Women's Inclusive Team

England & Wales · Charity number 1178296

Details

Other names	SOMALI INTEGRATION TEAM
Status	Registered
Legal form	Charitable company
Company number	07148997
Registered	2018-05-08
Register	View on the Charity Commission register

Contact

Address	Mayfield House 202 Cambridge Heath Road London E2 9LJ
Phone	02077902650
Website	www.wit.org.uk

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Activities

Objects: 1. ?)THE OBJECTS OF THE COMPANY ARE:1)TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT IN PARTICULAR BUT NOT EXCLUSIVELY AMONG WOMEN AND CHILDREN FROM THE SOMALI COMMUNITY WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF THEIR SEX, RACE OR ETHNIC ORIGIN, RELIEVING THE NEEDS OF SUCH PEOPLE AND ASSISTING THEM TO INTEGRATE INTO SOCIETY; AND2)TO ENHANCE THE DEVELOPMENT AND EDUCATION OF CHILDREN UNDER STATUTORY SCHOOL AGE BY ENCOURAGING PARENTS TO UNDERSTAND AND PROVIDE FOR THE NEEDS OF THEIR CHILDREN THROUGH COMMUNITY GROUPS.II)IN FURTHERANCE OF THE SAID OBJECTS BUT NOT OTHERWISE THE COMPANY SHALL HAVE THE FOLLOWING POWERS:A)TO HELP WOMEN GAIN ACCESS TO INFORMATION, SERVICES AND TRAINING.B)TO CREATE LINKS WITH OTHER ORGANISATIONS PROVIDING SERVICES AND SUPPORT RELEVANT TO THE NEEDS OF LOCAL WOMEN AND TO PROVIDE INFORMATION TO WOMEN ON GAINING ACCESS TO THESE ORGANISATIONS.C)TO RUN SELF-HELP GROUPS, CONFIDENCE BUILDING ACTIVITIES AND BUILD NETWORKS AMONGST WOMEN.D)TO RUN ACTIVITIES WHICH PROMOTE SOCIAL COHESION AND CROSS CULTURAL UNDERSTANDING.E)TO SUPPORT WOMEN IN BECOMING POSITIVE ROLE MODELS FOR THEIR CHILDREN AND TO INCREASE THEIR UNDERSTANDING OF THE PARENTAL ROLE.F)TO PROMOTE CLIENTS TO BECOME INVOLVED IN THE ORGANISATION AT ALL LEVELS. G)TO EMPLOY AND PAY ANY PERSON OR PERSONS (NOT BEING A DIRECTOR HEREOF) TO SUPERVISE ORGANISE AND CARRY ON THE WORK AUTHORISED BY THE DIRECTORS.H)TO RAISE FUNDS AND INVITE AND RECEIVE CONTRIBUTIONS FROM ANY PERSON OR PERSONS WHATSOEVER BY WAY OF LOAN SUBSCRIPTION, DONATION, GRANT OR OTHERWISE PROVIDED THAT THE MANAGEMENT COMMITTEE MEMBERS SHALL NOT UNDERTAKE ANY PERMANENT TRADING ACTIVITIES IN RAISING FUNDS FOR THE SAID OBJECTS.I)TO ADVISE, SUPPORT, CO-OPERATE AND COLLABORATE WITH VOLUNTARY AND STATUTORY AGENCIES AND AUTHORITIES OPERATING IN SIMILAR CHARITABLE FIELDS AND TO EXCHANGE INFORMATION AND ADVICE.J)TO ESTABLISH AND OPERATE BOTH CURRENT ACCOUNTS AND DEPOSIT ACCOUNTS WITH BANKERS IN THE NAME OF THE COMPANY PROVIDED THAT CHEQUES DRAWN ON SUCH ACCOUNTS SHALL NOT BE SIGNED BY LESS THAN TWO MANAGEMENT COMMITTEE MEMBERS.K)TO PURCHASE TAKE ON LEASE OR IN EXCHANGE HIRE OR OTHERWISE ACQUIRE ANY PROPERTY AND ANY RIGHTS AND PRIVILEGES NECESSARY FOR THE ATTAINMENT OF THE SAID OBJECTS AND TO CONSTRUCT MAINTAIN AND ALTER ANY BUILDINGS OR ERECTIONS SO NECESSARY AS AFORESAID.L)TO MAKE REGULATIONS FOR THE MANAGEMENT OF ANY PROPERTY WHICH MAY BE ACQUIRED.M)TO PUBLISH BOOKS, PAMPHLETS, REPORTS, LEAFLETS, JOURNALS, FILMS, TAPES AND INSTRUCTIONAL MATTER AND TO ORGANISE CONFERENCES , SEMINARS, LECTURES, BROADCASTS AND COURSES OF INSTRUCTIONS.N)TO RECEIVE DONATIONS, ENDOWMENTS, SUBSCRIPTIONS AND LEGACIES FROM PERSONS DESIRING TO PROMOTE THE OBJECTS AFORESAID OR ANY OF THEM AND TO HOLD FUNDS IN TRUST FOR THE SAME.O)SUBJECT TO SUCH CONSENTS AS MAY BE REQUIRED BY LAW TO BORROW OR RAISE MONEY FOR THE PURPOSES OF THE COMPANY ON SUCH TERMS AND ON SUCH SECURITY AS MAY BE THOUGHT FIT INCLUDING MAKING REASONABLE CHARGES FOR ANY SERVICES PROVIDED HEREUNDER (WHETHER TO BENEFICIARIES OR NOT).P)TO ESTABLISH AND SUPPORT OR AID IN THE ESTABLISHMENT AND SUPPORT OR TO AMALGAMATE WITH ANY OTHER CHARITABLE ASSOCIATIONS OR INSTITUTIONS AND TO SUBSCRIBE LEND OR GUARANTEE MONEY FOR CHARITABLE PURPOSES IN ANY WAY CONNECTED WITH THE PURPOSES OF THE COMPANY OR CALCULATED TO FURTHER ITS OBJECTS.Q)TO UNDERTAKE AND EXECUTE ANY CHARITABLE TRUSTS WHICH MAY LAWFULLY BE UNDERTAKEN BY THE COMPANY AND MAY BE NECESSARY TO ITS OBJECTS.R)TO INVEST THE MONIES OF THE COMPANY IN OR UPON SUCH INVESTMENTS, SECURITIES, OR PROPERTY AS MAY BE THOUGHT FIT IN THE ABSOLUTE DISCRETION OF THE

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MANAGEMENT COMMITTEE FOR THE TIME BEING, SUBJECT NEVERTHELESS TO SUCH CONDITIONS (IF ANY) AND SUCH CONSENTS (IF ANY) AS MAY FOR THE TIME BEING BE IMPOSED OR REQUIRED BY LAW AND SUBJECT ALSO AS HEREINAFTER PROVIDED.S)TO ENGAGE OR EMPLOY SUCH PERSONNEL (WHETHER AS EMPLOYEES CONSULTANTS ADVISERS OR HOWEVER) AS MAY BE REQUISITE TO THE PROMOTION OF THE OBJECTS OF THE COMPANY AND ON SUCH TERMS AS THE MANAGEMENT COMMITTEE MAY THINK FIT.T)TO PROVIDE OR PROCURE THE PROVISION OF COUNSELLING AND GUIDANCE IN FURTHERANCE OF THE SAID OBJECTS OR ANY OF THEM.U)TO RECEIVE LOANS AT INTEREST OR OTHERWISE FROM AND TO LEND MONEY AND GIVE CREDIT TO, TO TAKE SECURITY FOR SUCH LOANS OR CREDIT AND TO GUARANTEE AND BECOME OR GIVE SECURITY FOR THE PERFORMANCE OF CONTRACTS BY ANY PERSON OR COMPANY AS MAY BE NECESSARY OR CONVENIENT FOR THE WORK OF THE COMPANY.V)TO DRAW ACCEPT ENDORSE ISSUE OR EXECUTE PROMISSORY NOTES, BILLS OF TRADING, WARRANTS AND OTHER NEGOTIABLE TRANSFERABLE OR MERCANTILE INSTRUMENTS FOR THE PURPOSE OF OR IN CONNECTION WITH THE OBJECTS OF THE COMPANY.W)TO ESTABLISH PROMOTE OR ASSIST COMPANIES WITH CHARITABLE OBJECTS SIMILAR TO THOSE OF THE COMPANY FOR THE ACQUISITION OF THE PROPERTY OR LIABILITIES OF THE COMPANY OR TO CARRY ON ANY AUTHORISED ACTIVITY OF THE COMPANY OR FOR ANY OTHER CHARITABLE PURPOSE CALCULATED TO BENEFIT THE COMPANY IN THE FURTHERANCE OF ITS OBJECTS.X)TO AMALGAMATE MERGE OR JOIN IN WITH ANY CHARITY HAVING CHARITABLE OBJECTS WHOLLY OR IN PART SIMILAR TO THOSE OF THIS COMPANY FOR THE PURPOSES OF BETTER EFFECTUATING THE CHARITABLE PURPOSES.Y)TO ESTABLISH AND SUPPORT PENSION SCHEMES FOR AND TO GRANT PENSIONS TO ANY EMPLOYEES AND THEIR DEPENDANTS OF THE COMPANY CALCULATED TO BENEFIT SUCH EMPLOYEES AND THEIR DEPENDANTS AND FURTHER THE INTERESTS OF THE COMPANY.Z)TO PURCHASE ACQUIRE OR UNDERTAKE ALL OR ANY OF THE PROPERTY LIABILITIES AND ENGAGEMENTS OF CHARITABLE ASSOCIATIONS SOCIETIES OR BODIES WITH WHICH THE COMPANY MAY CO-OPERATE OR FEDERATE.AA)TO PAY OUT OF THE FUNDS OF THE COMPANY THE COSTS OF FORMING AND REGISTERING THE COMPANY. TO DO ALL SUCH OTHER LAWFUL THINGS AS MAY BE NECESSARY FOR THE ATTAINMENT OF THE ABOVE OBJECTS OR ANY OF THEM.

