

**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 Almakary  
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

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**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.

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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.

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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.

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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

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**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:**

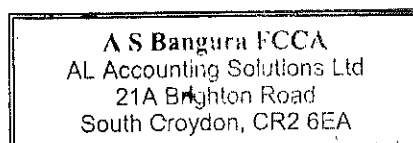
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- \* 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**  
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**Balance Sheet as at 31ST MARCH 2025**

		<u>2025</u>	<u>2024</u>
	<u>Notes</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 within 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

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**CHARITABLE INCORPORATED ORGANISATION**  
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**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>
	<b>£</b>	<b>£</b>
Independent Examiners Fee	<b>1,800</b>	<b>1,440</b>

**3. Staff cost and numbers**

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

**4. Debtors & Prepayments**

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

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**5. Creditors & Accruals**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
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>4,393</b>	<b>2,519</b>

**6. Charitable activities**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2025</b>	<b>Total Funds 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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
Bookkeeping & 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>13,784</b>	<b>205,337</b>	<b>219,121</b>	<b>193,495</b>

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

		Unrestricted	Restricted	Total	Total
		Funds	Funds	Funds	Funds
	Notes	£	£	2025	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	176,453 (D)
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	193,495
Total Resources Expended		13,784	205,337	219,121 (B)	193,495 (B)
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

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**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>