriate food parcels. Staff and volunteers delivered the food to vulnerable members and those who were self-isolating or shielding.

Some RWOB members, staff and volunteers lost family members, neighbours, and friends to COVID 19. It was a sad year and with more restrictions and school closures, everyone at RWOB was stressed and scared. To respond to that staff and befriend volunteers had monthly clinical supervision sessions and 1-1 counselling with a Psychotherapist to safeguard our mental wellbeing. We also provided a 1-1 and group counselling service for members.

This year, because of the COVID 19 restrictions and lack of face-to-face services, we were unable to hold the trustee AGM and are planning to have one in November 2021. Instead, we worked with the refugee sector to coordinate the COVID 19 response and collectively shared information and resources. This strengthened existing partnerships and created new ones in the sector, and led to the formation of Bristol Refugee and Asylum-seeking Partnership (BRASP).

Our services were dependent on a dedicated team of volunteers who gave their precious time to deliver a lifesaving service in this difficult time and we would like to acknowledge and thank them. We would also like to express our utmost gratitude and appreciation to all our funders who responded generously in this unprecedented time and enabled us to deliver a unique and flexible service to a vulnerable group of women in Bristol.

Due to the pandemic, Refugee Women of Bristol (RWOB) was providing all their services via telephone, email and zoom calls. All our frontline staff are bilingual and could support most clients in their first language. We were also using additional interpreters when needed. We encouraged and worked with our network of more settled women to support those who were more isolated. We supported **377** women a year and provided a remote service.

**REFUGEE WOMEN OF BRISTOL**  
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**Trustees' Report**

**Summary of activities and achievements**

**2020-21:** We had **48** new members and a total membership of **377**. Our members speak over **40** different first languages and have **39** different countries of origin.

-**37** volunteers, **18** places were given to the members including the trustees.

- We created **4** Zoom ESOL classes to enable some women to continue their ESOL classes and other students were receiving ESOL worksheets by post.

-**Our Community Workers provided 1097 sessions of support to 126 individual women.**

- **Our Mend the Gap team provided 826 sessions of support to 53 individual women.**

- **Befriend Community Support:** RWoB Befriend volunteers supported 114 women who are most vulnerable and carried out weekly welfare calls and health and wellbeing zoom sessions. Through this project, we registered and supported 21 new women who were referred to us by local organisations and agencies. A total of **135** women benefited from this project. **48** Befriend wellbeing zoom sessions were delivered to an average of 80 women a month for 6 months. The workshops included: FGM, Domestic Violence, Experiences of lockdowns, Impact of COVID 19, vaccine awareness, Internet safety, Mental Health, and self-care, among others. These workshops were facilitated in community languages.

*"The women can call me and find help and support at any time. They feel confident when they speak to me because they know it is confidential. I make connections with their community and so they feel less isolated and when they speak to me, they feel less pressure". Befriend volunteer.*

-Our younger supporter, with the help of our staff, set up a JustGiving page to fundraise for our member's children to access home learning resources. Asylum seeking and large refugee families were given priority. **15** tablets and **5** Chromebooks were distributed to 20 families, an average family has 4 children, supporting over 75 children to access home learning. **"Thanks a lot for your great help, saw biggest smile on my son's face when he got the tablet, it is helping him to get connected"** RWoB member.

- RWoB distributed **£4600** to individuals and families in most financial need. This funding was from the Bristol City Council to support the refugee sector.

-**32 laptops** were given to member volunteers and members to access information and services.

-**15 Phones** were given to members and volunteer members as well as referring them to access partners organisations who were also giving phones to the members we identified.

-**28 women** received 'hardship' money of £50 each, a total of **£1400** was distributed. These women were experiencing domestic violence and we helped some of them move to safe houses.

-We celebrated International Women's Day, Christmas, Eid and Kurdish New year.

-**Refugee Festival Month:** this year we held our dancing event online so we helped as many members as we could to download the Zoom App, and we explained how to use it. It was a closed event, and a safeguarding email and link was sent only to women who requested to participate. Ms Groom created the sketches during the Zoom call, then added colour later. Please see the link below from the local BBC

<https://www.bbc.co.uk/news/uk-england-bristol-53106482>

- **Early Years Project (EYP) in partnership with Bristol Refugee Rights (BRR)** Following the lockdown which shut down BRR EYP they set up a WhatsApp group for EYP parents and are encouraged to share ideas about activities for children that they can do. It was a space for people to feel part of a group whilst frontline services were closed.