Activities: We offer activities to empower BAME women and girls through various initiatives. These are targeted towards disadvantaged women, youth and early years.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- Throughout London

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-01	£647,406	£657,711	£242,057	27
2024-04-01	£456,848	£522,997	-	-
2023-04-01	£572,847	£556,755	£318,511	27
2022-04-01	£664,949	£596,169	£302,419	27
2021-04-01	£842,577	£654,262	£233,639	20

Trustees

Name	Role	Appointed
Amina Abdi		2018-01-01
Courtnee Anastasia Beatrice Piacun		2026-05-01
Emily Xiao-Fang Teh		2022-05-18
Juliane Guderian		2025-01-02
Olga Petrovic		2025-01-02
Quyen Le		2025-01-02
Richa Ellis		2021-09-27
SIEDA OMAR ISMAN		2019-04-26
Sabaad Hassan		2020-12-01
Yemi Sonuga		2025-01-02
Zeinab Ali		2020-12-01

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Women's Inclusive Team

England & Wales - Charity number 1178296

Accounts

WOMEN'S INCLUSIVE TEAM LTD

(‘WIT’)

A COMPANY LIMITED BY GUARANTEE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

COMPANY REGISTRATION NO: 07148997 (ENGLAND AND WALES)

CHARITY REGISTRATION NO: 1178296

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The trustees, who are also directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Women's Inclusive Team
Charity registration number	1178296
Company registration number	07148997
Registered office	202 Mayfield House Cambridge Heath Road London E2 9LJ

Board of Trustees

Name	**Designation**	**Trustee since**
Sieda Omer Isman	Chair since January 2023	April 2019
Richa Ellis	Vice Chair since January 2025	September 2021
Emily Teh Xiao-Fang	Head of Finance sub-committee	May 2022
Quyen Le	Head of Governance and Risk sub-committee	January 2025
Zeinab Ali	Health Lead	December 2020
Sabaad Hassan	Community Engagement	December 2020
Amina Abdi	Community Engagement	April 2019
Olga Petrovic	Governance and Risk sub-committee and	January 2025
Yemi Sonuga	Finance sub-committee	January 2025
Juliane Guderian	Governance and Risk sub-committee	January 2025
Natasha Hanckel-Spice	Finance sub-committee	Resigned August 2024

Bankers	Barclays Bank 240 Whitechapel Road London E1 1BJ
Independent examiner	Accountability Europe Limited Omnibus Workspace 39-41 North Road London N7 9DP

INTRODUCTION AND CHAIR'S REPORT

Message from The Chair

At WIT, we often describe our approach as offering a *holistic hug*—a warm, culturally sensitive wraparound of support that meets women, girls and their families where they are. For many, their first contact with us is through our advice services. Whether seeking help with housing, benefits or food support, this initial interaction often becomes a gateway to deeper healing and empowerment. Yet, without a culturally responsive partner, many would never reach out at all.

This is precisely why WIT exists: to be that trusted partner. We create safe, welcoming spaces where women feel seen, heard and supported. Our work is rooted in understanding and driven by the belief that everyone deserves access to the tools and care they need to thrive. When that happens, it creates a ripple effect—strengthening families, communities and society as a whole.

In 2024–2025, WIT marked its 22nd anniversary, a testament to our resilience and unwavering commitment to serving marginalised communities. Our aim is clear: to ensure the challenges faced by Somali and ethnic minority women are recognised and addressed not just in Tower Hamlets, but across London and beyond.

This year, WIT supported over 3,000 residents through advice, advocacy, food, health and youth programmes. From emergency food access and housing support to domestic abuse counselling and mental health signposting, our services reached those facing cultural, language and trust barriers, people too often excluded from mainstream provision.

I'm proud to share that we achieved the Advice Quality Standard (AQS) Accreditation in January 2025, affirming the quality, governance and client focus of our advice services. We now deliver 12 projects, supported by a dedicated team of 27 employees,alongside 11 trustees whose expertise spans accountancy, law, governance, healthcare, international development and diplomacy. With the support of over 200 volunteers, our partners and funders, we continue to empower women and families across Tower Hamlets and beyond.

We proudly hosted events that brought together high-level decision-makers, including the British Ambassador to Somalia, and celebrated cultural identity and women's leadership across various events. Our Black History Month family events showcased rich traditions through storytelling, language, music, and dance—sparking pride and connection across generations. The International Women's Day Gala was a powerful celebration of resilience, entrepreneurship, and community, receiving overwhelmingly positive feedback from attendees and volunteers.

Under the inspiring and strategic leadership of our CEO, Safia Jama MBE, WIT continues to be a catalyst for change—locally and beyond. This year, Safia delivered a powerful TEDx talk, sharing her vision for empowerment and inclusion with a global audience. Her voice is increasingly recognised across education, civic and corporate spaces. Alongside this, Safia remains deeply involved in WIT's day-to-day work, leading CPD sessions for primary school staff and facilitating workshops for newly qualified social workers. Her presence on the ground helps build trust, strengthen relationships and ensure that services are shaped by the lived experiences of the communities we serve.

The cost of living crisis continues to disproportionately affect women, ethnic minority households and those already facing financial hardship. In response, WIT strengthened its support across

key areas. We delivered financial literacy workshops to over 300 people, distributed 3,721 food parcels through our Community Pantry, and served 1,600 hot meals via our Community Kitchen, adding up to catering for more than 2,500 meals if we include Hooyo East - the takeaway that gives back. These services not only met immediate needs but also helped restore dignity, stability and hope for those most impacted.

Beyond urgent support, WIT continues to tackle some of the most complex and under-recognised issues in our communities. Our Haawa domestic abuse service supported nearly 40 women per quarter, offering a safe, culturally sensitive lifeline to those experiencing violence and control. The service saw a 400% increase in uptake, reflecting growing trust and the urgent need for tailored, trauma-informed care.

Our Maangaar special educational needs and disabilities (SEND) project broke new ground by supporting families with neurodivergent children, offering autism training in Somali and bridging the gap between home and school. These initiatives demonstrate WIT's commitment to challenging stigma, building understanding and ensuring that no woman or child is left behind.

None of this would have been possible without the extraordinary generosity of WIT's volunteers, funders, donors, staff, and trustees. The volunteer base continues to grow, with over 200 registered volunteers, including corporate partners such as TikTok and Goodera, supporting WIT's work through food distribution and community events. Their energy and commitment remain a cornerstone of the organisation's impact.

I would like to warmly welcome our four new trustees — Quyen Le, Olga Petrovic, Juliane Guderian and Yemi Sonuga — who were recruited following a trustee skills audit for their expertise in finance and law, further strengthening the Board's capacity for strategic oversight and informed decision-making. I would also like to extend my heartfelt thanks to outgoing trustee Natasha Hanckel-Spice for her dedicated service over 4 years as Trustee and Treasurer, guiding us financially through the unprecedented challenges of Covid.

As we move into our next chapter, I am confident that WIT will continue to grow in strength and influence. Guided by our values and deep commitment to community, WIT will remain a beacon of empowerment, cultural pride and hope. In a time when the cost of living crisis continues to deepen and hate crimes against minority communities are on the rise, our work is more vital than ever. We will continue to stand alongside those who are excluded, unheard or underserved ensuring that every woman has the support she needs to thrive, and that our communities are equipped to thrive together.



Richa Ellis
Vice Chair

WIT Board of Trustees

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including “Public benefit: running a charity (PD2)”. The achievements and activities provided in this Annual Report demonstrate the public benefit outcomes of WIT’s services and activities.

Objectives and activities

WIT aims to promote social inclusion for the public benefit, focusing particularly—but not exclusively—on women and young people from Black, Asian, and ethnic minority communities who experience social exclusion due to gender, race, or ethnic origin. WIT works to relieve the needs of these individuals and support their integration into society through targeted programmes, advice, and community initiatives.

In addition, WIT is committed to enhancing the development and education of children under school age by supporting parents to better understand and meet their children’s needs.

WIT’s Impact Report highlights the organisation’s accomplishments over the past 12 months. Available online, it serves as a transparent and accessible resource for members, funders, and stakeholders. Through this report, WIT celebrates its achievements and acknowledges the individuals and organisations whose contributions have made them possible.

Vision & Mission

WIT envisions a community where all women and girls, especially Somali and other ethnic minority women and girls in East London, lead empowered, fulfilled lives. We strive to be a safe, inclusive space for every woman, regardless of background, where dignity, opportunity and belonging are nurtured. Our goal is to inspire not only local change but global movements, showing that culturally responsive, community-led support can transform lives. At WIT, we believe that happy, healthy women create happy, healthy societies.

Our mission is to empower Somali and ethnic minority women and girls in East London by providing culturally responsive support that helps overcome social and economic barriers, build confidence, and foster independence and resilience.

Founded in 2003 by Somali mothers who faced exclusion from mainstream services, WIT has grown into a respected local charity that delivers tailored support to meet the unmet needs of Black, Asian and ethnic minority women and their families. We work in partnership with

stakeholders across housing, employment, health and education to improve outcomes and create lasting change.

WIT is committed to collaboration, advocacy and capacity-building. We help women develop skills, access services and become independent, while also equipping institutions with the understanding and tools needed to better serve diverse communities. Our strong track record of partnership working across the voluntary sector reflects our belief that real change happens when communities lead the way.

Governing document

Women's Inclusive Team Ltd ('WIT') is constituted as a Company Limited by Guarantee and is governed by a Memorandum and Articles of Association dated 28 March 2018. WIT was registered as a charity with the Charity Commissioner on 8 May 2018.

Organisation

Women's Inclusive Team (WIT) is governed by a board of trustees which determines the strategic direction of the charity. Governance issues are dealt with by the board of trustees, and they meet regularly throughout the year (a minimum of four times a year).

Senior Management Team (SMT) and Staff structure

WIT's Senior Management Team (SMT) comprises three key leadership roles: the Chief Executive Officer (CEO), who reports directly to and meets regularly with the Chair of the Board; the Director of Services, who reports to the CEO; and the Monitoring and Evaluation Coordinator, who reports to both the Director of Services and the CEO. The SMT meets weekly and holds additional ad hoc meetings as needed to ensure strategic alignment and operational responsiveness.

In addition to the SMT, WIT has designated project leads across core service areas, including Youth, Advice, Health, Women's Development, and Early Years (Preschool). Each lead reports directly to a relevant SMT member, ensuring clear lines of accountability and support.