**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2021**  
**Trustees' Report**

**Summary of activities and achievements (continued..)**

- RWoB organised **training** for staff and volunteers to enable them to deliver safe, supported, and appropriate services to our members. The training were Leadership styles, Level 2 counselling course, Vulnerability training, RWoB Ways of Working, Lloyds Bank Foundation, SSE Leadership and Sustainability Programme among other.
  - Workshops for staff and volunteers:** Mental Health including '5 ways to wellbeing', dealing with bereavement & loss, Rosa – Safeguarding Awareness and Policy course.
  - Online workshops for members:** Staff facilitated **22** online workshops; topics Included: Mental health, Universal Credit, Black history month (inter-generational dialogue), Housing conditions, Self-Care, infertility, dealing with teenagers and where to get help, Cookery, Crochet, among others. These workshops were facilitated in community languages and through interpreters. This platform gave the women a chance to check their mental wellbeing, share ideas for self-care and notice when they need external support. This increased their resilience and wellbeing.
  - Our Food Hub** in partnership with **91 Ways** reached out to **120** people a week and distributed culturally appropriate food parcels. Staff and volunteers delivered the food to vulnerable members and those who were self-isolating or shielding.
- Counselling for members:** **10** members accessed FORWARD and RWoB counselling service in their first languages.
- Online activities:** Weekly Yoga, Zumba classes and a Sewing course for 6 women.
- RWoB partnered with FORWARD in delivering an annual 'Zero Tolerance' FGM Community Conference.
  - RWoB and Our Narratives Yet Explained (ONYX) youth group started an Intergenerational dialogue and brought parents and young children together to discuss intergenerational issues and concerns.

**Personnel 2020-2021**

Layla Ismail - Development Manager  
Negat Hussein - Drop-in Co-ordinator (Leave Cover)  
Kurda Yar - Drop-in Co-ordinator (On leave)  
Sherien Sheikh – Drop-in Assistant from October 2020  
Negat Hussein – Community Outreach Worker  
Azza Mustafa – Health and Well-being Coordinator  
Sana Elgoraish - Finance Worker  
Viki Harte - Administrator  
Jade Pang - Community Worker (Chinese)  
Muna Talha - Community Worker (Arabic)  
Sauad Osman - Community Worker (Somali - On leave till November 2020)  
Obah Ali - Community Worker (Somali – Leave cover from April – November 2020)  
Negla Abdul Hadi - Kitchen Coordinator (January 2021)

I would like to thank the trustees, staff and volunteers whose energy, determination, and commitment to improving the quality of life for women from the refugee community is immeasurable. Finally, on behalf of everyone at RWoB, I would like to express our gratitude and thanks to all our funders, donors, and fundraisers.

Layla Ismail  
Development Manager

**REFUGEE WOMEN OF BRISTOL**  
**Annual Report and Accounts**  
**for the year ended 31ST MARCH 2021**  
**Trustees' Report**

**Structure, Governance and Management**  
**Objectives and activities**

**The objects of the charity are:**

To advance education, relieve poverty and promote and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by the provision of advice, information and support.

**Organisation**

Refugee Women of Bristol is governed by a Constitution which operates as an Association. The Trustees are appointed or reappointed annually at AGMs and can be co-opted in between. Trustees are provided with a 4-session induction to introduce them to their role and responsibilities. They are then supported to undertake training appropriate to any special role they undertake on the management committee. This includes an introduction to the organisation's policies including:

- \*Confidentiality
- \*Equal Opportunities
- \* Safeguarding Adults Policy
- \* Grievance and Disciplinary Procedures
- \* Health and Safety policy and risk assessments
- \*Complaints Procedures.
- \* Financial policy and procedures
- \* Service user involvement policy

**Refugee Women of Bristol's (RWOB) organisational structure and the wider network it works with.** RWOB is a registered charity with financial support from the local council and local and national trust funds. Bristol City Council has funded the organisation since its inception in 2003. RWOB has an excellent track record of engaging hard-to-reach women from the refugee and asylum-seeking community. Refugee women have been at the heart of the organisation since its beginning, involved at all levels as volunteers, staff and trustees. The management committee is entirely led by women from refugee backgrounds who understand the needs and issues faced by refugee and asylum-seeking women from their own experience; they are therefore best placed to direct the development of services for the community and ensure that they are culturally appropriate.

The organisation is made up of trustees, paid staff and a team of volunteers. We actively support our members in developing their skills, so they can participate in the management committee, volunteer and/or apply for paid positions.

RWOB has an excellent track record of working in partnership with service providers to deliver services at the drop-in centre and in the wider community. RWOB has formed successful partnerships with a range of voluntary and statutory organisations. Key partnerships include Bristol Refugee Rights, Borderlands, Public Health, FORWARD charity, Bristol Red Cross, and Bristol City Council amongst others.

The trustees closely monitor risks associated with running services for the organisation by carrying out risk assessments and implementing appropriate measures to mitigate risk.

**Public Benefit**

The Trustees have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aim and objectives they have set.