Staff members and external experts also attend trustee meetings, particularly the Annual General Meeting (AGM), to share insights, updates and specialist knowledge that inform governance and strategic decision-making.

Trustee Recruitment and Governance Structure

Following a trustee skills audit, WIT identified the need to strengthen legal, governance and finance expertise within its board. In response, three new trustees with relevant professional backgrounds were appointed, enhancing the board's capacity to provide strategic oversight and informed decision-making.

To support this, WIT added new members to its existing Finance Sub-Committee, chaired by Emily Teh Xiao-Fang, which continues to oversee budgeting, financial planning and resource management. The committee ensures that WIT's financial operations remain transparent, sustainable and aligned with our strategic priorities.

In addition, WIT established a new Governance and Risk Sub-Committee, led by Quyen Le, to provide focused oversight on compliance, safeguarding, risk management and organisational resilience. This committee plays a critical role in reviewing policies, monitoring emerging risks and ensuring that WIT maintains high standards and ethical practices.

Both sub-committees meet regularly and report to the full board, enabling more agile decision-making and deeper scrutiny of key operational areas.

ACTIVITIES & ACHIEVEMENTS

Empowering Children and Young People

Chicksand Preschool

35-place pre-school: A beautiful place to learn, play and grow

'Chicksand Preschool is a hidden gem.'

Ofsted report Sep 2024.

We are delighted to share that our first Ofsted assessment took place in September 2024 and resulted in a highly positive report. Inspectors commended the strong and trusting relationships we have built with parents and relevant professionals, as well as the exceptional social confidence, kindness, and caring nature shown by the children. These findings reflect the dedication of our team to creating a nurturing, inclusive, and high-quality learning environment for every child.

Now in its second decade of operation, Chicksand Preschool continues to flourish as part of the Women's Inclusive Team's strategy to improve educational and health outcomes for local children and their families. We remain committed to delivering high-quality early years education for children aged 2–4 across our 35-place Preschool.

Our Preschool features a spacious outdoor garden, designed to enhance children's learning experiences through play and exploration. This natural environment encourages curiosity, supports physical development, and provides valuable opportunities for children to connect with nature.

At **Chicksand Preschool**, we take pride in offering a warm, welcoming, and inclusive setting where every child is valued and supported to reach their full potential. Our child-centred approach ensures that each child is given the time, attention, and encouragement they need to learn, grow, and thrive at their own pace.

Our approach includes:

- Building strong partnerships with parents and carers
- Employing high-quality, experienced staff committed to children's wellbeing and learning
- Providing stimulating resources and planned learning experiences that nurture curiosity, confidence, and development

Chicksand SEND Provision

At Chicksand Preschool Nursery, we are dedicated to providing inclusive education for children with SEND. We have allocated spaces for SEND children, offering a sensory corner and tailored support to meet individual needs.

Our experienced staff work closely with parents, carers, and professionals to create personalised support plans, ensuring each child thrives. Ongoing staff training in SEND best practices helps us maintain a nurturing and supportive environment for all children. Our strong parent partnerships also create a supportive, inclusive, and enriching environment where every child can learn, grow, and thrive.

Finally, our beautiful new garden furniture enhances outdoor learning, allowing children to explore nature and understand the life cycle of plants by growing fruits and vegetables such as cucumbers, cherry tomatoes, and runner beans.

Stay and Play Programme

We were proud to take part in a London-wide pilot project funded by the Mayor of London's Violence Reduction Unit (VRU), designed to promote physical activity, social connection and resilience among young children. Delivered over eight months at our Chicksand site, the project

used sport as a powerful early intervention tool, laying the foundations for healthier, more confident lives.

As part of the pilot, we ran weekly sports sessions and Stay & Play activities for children in the early years. A qualified sports coach delivered monthly sessions and worked closely with our staff to build their skills and confidence, ensuring the delivery the team could lead high-quality sessions throughout the rest of the project and beyond.

A total of 43 children participated, developing core sporting skills while also building emotional resilience, teamwork and social awareness. Children began to demonstrate stronger coordination and confidence, actively engaging in challenges, imitating the coach's instructions and playing cooperatively with their peers.

Morpeth School Community Engagement

Through our partnership with Morpeth School, we have continued to create a trusted bridge between school and home, enabling early intervention, reducing exclusions, and improving access to educational and wellbeing support. Our work has strengthened community trust, increased parental confidence, and ensured that more pupils remain supported, included, and on track for positive futures.

Over the past year, the partnership has delivered meaningful impact by strengthening links between the school, families, and the wider community. Our activities have supported pupils' educational journeys, empowered parents and carers, and provided culturally responsive assistance in complex situations.

Key Achievements 2024–2025:

- Capacity building: In October, we expanded the school engagement team by recruiting a new School Support Officer, Amal, who works alongside the Parent Liaison Officer to increase outreach and continuity of support.

- Enhanced parental engagement: We hosted several well-attended coffee mornings focused on careers and post-16 pathways, providing parents and carers with practical information on sixth form, college, apprenticeships, and university options. Morpeth has now adopted the Unifrog platform to help families track pupil progress, following our joint awareness sessions.

- Targeted family support: Our team worked closely with the school on individual cases, offering advocacy and guidance to families facing challenging circumstances. In one instance, we successfully helped a pupil avoid permanent exclusion by supporting all parties to agree a managed move. We also provided tailored assistance to families with SEND and other additional requirements.

- Strengthened collaboration: We supported the transition to a new headteacher, Mr. Pickett, and helped foster positive relationships with both new and returning families through welcoming coffee mornings and consistent liaison support.

Academic partnerships: In collaboration with Queen Mary University of London and the University of Warwick, we co-delivered a series of co-design workshops with parents, pupils, and school staff to develop new approaches for supporting children aged 11–14. This pilot, run from June to November across schools in London and Birmingham, lays the foundation for potential expansion in 2025.

Hiddo Girls

The Hiddo Girls programme has continued to grow in strength and reach over the past year, now engaging over 100 contacts and nearly 100 active participants. The initiative provides a safe, inclusive, and empowering space for young women to build confidence, develop new skills, and form supportive networks within their community.

In April 2024, Hiddo Girls hosted a series of Iftars with Islamic talks and a well-attended 'Ramadan Taster' event, which successfully attracted around 20 new participants to the programme. These culturally grounded activities fostered a strong sense of belonging while promoting personal growth and community engagement.

In May, the group focused on skill-building through an online GCSE science/maths revision session, alongside workshops on sustainable living (delivered by *Sunny Jar*) and financial literacy (led by *Mental Health UK*). Participants also took part in awareness sessions on hate crime and violence against women and girls (VAWG), as well as culturally relevant trips such as attending the Somali theatre production *Dugsi Dayz*.

By June, members had completed an accredited course on mental health and resilience, and took part in a collaborative visit to the Ashaadibi Youth Centre, where they connected with other young people and joined a Somali dance workshop. These experiences combined fun and creativity with opportunities for social learning and confidence-building.

From September to December, Hiddo Girls engaged 124 young people, of whom 53 were regular attendees. A relaunch event in September drew more than 40 participants and reinvigorated the programme for the new academic year. Subsequent activities included another Sunny Jar workshop on sustainable living, and a Breaking Barriers session run by *Adidas*, where participants met a GB athlete and discussed the challenges girls face in sports. The group also completed an accredited first aid course, joined a VAWG workshop in partnership with the Spotlight Youth Centre, and continued the online science classes for Years 10 and 11.

Engaging the 15–18 age group remains a particular challenge, as older participants often face competing academic and personal priorities. In response, the team is developing tailored sessions that focus on leadership, independence, and life skills more relevant to this age range. This led to Hiddo Girls introducing an entrepreneurship workshop for 15–19-year-olds, alongside further

sessions on mental health and wellbeing, and a new drama and creative expression series to help young women build confidence, teamwork, and communication skills.

> *"I really enjoyed this session as it taught me how to start a business and the steps to making it successful." - Hiddo girl, aged 18*

> *"Thank you so much for giving our girls such a wonderful experience-they had an absolutely fantastic time! Every time they come back, they return with big smiles and positive memories" - Parent of 2 girls*

> *"The trips during the summer holidays provide families with much needed support, easing financial pressures during these challenging times" - Parent of Hiddo girl*

Overall, Hiddo Girls continue to make a measurable impact by equipping young women with the skills, support, and opportunities they need to thrive — both within their communities and beyond.

Summer Programme

This summer, in partnership with Ashaadibi Community Centre, we delivered a vibrant, high-impact holiday programme for children aged 5 to 16 across three locations in Tower Hamlets. Over four weeks, 164 children attended 48 sessions, experiencing more than 64 hours of meaningful, structured activities that offered joy, creativity, nourishment and personal growth. The events created a real sense of energy and momentum across all age groups.

"The activities gave the children the chance to make new friends, explore new places, and create lasting memories. They also provided families with much needed support, easing financial pressures during these financially challenging times. My daughters found the WIT team to be caring and friendly, which gave us peace of mind and fostered our trust." Mr Elmi dad of 2 girls

The Chicksand Fun Day attracted over 120 attendees, helping us connect with new families and build community awareness. The Mayfield Dazzle & Dine event welcomed over 80 people, strengthening local engagement and encouraging early registrations.

This programme offered more than school holiday entertainment – it provided structure, belonging, cultural pride and growth. We look forward to continuing and expanding this programme's impact to reach even more children and families.

Maangaar - SEND Children

With support from the Mayor's funding, the Maangaar SEND Project launched in 2022, continued to provide culturally responsive family support across several primary and secondary schools in Tower Hamlets. Delivered by a trusted team of school support officers, the project focuses on improving outcomes for children with special educational needs by strengthening the bridge between home and school.

In Somali, there is no direct translation for terms like "autism" or "special needs." Instead, the term *Maangaar*—meaning "unique child"—has emerged to positively capture these concepts, emphasising each child's individuality and strengths.