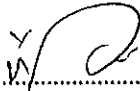
**REFUGEE WOMEN OF BRISTOL**  
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**Trustees' Report**

**Statement of trustees' responsibility**

A UK Charity regulation requires the trustees to prepare financial statements that give a true and fair view of the charity's financial activities during the year and its financial position at the end of the year. In doing so the trustees are required to: -

- \* Select suitable accounting policies and then apply them consistently;
- \* Make judgements and reasonable and prudent judgement;
- \* State whether applicable accounting standards and statement of recommended practice have been followed, subject to any 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 operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with applicable law, regulations, and the trust deed. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed.....  
Mrs Muna Ali  
Chairperson

Date:.....03-08-2021

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Independent Examiner's Report to the Trustees  
for the year ended 31ST MARCH 2021**

I report to the trustees on my examination of the accounts of the above charity for the above period.

**Responsibilities and basis of report:**

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

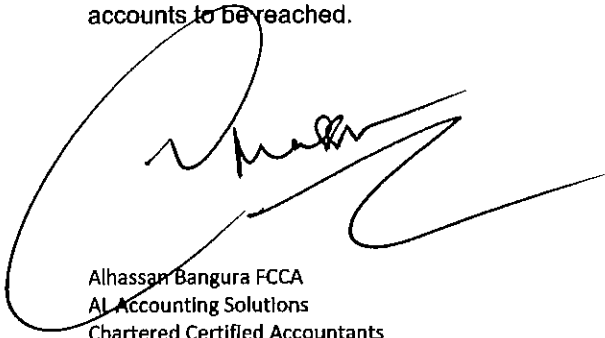
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement:**

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

- \* the accounting records were not kept in accordance with section 130 of the Charities Act; or
- \* the accounts did not accord with the accounting records; or
- \* the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Alhassan Bangura FCCA  
AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

A S Bangura FCCA  
AL Accounting Solutions Ltd  
21A Brighton Road  
South Croydon, CR2 6EA

Date.....03/08/2021

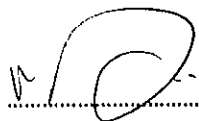
**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
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**Statement of Financial Activities (Including Income and Expenditure Account)**  
**for the year ended 31ST MARCH 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
<b>Incoming resources:</b>					
<i>Incoming resources from generated funds</i>					
Donations		8,520	-	<b>8,520</b>	16,229
<i>Incoming resources from charitable activities</i>					
Grants and Service level agreements		4,704	180,694	<b>185,398</b>	132,808
Total Incoming resources		<u>13,224</u>	<u>180,694</u>	<u><b>193,918</b></u>	<u>149,037</u>
<b>Resources Expended:</b>					
Charitable activities	6	16,140	138,330	<b>154,470</b>	116,323
Total Resources Expended		<u>16,140</u>	<u>138,330</u>	<u><b>154,470</b></u>	<u>116,323</u>
Net incoming resources		(2,916)	42,364	<b>39,448</b>	32,714
Opening funds balance		42,978	25,772	<b>68,750</b>	36,036
Adjustments/transfers	7	8,128	(8,128)	-	-
Closing funds balance	7	<u>48,190</u>	<u>60,008</u>	<u><b>108,198</b></u>	<u>68,750</u>

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Balance Sheet as at 31ST MARCH 2021**

	<u>Notes</u>	<u>2021</u> £	£	<u>2020</u> £
<b>Current assets</b>				
Debtors & prepayments	4	300		300
Cash at bank		109,809		70,187
Cash In Hand		41		30
		<u>110,150</u>		<u>70,517</u>
<b>Creditors: Amounts falling due withn one year</b>				
	5	<u>(1,952)</u>		<u>(1,767)</u>
Net Current Assets			<b>108,198</b>	68,750
<b>Net Assets</b>			<u><b>108,198</b></u>	<u>68,750</u>
<b>REPRESENTED BY:</b>				
Restricted Funds	7		<b>60,008</b>	25,772
Unrestricted Funds	7		<b>48,190</b>	42,978
			<u><b>108,198</b></u>	<u>68,750</u>

These financial statements were approved by the trustees on .....  
and are signed on their behalf by:



.....  
Mrs Muna Ali  
Chairperson

**REFUGEE WOMEN OF BRISTOL  
 CHARITABLE INCORPORATED ORGANISATION  
 Annual Report and Accounts  
 Notes forming part of the financial statements  
 for the year ended 31ST MARCH 2021**

**1. Accounting policies**

a) 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.

b) Grants and income are included in full in the Statement of Financial Activities in the year in which they are receivable, except as follows:

- i) When donors specify that funds must be used in future accounting periods, the income is then deferred until those periods.
- ii) When funders impose conditions which have to be fulfilled before the charity becomes entitled to the income, as such the income is deferred until after the pre-condition is met.

c) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

d) Unrestricted funds are donations and other incoming resources received for the objects of the charity without further specified purpose and are available as general funds.

e) Restricted funds are to be used for specific purposes as laid down by the donor.

**2. Net incoming resources for the year**

<b>This is stated after charging:</b>	<b>2021</b>	<b>2020</b>
	£	£
Independent Examiners Fee	<b>1,020</b>	<b>810</b>
	<hr/>	<hr/>

**3. Staff cost and numbers**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	Number	£	Number	£
Wages & Salaries	<b>11</b>	<b>94,980</b>	<b>9</b>	<b>76,350</b>
	<hr/>	<hr/>	<hr/>	<hr/>

**4. Debtors & Prepayments**

	<b>2021</b>	<b>2020</b>
	£	£
Prepayments	<b>300</b>	<b>300</b>
	<hr/>	<hr/>
	<b>300</b>	<b>300</b>
	<hr/>	<hr/>

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**CHARITABLE INCORPORATED ORGANISATION**  
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**Notes forming part of the financial statements**  
**for the year ended 31ST MARCH 2021**

**5. Creditors & Accruals**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Trade Creditors & accruals	<b>1,020</b>	810
Payroll Tax and National Insurance	<b>932</b>	820
Pension liability	-	137
	<b><u>1,952</u></b>	<b><u>1,767</u></b>

**6. Charitable activities**

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2021	2020
	£	£	£	£
Salaries and pension cost	4,044	90,936	<b>94,980</b>	76,350
Events and workshops	139	11,596	<b>11,735</b>	10,474
Room hire	-	2,430	<b>2,430</b>	4,570
Drop in catering	-	-	-	1,533
Volunteer expenses	20	7,143	<b>7,163</b>	3,091
Advocacy & support	8,582	7,480	<b>16,062</b>	880
Rent, rates & utilities	-	10,224	<b>10,224</b>	5,145
Postage, stationery & office sundries	-	1,463	<b>1,463</b>	586
Telephone & Internet	-	603	<b>603</b>	627
Travel & subsistence	169	1,329	<b>1,498</b>	736
Recruitment & CRB checks	-	28	<b>28</b>	121
Non capitalised asset cost	2,370	-	<b>2,370</b>	417
Training	-	774	<b>774</b>	3,280
Membership & subscription	-	214	<b>214</b>	305
Legal and professional	396	1,916	<b>2,312</b>	1,306
Consultancy	-	-	-	2,958
Website & publicity	-	156	<b>156</b>	867
Insurance	-	918	<b>918</b>	676
Bookkeeping & payroll cost	208	-	<b>208</b>	77
Bank charges	-	165	<b>165</b>	170
Trustee expenses	2	145	<b>147</b>	1,284
Accountancy fees	210	810	<b>1,020</b>	870
	<b><u>16,140</u></b>	<b><u>138,330</u></b>	<b><u>154,470</u></b>	<b><u>116,323</u></b>

**REFUGEE WOMEN OF BRISTOL**  
**CHARITABLE INCORPORATED ORGANISATION**  
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**Notes forming part of the financial statements**  
**for the year ended 31ST MARCH 2021**

**7. Movement in funds**

	At 01-Apr-20	Incoming resources £	Outgoing resources £	Adjustment & Transfers £	At 31-Mar-21 £
<b>Restricted funds</b>					
Anonymous Funder	3,785	2,000	(5,785)		-
Bristol City Council HUB	(507)	19,510	(18,373)		630
Bristol City Council Com Exchange Grant	-	22,000	(733)		21,267
Bristol City Council COVID-19		5,000	(543)		4,457
The National Lottery Com Fund	3,310	37,418	(34,802)		5,926
The National Lottery Com Fund-COVID-19		17,160	(17,160)		
Anonymous Funder	12,283		(5,789)		6,494
HT & LB Cadbury Trust	-	1,000	(1,000)		-
John James Foundation	4,610	15,000	(4,829)	(7,000)	7,781
Lloyds Bank Foundation	-	32,832	(31,704)	(1,128)	-
Lloyds Emergency Fund	-	9,262	(6,764)		2,498
Rosa BME COVID Emergency Fund	-	15,142	(6,004)		9,138
Anonymous Funder	957	2,000	(1,140)		1,817
Sport England Tackling Inequalities Fund	-	2,370	(2,370)		-
Quartet Community Foundation	1,334		(1,334)		-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total Restricted funds</b>	<b>25,772</b>	<b>180,694</b>	<b>(138,330)</b>	<b>(8,128)</b>	<b>60,008</b>
<b>Unrestricted funds</b>					
General Funds	42,978	13,224	(16,140)	8,128	48,190
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	<b>42,978</b>	<b>13,224</b>	<b>(16,140)</b>	<b>8,128</b>	<b>48,190</b>
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total funds</b>	<b>68,750</b>	<b>193,918</b>	<b>(154,470)</b>	<b>-</b>	<b>108,198</b>