This year, the Maangaar Projects reached some over 200 people, through activities such as:

- Coffee mornings and parents' evenings at schools including Bow School, St. Paul's Way Primary and the Thomas Buxton Primary School to raise awareness about WIT's SEND services and about the Educational Health Care Plan (EHCP) process, with productive parent engagement.
- Our first ever Autism Supported Training in Somali, delivered by Khadra Osman of the Phoenix Specialist School, who is also a Parent Ambassador.
- An 8 week course in early bird autism training, delivered by National Autistic Society and completed by nine parents. The parents, who all enjoyed the course and felt it was truly needed in the community, received certificates and educational materials from NAS for their families to read and learn from.
- A Wellbeing Workshop for parents at John Scurr Primary School, to coincide with World Mental Health Day, covering children's mental health and wellbeing, Covid and its effects, and available support.
- A listening session organized with Save the Children, where families were invited to come in and share their thoughts on the proposed topics for funding and support for borough residents.
- Speech and language therapy sessions in collaboration with Unlocking Language, whose sister company Communigate CIC delivers sessions for the communities. The sessions, delivered by a qualified therapist, were aimed at families with early years and primary school aged children.

> *"I learned so much about autism and absolutely loved the course, it's helped our family enormously. We now have better routines and structure for the children, use visuals to support communication, and even have a calmer bedtime routine for all five kids, both older and younger." - SEND Parent*

Looking ahead, we are excited to complete the filming of the Maangaar documentary, to present our work in a video and interview format and participating in an NIHR funded project on

Overcrowding and the Mental Health impact on families with Neurodivergent children, partnering with a team from The London Metropolitan University.

Improving Health and Wellbeing

Flourishing Communities

Advancing Women's Health and Empowering Local Voices

Throughout the past financial year, our Flourishing Communities project has delivered progress in addressing critical health inequalities, empowering women from diverse backgrounds to take control of their health and wellbeing, while simultaneously fostering stronger community connections. The project engaged 400 women across six thematic areas, including maternity support, menopause advice, cancer awareness, ESOL-integrated health literacy, and women's health education.

Working in partnership with organisations including the London Ambulance Service, local GP practices, and community groups, we delivered culturally sensitive sessions in community languages—particularly Somali—creating safe spaces where women felt understood and respected. Our approach of training Cervical Cancer Champions and Breast Cancer Champions has created a sustainable model of peer education, enabling local women to become trusted advocates within their own communities. This has proven particularly effective in reaching women who face cultural or linguistic barriers to accessing mainstream health services.

> "*Before attending the women's health session, I didn't know much about cervical screening. Hearing other women like me share their experiences gave me confidence to book my first appointment*." *- Workshop attendee*
>
> "*This was the first time I heard someone speak about women's health in Somali, in a way I understood. I felt safe and not judged*." *- Local resident*
>
> "*After the maternity steering group, I felt like my voice mattered. I could share what went wrong during my birth experience and it felt powerful to know things might change because of what we said*." *- Local mother*

The impact of this work extends beyond individual health outcomes to strengthen community cohesion and civic participation. Women who previously felt excluded from healthcare conversations now actively participate in shaping services through our maternity steering group, whilst ESOL participants have gained practical health literacy skills through GP-led role-play sessions that build confidence in navigating the health system. Feedback consistently demonstrates that culturally appropriate, language-accessible provision transforms women's engagement with preventative health services, with participants reporting increased confidence to book screenings, discuss sensitive health issues, and advocate for themselves and others.

The project's recognition by the National Lottery Community Fund Health Equalities Programme and our collaboration with the government's Women's Health Ambassador underscores its significance as a model for addressing health inequalities. By combining direct service delivery with community leadership development and collaborative research, Flourishing Communities demonstrates measurable public benefit through improved health literacy, increased screening uptake, and the creation of more inclusive, responsive health services for underserved communities.

Haawa Domestic Abuse Project

The Haawa Project has seen a remarkable 400% increase in uptake, reflecting growing trust in WIT's culturally appropriate, trauma-informed approach. As WIT's flagship domestic abuse service, Haawa provides a safe and responsive lifeline for Somali and other ethnic minority women in Tower Hamlets who are experiencing or escaping domestic abuse and seeking safe housing.

The project was originally developed in response to a small-scale research study conducted by WIT in 2020–2021, which revealed that only one Somali woman accessed domestic abuse services in Tower Hamlets over a one-year period. This stark finding highlighted the deep mistrust of statutory services and the cultural, linguistic, and systemic barriers, including immigration issues, that prevent women from seeking help.

Relaunched in November 2024 following a three-year funding award from the London Borough of Tower Hamlets, Haawa has grown into a vital service that addresses complex, intersecting challenges such as housing insecurity, immigration status, and financial hardship. Since its relaunch, Haawa has supported an average of 39 clients per quarter, equating to around 117 clients annually. One notable case involved a woman with no recourse to public funds who was facing eviction and abuse. Through Haawa's intervention, she secured the Destitute Domestic Violence Concession, was granted leave to remain, accessed Universal Credit, and moved into safe and stable housing in Glasgow with ongoing support.

Community engagement remains central to Haawa's impact. During the 16 Days of Activism campaign, Haawa organised three in-person events and one online session, engaging over 155 participants. Workshops covered topics such as forced marriage, virginity testing, female genital mutilation, and violence against women and girls. The online event, delivered in both English and Somali, featured a powerful testimony from a survivor and attracted 50 participants. Social media campaigns reached over 10,000 views, increasing visibility and self-referrals.

Haawa has also built strong partnerships with local mosques and Imams, who now feel confident referring women to the service. This shift has opened the door to wider community dialogue, including among younger Somali men and women, around healthy relationships and wellbeing, conversations that were previously silenced.

> *"As a survivor of domestic abuse and a single mother, I was struggling to get support from my local council. After months of back and forth with various departments, I felt*

lost and unheard. That's when I came across Haawa. From the moment I reached out, they were incredibly supportive and proactive. With their involvement, I received a prompt response from the council, and within just a couple of weeks, I was finally housed. Their guidance, advocacy, and compassion truly made all the difference. I am deeply grateful for everything they have done for me and my child. Without their help, I don't know how I would have navigated that overwhelming situation." — Haawa Client

The project's visibility has grown through participation in events such as the White Ribbon Awareness campaign, the Tower Hamlets Together Summer Fair (engaging over 200 visitors), and outreach to 40 school staff members. The recruitment and training of 10 VAWG Champions, with five additional sign-ups, has created a sustainable network of community advocates.

Through its culturally grounded, trauma-informed model, Haawa continues to demonstrate measurable public benefit by enabling women to overcome barriers such as immigration and housing insecurity, access essential services, and rebuild their lives in safety and dignity.

Community Connectors

Bridging Mental Health Services and Community Support

The Community Connector team, embedded within the multidisciplinary Bethnal Green Neighbourhood Mental Health Team, delivers significant public benefit by providing culturally sensitive, holistic support that addresses the social determinants of mental health and wellbeing. Between September 2024 and January 2025, the team successfully engaged over 80 service users, providing comprehensive support including asset mapping, signposting to community activities, managing foodbank provision, identifying mental health recovery goals, supporting Personal Health Budget applications through the advocacy project, and assisting with housing, benefits, and grant applications.

The team's person-centred approach is exemplified by their responsiveness to service users' needs: foodbank orders were adapted to include non-tinned food with longer shelf life, social media initiatives were developed to normalise healing journeys with compassion, and face-to-face meetings were prioritised to build trust and rapport. The appointment of a Senior Community Connector providing weekly supervision ensures optimum service delivery, with diligent assessment and review of referrals within reasonable timeframes and proactive identification of barriers to access through grant applications, benefits support, and travel discount schemes.

The team has demonstrated resilience and adaptability during a period of transition, welcoming two new Community Connectors and one Senior Community Connector whilst maintaining continuity of service despite staff departures. All new team members have been trained on the RIO system to ensure efficient documentation and tracking of service users' progress, whilst

ongoing efforts to expand the active referral list ensure the service reaches more individuals in need.

The team's asset-based approach addresses essential needs through strengthened foodbank provisions and grant applications for household goods for vulnerable families, whilst continuing to provide advice, guidance, and signposting on housing issues and access to local activities. By integrating mental health support with practical assistance on social needs, the Community Connector team demonstrates measurable public benefit through improved service user engagement, reduced barriers to accessing support, and the creation of pathways that enable individuals to achieve their recovery goals and participate more fully in community life.

Tackling Food Inequality

The Community Pantry

In 2024–2025, WIT distributed 3,721 food and care packages to individuals referred through local stakeholders, including the Bethnal Green Neighbourhood Mental Health Team, local GPs, Barts Health NHS Trust, and other voluntary sector partners. The Community Pantry plays a vital role in addressing food inequality, particularly among Black, Asian and Muslim women in Tower Hamlets, who often face barriers to accessing mainstream food banks due to cultural sensitivities and the types of food provided.

WIT is actively engaged in both pan-London and local strategic initiatives to promote food equity and ensure that hunger relief efforts are inclusive and responsive to the needs of marginalised communities.

As part of our strategic collaborations, WIT works closely with Banquet, a food bank campaigning organisation. Banquet provides quarterly donations of shelf-stable and long-life food items, which are distributed to individuals in crisis—many of whom are referred by healthcare professionals and mental health services.

The Community Kitchen

WIT’s Community Kitchen provides free hot meals to vulnerable residents, with a particular focus on supporting families. In 2024–2025, the kitchen distributed 1,600 meals and food items, ensuring that particularly vulnerable local residents like children eligible for free school meals, residents in local care homes etc. received nutritious and reliable food during periods of increased need. This achievement was made possible through the dedication of our volunteers and the support of local stakeholders.

The kitchen also serves as a hub for community collaboration. It provides free venue space and catering services to support other charitable initiatives, including the Sight loss Group, which

meets monthly for peer support sessions. This reflects WIT's commitment to inclusive community development and partnership working.

> *"After completing the CV workshop and Food and Hygiene training at WIT, I got a job as a dinner lady. I'm ever so grateful to WIT." — Ayan Mohammed, Community Kitchen Volunteer*

Volunteers are central to the kitchen's success. Many are individuals who are unemployed or engaged with WIT's other programmes. Volunteering offers them opportunities to gain practical skills, build confidence and contribute meaningfully to their community. Notably, 10% of women who volunteered in the kitchen have since secured employment, supported by WIT through DBS checks, CV development, and references.

Hooyo East: The Takeaway that Gives Back

Hooyo East is WIT's social enterprise kitchen, providing authentic Somali cuisine and catering for events hosted by community organisations, local businesses, and stakeholders. Operated by local women and volunteers, Hooyo East offers a unique model that combines food enterprise with social impact. All income generated is reinvested into WIT's wider food equity initiatives, including the Community Kitchen and Pantry.

From April 2024 to March 2025, Hooyo East delivered 65 workshops with the support of 40 dedicated volunteers who helped bring its services and the community to life. The enterprise also serves as a platform for skills development and employment pathways, with volunteers gaining hands-on experience in food preparation, hygiene, and customer service.

During this period, Hooyo East reached more than 300 new community members and catered over 2,500 meals across a range of programmes and events. Partnerships with organisations such as Dahabshiil, TikTok, Sidley Austin, and Tower Hamlets Council further strengthened its reach and impact.

A key highlight of the year was catering for a roundtable discussion between the British Ambassador to Somalia and the local community in October 2024 — an event that exemplified Hooyo East's commitment to connection, culture, and community.

> *"Dear Hooyo East, Thank you for the lovely catering you provided for our event. The food was delicious and played a big part in helping us celebrate Black heritage and history. We look forward to collaborating with you again soon." - Primary event contact*

Looking ahead, WIT is developing a comprehensive business plan to expand Hooyo East's reach and secure future funding. A food hygiene inspection is scheduled for February 2025, with preparations already underway to maintain high standards and continue building trust with customers and partners.

With a clear operational model and strong community support, Hooyo East continues to thrive as a social enterprise that nourishes both body and soul — creating sustainable impact across Tower Hamlets.

Providing Advice & Guidance

Advice

WIT continues to strengthen its role within the local advice sector, delivering high-quality, culturally responsive support to residents across Tower Hamlets. As a member of the Tower Hamlets Advice Consortium, we work in partnership with Citizens Advice Bureau, University House, the Legal Advice Centre, Tower Hamlets Law Centre, and other established organisations. Through this collaboration, WIT secured funding via the Tower Hamlets Mayor's Grant and successfully completed its first monitored year, meeting all reporting requirements.

In January 2025, WIT was awarded the Advice Quality Standard (AQS) Accreditation, providing independent assurance that our services are well-managed, client-focused, and delivered to nationally recognised standards. We also maintain membership with AdviceUK, connecting us to a respected national network of independent advice organisations committed to ethical practice and continuous improvement.

Over the past year, our Advice Team supported more than 3,000 individuals, offering guidance on housing, welfare, benefits, debt, and personal development. We helped clients write off over £24,000 in unmanageable debt and secured more than £68,000 in financial gains for local families—providing a vital lifeline during times of hardship and ensuring that residents felt heard, supported and empowered.

Advice Case Study: Navigating Complex Needs

WIT supported a father of two young children facing multiple overlapping challenges, including mental illness in the household, suspected autism in both children, unsuitable housing, and the impact of the benefit cap. After leaving work to care for his children, the family's Universal Credit was reduced by £1,110.85 per month, leaving them reliant on borrowing and food banks.

WIT's Advice Team intervened by securing a Discretionary Housing Payment (DHP) of £953.33 per month, significantly reducing the family's financial shortfall. We also supported a successful Disability Living Allowance (DLA) application for the eldest child, which removed the family from the benefit cap and provided backdated financial support.

This case highlights the transformative impact of culturally sensitive, holistic advice—restoring stability, dignity and hope for a family in crisis.

Our advisers are committed to continuous professional development, having completed accredited training in Information, Advice and Guidance (IAG), Debt Advice, Immigration Advice, Housing Disrepair, and other specialist areas. Our trainee solicitor is funded by a Propel Grant and is scheduled to qualify in July 2025. As our reputation grows, we continue to receive

increasing referrals from other advice services, local authorities and NHS Social Prescribers, further expanding our reach and impact.

Guidance

Providing guidance at WIT takes many forms, from crisis intervention to long-term empowerment. As part of our commitment to supporting women into employment, we continued to deliver our Developing Potentials programme, offering tailored support in CV building, job applications, and career pathways. This year, we provided one-to-one support to over 33 individuals, helping them prepare for work through personalised sessions that proved more effective than group workshops. Many of the women who benefited from this support were also engaged in volunteering within our Community Kitchen, where they gained hands-on experience and confidence.

In addition, our Life Long Learning programme continues to support adult women in strengthening their English language skills. Through interactive lessons in grammar, vocabulary, speaking, listening, reading and writing, learners built practical communication abilities and confidence. This year, 87% of participants reported feeling more confident speaking English, 98% improved their language proficiency, and 85% attended classes consistently. Tailored activities, such as support with pronoun use, ensured that each learner felt understood and supported.

FINANCIAL REVIEW

The Statement of Financial Activities shows income for the year ending 31 March 2025 of £647,406 (2024 £456,848) and total outgoing of £ 657,711 (2024 £522,997). A reserve of £242,057 (2024 £252,362) is carried forward, of which £227,057 (2024 £232,516) is unrestricted and £15,000 (2024 £19,846) is restricted.

RESERVES

WIT requires reserves in order to allow for re-organisation in the event of a downturn of income in one or more areas of funding and to provide for unforeseen, and hence unbudgeted, expenditure that WIT may need in order to continue to meet its objectives and support the changing needs of our community.

Unrestricted funds of £227,057 are sufficient to support the running of WIT for approximately 4.5 months under the (unlikely) assumption of unchanged spending (including staffing) in a downturn. We estimate the necessary level of reserves at around £200,000 to sustain the charity for six months under the more realistic but still conservative assumption that a significant downturn would be accompanied by a material downsizing of some of WIT's projects, and hence costs. More specifically, that level of reserves would allow WIT to continue to pay in full its support costs (both staff and overheads, including Mayfield House rent) as well as some selected project costs (e.g. Chicksand rent) for five months, along with about 30% of the project staffing costs to cover for notice periods (from a few weeks to three months) and potential redundancy compensations.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on WIT's website. Legislation in the United Kingdom governing the reparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the board of trustees on **12th December 2025** following a trustee meeting and signed on its behalf by:



Richa Ellis
Vice Chair
WIT board of trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
WOMEN'S INCLUSIVE TEAM LTD (COMPANY LIMITED BY GUARANTEE)
FOR THE YEAR ENDED 31 MARCH 2025

I report to the trustees on my examination of the accounts of Women's Inclusive Team Ltd for the year ended 31 March 2025.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the Charity's gross income exceeded £250,000, I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



…… **Date: 12/12/2025**

Aamer Shehzad FCA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Womens Inclusive Team

Statement of Financial Activities (including Income and Expenditure account)

For the year ended 31 March 2025

	Notes	Unrestricted Funds	Restricted Funds	Total 2025	*Total 2024*
		£	£	£	*£*
Income from:					
Charitable activities	**3**	258,197	389,209	**647,406**	*456,848*
Total income		**258,197**	**389,209**	**647,406**	456,848
Expenditure on:					
Charitable activities	**4**	254,154	403,557	**657,711**	*522,997*
Total expenditure		**254,154**	**403,557**	**657,711**	522,997
Net income / (expenditure) for the year	**5**	4,043	(14,348)	(10,304)	(66,149)
Transfers between funds		(9,502)	9,502	**-**	-
Net movement in funds		**(5,459)**	**(4,846)**	**(10,305)**	188,315
Reconciliation of funds:					
Total funds brought forward at start of period		232,516	19,846	**252,362**	*318,511*
Total funds carried forward at end of period		**227,057**	**15,000**	**242,057**	**252,362**

The Statement of Financial Activities includes all gains and losses recognised in the year.

The attached notes form part of these financial statements.

Womens Inclusive Team

Balance sheet **Company no. 07148997**

As at 31 March 2025

	Notes	£	2025 £	*2024* *£*
Fixed assets				
Tangible assets	**7**		**-**	*294*
Current assets				
Debtors	**8**	**92,219**		*98,154*
Cash at bank and in hand		**217,422**		*200,119*
		309,641		*298,273*
Liabilities				
Creditors:				
amounts falling due within one year	**9**	**(67,584)**		*(46,205)*
Net current assets			**242,057**	*252,068*
Net assets			**242,057**	*252,362*
Funds:				
Unrestricted funds	**11**		**227,057**	*232,516*
Restricted funds	**11**		**15,000**	19,846
Total charity funds			**242,057**	*252,362*

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirments of the Companies Act 2006 with respect to accounting records and preparation of accounts.

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on and signed on their behalf by: 12th December 2025

Richa Ellis

Richa Ellis (Vice Chair)

The attached notes form part of the financial statements.

Womens Inclusive Team

Statement of cash flows

For the year ended 31 March 2025

	Note	£	2025 £	2024 £
Net cash provided by (used in) operating activities	**(a)**		**17,303**	(80,706)
Change in cash and cash equivalents in the year			**17,303**	(80,706)
Cash and cash equivalents at the beginning of the year			**200,119**	280,826
Cash and cash equivalents at the end of the year	**(b)**		**217,422**	200,119

a) Reconciliation of net expenditure to net cash flow from operating activities

	2025 £	2024 £
Net income for the reporting period (as per the statement of financial activities)	**(10,304)**	(66,149)
Depreciation	**294**	294
Decrease / (Increase) in debtors	**5,935**	(29,569)
(Decrease)/ Increase in creditors	**21,379**	14,718
Net cash provided by / (used in) operating activities	**17,303**	**(80,706)**

b) Analysis of cash and cash equivalents

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	200,119	**17,303**	**217,422**
Total cash and cash equivalents	200,119	**17,303**	**217,422**

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Donations income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

Investment income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest or dividends paid or payable by the investment fund manager.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between expenditure on charitable activities on the basis of the staff time spent on the activity.

Fund accounting

Unrestricted funds are available to spend at the discretion of the trustees on activities that further any of the purposes of charity. Restricted Funds are restricted income funds given to the charity for specific purposes. They are expendable by the trustees in furtherance of particular projects within the charity objects.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	25% straight line basis on cost

1 Accounting policies (continued)

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in the year.

2 Detailed comparatives for the statement of financial activities

	Unrestricted Funds	Restricted Funds	**Total 2024**
Income from:	£	£	**£**
Charitable activities:	137,871	318,977	456,848
Total income	137,871	318,977	456,848
Expenditure on:			
Charitable activities:	140,411	382,586	522,997
Total expenditure	140,411	382,586	522,997
Net income for the year	(2,540)	(63,609)	(66,149)
Reconciliation of funds			
Total funds brought forward at start of the period	235,056	83,455	318,511
Total funds carried forward at end of the period	232,516	19,846	252,362

3 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	*Total 2024 £*
Clarion Futures	-	5,000	**5,000**	*5,000*
Bame Network	-	3,000	**3,000**	*-*
London Borough of Tower Hamlets	-	149,715	**149,715**	*79,842*
Compass Wellbeing CIC	-	72,435	**72,435**	*71,014*
Canary Wharf Group	-	-	**-**	*3,000*
City University of LONDON	-	-	**-**	*2,345*
East London NHS Foundation	-	-	**-**	*3,625*
East End Citizens Advice Bureaux	-	24,707	**24,707**	*10,295*
Poplar Harca	15,000	-	**15,000**	*20,000*
Limehouse Project	-	(9,502)	**- 9,502**	*11,030*
THCVS	-	78,727	**78,727**	*43,985*
The Ubele Initiative	-	-	**-**	*5,000*
Barts Health NHS Trust	-	-	**-**	*3,220*
Solace Women's Aid	-	3,000	**3,000**	*2,130*
Propel	-	27,127	**27,127**	*-*
NHS NORTH EAST LONDON	-	15,000	**15,000**	*-*
Tower Hamlets General Practice	-	-	**-**	*9,420*
Morpeth	-	15,000	**15,000**	*16,500*
Tower Hamlets Homes	50,800	-	**50,800**	*44,775*
Legal Advice Centre University House	-	-	**-**	*22,195*
Chicksand	98,930	-	**98,930**	*43,225*
Hoyoo East	60,000	-	**60,000**	*27,784*
Peabody Community Foundation	5,000	-	**5,000**	*-*
The British Land Company PLC	-	5,000	**5,000**	*7,650*
Consultancy and Others	14,696	-	**14,696**	*9,049*
Donation and Legacy	13,772	-	**13,772**	*15,766*
	258,197	389,209	**647,406**	456,848

4 Analysis of expenditure

Current year

	Unrestricted £	**Restricted £**	**Support costs £**	**Total 2025 £**	*Total 2024 £*
Direct cost	-	89,994	-	**89,994**	*70,003*
Salaries	207,983	220,339	-	**428,322**	*356,915*
Other staff Costs	1,067	-	-	**1,067**	*2,512*
Office cost	-	-	35,013	**35,013**	*44,809*
Premises costs	-	-	14,404	**14,404**	*14,533*
Professional fees	-	-	80,507	**80,507**	*31,493*
IT costs	-	-	8,403	**8,403**	*2,732*
	209,050	310,333	138,327	**657,711**	522,997
Support costs allocation	72,457	65,870	(138,327)	**-**	-
	281,508	**376,203**	**-**	**657,711**	*522,997*

Analysis of expenditure

Prior year

	Unrestricted £	Restricted £	Support costs £	Total 2024 £
Direct cost	-	70,003	-	70,003
Salaries	87,644	269,271	-	356,915
Other staff Costs		2,512		2,512
Office cost			44,809	44,809
Premises costs			14,533	14,533
Professional fees			31,493	31,493
IT costs			2,732	2,732
	87,644	341,786	93,567	522,997
Support costs allocation	52,767	40,800	(93,567)	-
	140,410	382,586	-	522,997

5 Net income for the year

	2025	*2024*
Net income is stated after charging:	**£**	*£*
Independent examiner's fee (excluding VAT)	**900**	*900*
Depreciation	**294**	*294*

6 Analysis of staff costs, trustees remuneration and expenses and cost of key management personnel

	2025	*2024*
	£	*£*
Wages and salaries	**397,529**	*331,724*
Social security costs	**19,721**	*20,973*
Pension costs	**11,073**	*4,218*
	428,322	*356,915*

No member of staff received emoluments of more than £60,000 in this year (2024: None)

The total employee benefits including pension contributions of the key management personnel were £Nil (2024: £Nil). During the year there were no redundancy payments.

The average monthly numbers of employees during the year was 27 (2024: 27)

The trustees of the charitable company were not paid or received any other benefits from employment with the charity in the year (2024: £nil) neither were they reimbursed expenses during the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

7 Tangible Fixed Assets

	Computer Equipment	**Total**
	£	**£**
Cost		
At 1 April 2024	1,175	**1,175**
Additions in the period	-	**-**
At 31 March 2025	1,175	**1,175**
Depreciation		
At 1 April 2024	882	**882**
Charge for the period	294	**294**
At 31 March 2025	1,175	**1,175**
Net book value		
At 31 March 2025	-	**-**
At 31 March 2024	*294*	*294*

8 Debtors

	2025	*2024*
	£	*£*
Trade Debtors	**38,527**	*98,154*
	92,219	*98,154*

9 Creditors: Amounts falling due within one year

	2025	*2024*
	£	*£*
Deferred Income	**43,015**	*-*
Taxation, social security and Pension	**13,877**	*3,538*
Other creditors	**692**	*30,687*
Accruals	**10,000**	*11,980*
	67,584	*46,205*

10 Analysis of Net Assets between Funds (current year)

	Unrestricted Funds	Restricted Funds	Total 2025
	£	**£**	**£**
Tangible fixed assets	-	-	**-**
Current assets	294,641	15,000	**309,641**
Current liabilities	(67,584)	-	**(67,584)**
	227,057	**15,000**	**242,057**

Analysis of Net Assets between Funds (prior year)

	Unrestricted Funds	Restricted Funds	Total 2024
	£	£	£
Tangible fixed assets	294	-	294
Current assets	278,428	19,846	298,274
Current liabilities	(46,205)	-	(46,205)
	232,516	19,846	252,362

11 Movements in Funds

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds					
Clarion Futures	-	5,000	(5,000)	-	-
London Borough of Tower Hamlets	19,846	149,715	(154,561)	-	15,000
Compass Wellbeing CIC	-	72,435	(72,435)	-	-
East End Citizens Advice Bureaux	-	24,707	(24,707)	-	-
Bame Network		3,000	(3,000)	-	-
Limehouse Project	-	(9,502)	-	9,502	-
THCVS	-	78,727	(78,727)	-	-
Solace Women's Aid	-	3,000	(3,000)	-	
Propel	-	27,127	(27,127)	-	-
NHS NORTH EAST LONDON	-	15,000	(15,000)	-	-
Morpeth	-	15,000	(15,000)	-	-
The British Land Company PLC	-	5,000	(5,000)	-	-
Total Restricted Funds	19,846	389,209	(403,557)	9,502	15,000
Unrestricted general funds	232,516	258,197	(254,154)	(9,502)	227,057
Total funds	**252,362**	**647,406**	**(657,711)**	**-**	**242,057**

Restricted funds are received and allocated for use for a specific restricted purpose.

Movements in Funds (prior year)

	At the start of the year	Income	Expenditure	At the end of the year
Restricted Funds				
Restricted Funds	83,455	318,977	(382,586)	19,846
	83,455	318,977	(382,586)	19,846
Unrestricted Funds				
General funds	235,056	137,871	(140,411)	232,516
Total Funds	318,511	456,848	(522,997)	252,362

Restricted funds are for the following purposes:
The income of the charity includes grants received for specific restricted projects. The trustees' report includes a brief description of the activities of each project.

12 Company Status

The company is limited by guarantee of £1 per member without share capital.

13 Related party transactions

During the period, transactions with the related parties were as follows:

Name	Details	Amount £
A Zeki (Son of CEO)	Employed as Finance Officer	14,625

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties. There is no balance due to/from related parties at the end of the year.

Women's Inclusive Team

England & Wales - Charity number 1178296

Accounts

WOMEN'S INCLUSIVE TEAM LTD
('WIT')

A COMPANY LIMITED BY GUARANTEE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

COMPANY REGISTRATION NO: 07148997 (ENGLAND AND WALES)

CHARITY REGISTRATION NO: 1178296

Accountability Europe Limited
Omnibus Workspace
39-41 North Road
London N7 9D

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Women's Inclusive Team
Charity registration number	1178296
Company registration number	07148997
Registered office	202 Mayfield House Cambridge Heath Road London E2 9LJ

Trustees

Sieda Omer Isman	Chair (appointed Chair January 2023)
Amina Abdi	(appointed 26 April 2019)
Zeinab Ali	(appointed 1 December 2020)
Richa Ellis	(appointed 27 September 2021)
Natasha Hanckel-Spice	Treasurer (appointed 1 December 2020)
Sabaad Hassan	(appointed 1 December 2020)
Emily Teh Xiao-Fang	(appointed 18 May 2022)
Sara Custer	(Resigned January 2024)

Bankers	Barclays Bank 240 Whitechapel Road London E1 1BJ
Independent examiner	Accountability Europe Limited Omnibus Workspace 39-41 North Road London N7 9DP

WOMEN'S INCLUSIVE TEAM LTD
COMPANY LIMITED BY GUARANTEE
TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2024

INTRODUCTION AND CHAIR'S REPORT

Message from The Chair | Sieda Omer

In 2023-2024, together with our partners, funders, and key stakeholders, we designed and co-designed projects that supported people across eight key projects, Chicksand, Flourishing Communities, Community Connectors, Morpeth School, Hiddo Girls Youth Club, Haawa Domestic Abuse, Hooyo East community Kitchen & Advice and Guidance. WIT has continued to help those in the greatest need in Tower Hamlets, whether due to financial hardship, health concerns, food insecurity, or those simply in need of a holistic hug. In response to these challenges, our mission is clear: To empower Somali and ethnic minority women in East London with culturally responsive support to overcome social and economic barriers, building confidence, independence, and resilience. We continue to support around 4000 people each year, primarily those with cultural, language and trust barriers that have limited their access to services, keeping them trapped in poverty, negatively affecting their wellbeing.

With inflation remaining high throughout the year, WIT ended 2023 as it had begun, by focusing on supporting those most in need during these challenging times. We started 2023 with the continued delivery of our flagship projects, focused on providing food to families struggling with the ongoing cost-of-living crisis and offering mental health counselling and signposting through our Hawaa project.

Food inequality and mental health were central themes throughout the year, and our team continued to support residents navigate the challenges through our Advice and Guidance and Community Kitchen. Funding from the Mayor's Safer Communities helped us address issues such as SEND, Hiddo Girls Youth project, and our groundbreaking Haawa domestic abuse project, which affects all communities. However, I believe that WIT provides a vital, bespoke, confidential service that helps women, particularly those from the Black Somali community regain control over their lives and navigate the cultural nuances to recognise the signs of domestic abuse, which is one of the key steps in them regaining control of their own narrative. Without this funding people from this marginalised community would not be able to access services that cater to their specific needs. The Mayor's funding has been a crucial lifeline for WIT to continue to offer these projects to the Somali community in Tower Hamlets. We are delighted to have the opportunity to continue this work for the next three years. Partnering with the Mayor's Fund has allowed us to strengthen our mission and values while supporting the Mayor of Tower Hamlets' five-year strategic goals to reduce crime, eliminate poverty, and support youth initiatives.

Our advice services worked with 2900+ families providing information advice and guidance on benefits, housing, emergency food access and wellbeing services. We provided specialist domestic abuse support to 62 women, linked over 1000 people to mental health services, and delivered over 850 hot meals and food bank parcels to isolated vulnerable local residents.

Our research partnerships with Queen Mary University, Barts, HDRC and the NHS has allowed us to play a role in changing narratives when it comes to marginalised communities accessing healthcare. Through these research projects, we are removing unnecessary bureaucracy and continuing to amplify the voices of women, elderly and young people. These collaborations have allowed us the opportunity to have a say in reshaping how healthcare services are designed and delivered in Tower Hamlets and making sure that everyone has access to the treatment they need. Some examples of this are having information leaflets translated in three local languages and WIT leading sessions in cervical and cancer screening to raise awareness of the importance of pre screening. This partnership has seen WIT become a leading charity in the healthcare sector as our involvement demonstrates our commitment to working with key stakeholders to drive change.

Hooyo East has continued to help the most vulnerable people access food and essential provisions, addressing not only food insecurity but also loneliness and mental health issues through our befriending work. Our weekly food bank, which offers crisis services to vulnerable clients, has continued to grow. However, due to limited capacity, Hooyo East has been unable to expand its services.

None of our work would be possible without the extraordinary generosity of our funders, supporters, and donors. We are grateful to each and every one of you. However, the cost-of-living crisis still remains a challenge, with far too many people facing severe food insecurity and, regrettably, we are having to turn people away due to our limited resources. One of our primary strategic goals over the next five years is to diversify our income streams to help us expand our services. Diversifying our income streams is urgently needed, particularly as funding for grants have become increasingly competitive. By doing so, we aim to create more opportunities for our members and support WIT's growth and sustainability. An example of this is our strong partnership with our corporate partner Sidley Austin, we organised a successful Trivia Night to raise funds for WIT. The generosity of Sidley Austin and their extensive networks demonstrates the strength of collaboration and the importance of giving back.

Safia continues to lead the charity and is a highly respected member of the community. Her inspirational leadership and deep commitment to addressing the issues faced by the people of Tower Hamlets has led to her being invited as a key speaker to events hosted by leading organisations, including Amazon, where she spoke about the importance of networking. In addition to her role at the organisation, Safia is serving as an Independent Police Advisor, Commissioner at the Women's Commission, member of the Counter Terrorism Advisory Group, Board member at the Carers Centre, Group member for the Attention Monitoring Group and a Member at the LARG.

In addition, we are exceptionally fortunate that we have a strong Board of Trustees who continue to lead us. Their compassion, dedication, and generosity have been fundamental in helping us achieve our goals. I want to take a moment to thank our Trustee Sara Custer, who stepped down in January 2023, for all of her support over the past two years. Safia and the entire WIT team extend our sincere thanks to our

trustees for their unwavering dedication and invaluable contributions. Their expert guidance has been the driving force in helping WIT strength areas such as governance, trustee recruitment, and finance ensuring transparency across all of our work. Their leadership in discussions with corporate partners has opened up numerous opportunities for collaboration.

I also want to extend my gratitude to the WIT staff, who never cease to amaze me with their tireless dedication to WIT's mission and values. They are the unsung heroes whose dedicated passion and commitment are the driving forces behind the substantial impact we make in the lives of Tower Hamlets residents.

WIT complies with all appropriate standards, checks, and training to ensure that we deliver the highest quality services to our service users. We hold MATRIX accreditation and are in the process of applying for AQS quality mark for our advice services. We have been registered with OFSTED for the past 8 years, and have strong policies and procedures around safeguarding, equalities, health and safety and HR, including clear procedures on staff induction and training. We use a CRM system to capture the needs of our clients, allowing us to carefully monitor their journey and ensure they receive the support they need.

This year, we will celebrate our 21th anniversary which is a testament to our resilience and continued commitment to working with the marginalised members of our community. WIT has continued to support women from BME communities, advocate for justice, and promote community cohesion in Tower Hamlets. Safia and I recognise that there is still much to be done, but with the support of our funders, stakeholders, staff, and trustees, we are determined to continue this essential work.

Looking ahead, Safia and the senior management team are working on WIT's five-year strategy, which will be launched in 2025. This strategy will outline our goals to expand our community kitchen, provide more opportunities for BME women and young people, and continue our advocacy work. One of our key strategic objectives is to share our learning wider across London. We recognise that the issues and challenges faced by the BME community in Tower Hamlets are not confined to this borough. By sharing our experiences, our objective is to empower other third sector organisations to collaborate with policymakers in reassessing services for the BME community. I have full confidence in Safia and the WIT team's ability to overcome challenges and create lasting change.



Sieda Omer Isman
Chair
WIT Board of Trustees

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including "Public benefit: running a charity (PD2)". The achievements and activities provided in this Annual Report demonstrate the public benefit outcomes of WIT's services and activities.

Objectives and activities

WIT's objective is to promote social inclusion for the public benefit, in particular but not exclusively among women and young people from Black, Asian and ethnic minority communities who are socially excluded on the grounds of their sex, race or ethnic origin, and to relieve the needs of such people and to help them integrate into society. WIT also works to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children. Our Impact report showcases our accomplishments over the past 12 months. This report is available online, serving as a transparent and accessible resource for our valued members, dedicated funders, and supportive stakeholders. Through this report, we aim to celebrate our achievements and the individuals and organisations that made them possible.

Vision

WIT seeks to create a world where women are happy, safe and valued, and can realise their full Potential.

Mission statement

WIT is a women-led organisation originally founded in 2003 by a group of Somali mothers in response to the exclusion they experienced when accessing support services. WIT has grown to become a highly-regarded local charity that delivers services designed to support the unmet needs of Black, Asian and ethnic minority women and their families. WIT collaborates with key stakeholders and partners in relation to housing, employment, health and education, working together to deliver better outcomes. As a charity, WIT focuses on supporting women who are disadvantaged and helping them develop skills, access services and become independent. WIT also works with stakeholders to improve their understanding of these challenges and thereby better equip them with the tools required to address the needs of these women and their families. WIT strongly believes in partnership collaboration and has a strong track record of working effectively with other services and organisations from the voluntary sector.

ACHIEVEMENTS AND PERFORMANCE 2023 - 2024

The trustees have considered the Charity Commission's guidance on public benefit and agree that the achievements and activities provided in this Annual Report demonstrate the public benefit of WIT's activities.

Our Centres

Women's Inclusive Team operates from two locations: the Mayfield Well-being Hub in Bethnal Green and Chicksand Preschool in the Whitechapel area. Both centres are purpose built and serve the needs of the community. WIT provides early years education to the local community in an environment that is both stimulating and culturally appropriate at the Chicksand centre. The Mayfield Well-being Hub is the centre of all of our other operations and activities.

Partnerships | We have been fortunate to continue our partnership with our key stakeholders and welcomed new partners to the WIT family. Working in collaboration with stakeholders underscores the importance of our work in raising awareness of our projects and expanding our reach to gain greater exposure.

WIT has long standing working relationships with our local authority and NHS, with larger partners like Solace Women's Aid, with other local charities like the Limehouse Project, THCVS, and small volunteer-led groups like Beyond Sight Loss, who we host for free at our centre.

This year we have worked with some incredible partners in raising awareness in issues related to access to healthcare, improving digital literacy for women from minority communities, and worked with government departments to create community cohesion. I want to personally thank everyone single one of our partners whose contributions has resulted in WIT working at the forefront of some of the most pressing issues affecting the residents in Tower Hamlets.

(For a trustee report, we need to think about the wider issues, so what is the data around people accessing advice and welfare and housing issues, domestic abuse numbers or young black kids and schools, those data then will position this as an executive report by trustees. I can also see that we focused on numbers too much, and this necessarily is not a good thing.

In 2023, the UK experienced a rise in living costs, with rents increasing and 4 in 10 people struggling to pay their energy bills. The cost of food and beverages surged by a record 19.2%, the highest annual rate in 45 years (Office for National Statistics). The '*Food Insecurity in Tower Hamlets scrutiny review*' conducted by Councillor Sabina Khan highlighted that Tower Hamlets remains one of the most deprived

boroughs in the country. In 2019/20, the overall poverty rate in the borough was 39%, the highest in London. Tower Hamlets also has the highest level of child poverty in the UK, with over 50% of children living in households below the poverty line, compared to the London average of 33%. Over the past five years, the number of children living in low-income families in the borough has increased by more than 6,000.

Research from the Tower Hamlets '*Violence Against Women and Girls Needs Assessment further* revealed that between November 2019 and October 2023, Tower Hamlets had the second-highest rate of domestic abuse offences per 1,000 population. Since 2003, 33 of the 108 homicides in the borough were classified as domestic homicides, of which 24 involved female victims.

Morpeth Highlights April 2023-2024

WIT's School Liaison Officer is based at Morpeth School and works with the team and the students there to support educational attainment and inclusion, providing support and advocacy for parents and their children. This work grew out of a racism survey conducted with about 240 families in response to the Black Lives Matter movement where 76% of respondents had experienced racism in the past year. The schools were keen to address this, and our parent advisor was brought in to act as mediator, to provide support and training to teachers, and to run coffee mornings and meetings, and provide translation to families. In 2023 we increased the number of schools we worked from with in the borough.

The importance of this relationship, the bridge between parents and the school, was highlighted in our Addressing inequalities in schools in East London report written by WIT. The report highlighted ongoing accounts, dating back to 2021, from Somali and Bangladeshi children and parents concerning racist incidents in schools. Surveys were used as the primary tool for collecting quantitative data on the severity of this issue, and the results were concerning. The survey revealed that 74% of the 252 children and young people aged 5 to 16 in East London felt they were not treated fairly compared to their peers, and 41% reported experiencing racism. In light of these alarming findings, WIT collaborated with Barnardo's to host a conference where local schools were invited to explore potential solutions and recommendations. The feedback from this event was outstandingly positive with key stakeholders using our report and the findings within it to relook at how schools and parents can come together to address racism within schools.

Continuing on from this, our School Liaison Officer organised school fairs which took place in July 2023 and July 2024. The fairs played a role in helping bring communities together to remove unconscious bias towards marginalised communities. Both events centred round Somali cuisine and plans are already underway for the 2024 summer fair where we will include an array of culinary dishes from around the world to showcase the rich and beautiful diversity of the borough.

In March 2024, we hosted our inaugural careers coffee morning for Somali parents, focusing on post-16 opportunities for students. This informative session covered vital topics such as sixth form, college, and apprenticeships. Morpeth Schools Careers Lead shared information and updates, proving invaluable to attending parents. The Q & A segment were particularly beneficial, addressing a wide range of parental queries. We have scheduled another post-16 coffee morning for this term.

Our work with Morpeth school also supported students which is an increase from the previous year. Some of the ways we offered support included: resolving situations before they escalated; communicating the needs of the pupils and families to the school and translating for parents and teachers as needed; offering emotional support along with advice and guidance.

Chicksand Preschool

Chicksand Pre-School is based in its own, standalone centre, offering outside and inside space for children to learn and play. The project is very special to WIT as it was our first project we set up in 2006. We provide Ofsted registered affordable childcare for up to 18 children aged 2 - 4 per half day session, primarily for families living in Tower Hamlets. Provision is open to and used by a wide mix of families, from Bangladeshi and Somali background, white British and white European, Korean and a mix of other groups. Our childcare provision includes breakfast, after school clubs, and holiday clubs to support parents to find or remain in employment. We run holiday activities aimed at children and young people aged 5 to 16, primarily girls and young women from the Somali and other minority ethnic communities. Our aim is to provide a safe and welcoming 'third space' in every school holiday period where children and young people can meet and socialise, access free healthy food, and take part in a wide range of activities of their choice.

At the heart of this project is our team of dedicated professionals who are passionate about early childhood education. We have laid the foundation for lifelong learning, ensuring every child has a chance at a bright future. For underprivileged families in Tower Hamlets, our Chicksand preschool nursery has been a ray of hope. Our dedicated team provided 156 days of childcare to families. But it's not just about the practical benefits. Chicksand has also facilitated 38 stay and play sessions over the past year, creating a community of support where families can connect and children can learn and grow alongside one another. That's not just childcare - it's a lifeline. Our continued commitment to invest in projects like this, where we are investing in the future of Tower Hamlets. Those children who received care from Chicksand will be the ones leading this community forward in the years to come.

As a result of the Mayor's funding we launched another flagship project, Maangar, which supports children with special educational needs and disabilities (SEND) and their families by providing stay-and-play sessions, workshops, and advice to help them navigate and access suitable educational support. A

significant achievement from last year was our collaboration with the Phoenix specialist school to offer Somali language workshops for parents, aimed at increasing their understanding of autism. The project engages with approximately 30-40 families and complements our efforts with schools. These workshops made a substantial difference for participants, who expressed their challenges in navigating an unfamiliar system in a different language. We have seen an increase in the number of registered children from 3 to 17, with 5 of the children were SEND between 2 and 4 years olds and since inception 44 children have registered with this project and we have a waiting list for next year which is already to full capacity.

Haawa Project:

Haawa Domestic Abuse Project started in 2020 as a pilot project for Somali women experiencing violence and abuse, a response that emerged in the midst of the pandemic. We have established an ongoing partnership with Solace, the commissioned provider of Violence Against Women and Girls (VAWG) services in Tower Hamlets that allows us to provide specialised support tailored to the needs of Black and minority ethnic women, ensuring they receive the comprehensive assistance they deserve. The casework offered through Haawa is both intricate and deeply emotional, addressing a wide array of issues beyond the initial response to domestic abuse. Women frequently require assistance with housing, guidance on safety planning, participation in child protection case conferences, and access to educational resources as well as emotional support.

The Haawa Project provides advice and support to Somali women aged 16+ in Tower Hamlets who are experiencing or have a history of domestic abuse. It is at the forefront in raising awareness of domestic abuse in the Somali community in Tower Hamlets, challenging the culturally misconceived definition of domestic abuse and its impact on the community. The aim is to empower the Somali community to recognise, prevent and empower them to seek appropriate support when experiencing or witnessing domestic abuse as well as breakdown the complex barriers that stop people seeking support services. We have a dedicated and experienced team who manage this project and this year we welcomed 4 Violence Against Women and Girls (VAWG) champions to the team who play a pivotal role in raising awareness and offering support to women in the community.

Thanks to the funding provided by the Mayor's Safer Communities initiative, we have been able to offer women vital support. Our Haawa project is a crucial lifeline for women from black and minoritised communities, particularly for Black Muslim Somali community. Over the past year, our trained and experienced project leads and staff have supported 28 clients with each client receiving tailored support designed to meet their specific risk levels, ensuring their safety and well-being. Our comprehensive support services include emotional counselling, legal advice, and practical assistance in areas such as housing, finances, and access to healthcare services.

Through our outreach efforts, we have engaged over 200 professionals who now have a better understanding of the cultural needs of women from the BME community and can tailor their services to support this vulnerable group more effectively. We have pivoted on how we can reach vulnerable women and this year launched an online forum and were able to connect with 50 women who shared their experiences. Our goal is to increase the presence of champions across different localities, creating a stronger grassroots movement to combat violence against women and girls.

Our Information, Advice and Guidance service supports clients with housing, money, and health related matters, providing advice, information and guidance as well as referrals to more specialised support. Clients can contact WIT directly for an appointment, come to a drop-in session at Mayfield House or the Tower Hamlets Financial Health Centre, or be referred for support via housing associations and advice agencies across Tower Hamlets. Generalist advice typically includes benefit checks, benefit application forms, housing queries and universal credit. This project is staffed by team members who speak English, Somali, and Slethi. This enables us to engage with residents who might otherwise not have a voice. This year we established a partnership with Tower Hamlets Housing (Former Tower Hamlets Homes). This is a significant partnership that offers WIT 27 weekly hours of dedicated support from Tower Hamlets Housing (THH) to support THE tenants, majority coming from the Somali community, who often struggle to get their voices heard on matters relating to their home due to language barrier. Due to this partnership we currently have 2 housing advisors representing WIT working with TH Housing both are employed in an advisory role one is based at TH office in the Town hall and the other is based at WIT Mayfield Centre. Thanks to funding from Propel Funding and in partnership with a local legal advice centre we have an in-house trainee Solicitor allowing us to offer more than such a drop in advice service but have someone who can represent our clients legal needs better. During the last 12 months our team have supported 1,632 residents which showcases the huge positive impact this partnership has had and our advisor have covered areas such as:

- Rents enquiries
- Repairs
- Enquiries for their allocated Housing Officer/getting to know who their Neighbourhood Housing Officer (NHO) is
- Fob keys/ new and replacements/ ordering and collection
- Estate parking permits and gerda keys for gated parking spaces
- Tenancy terminations and other tenancy enquiries
- Signposting to other departments within Tower Hamlets Council where needed eg Council Tax, Housing Benefit, Lettings Team, Environmental Services etc.

Testimonials

Translated quote from S.

"Women Inclusive Team is a God sent organisation with highly supportive staff. May Allah (God) bless Safia and her team for dedicating themselves in assisting the vulnerable residents. I do not think I will ever get to resolve the issues I had with my home and council tax if it wasn't for WIT. Thank you, you always work tirelessly to support us."

Hooyo East

In 2021, WIT launched Hooyo East to tackle food inequalities and champion the cause of our charity with immense success. Operating as a "takeaway that gives back," Hooyo East serves traditional Somali cuisine for events and provides food delivery and in-house fully equipped catering services. This project plays a significant role as it underpins the financial sustainability of our community kitchen and food bank, while also offering training and employment opportunities for women in the borough.

Since 2021, Hooyo East has had immense success preparing over 1000 free school meals and providing catering services to three local nursing care homes. During the December Film School event,Hooyo East catered to 1,015 young people in collaboration with five schools in the borough. Additionally, our Eid celebrations at Trafalgar Square in London attracted more than 2,000 visitors to our pop-up food stall. Other engagements included participating in the summer market at Chrisp Street.

Hooyo East successfully passed its food inspection in September 2023. The scalability and financial sustainability of Hooyo East will feature centrally as one of our key strategic priorities of our five-year strategic plan. We are now in the process of setting the project up as a separate entity that can grow and develop independently.

Social Media

WIT's social media is an integral part of operations and supports us to reach and engage with individuals we might not otherwise have the opportunity to connect with. We use 5 social media channels (Facebook, Twitter, Instagram, Tik Tok and LinkedIn) to complement our in-person outreach to organisations, mosques, housing associations and job centres. This year, our primary digital strategy focused on increasing our social media presence, raising awareness of WIT initiatives, promoting events and projects, and creating greater engagement and we have already seen and increase in our followers on Instagram by 119, a 169% rise, reaching approximately 5.5k accounts, with 4k of those being non-followers. Similarly we achieved around 45k impressions on our tweets and reached 1k accounts, marking a 95% improvement through our posts.

This year Safia was invited as a guest speaker by several social media platforms, such as Goodera Podcast. These appearances are crucial for WIT as it provides WIT with a vast and diverse audience to connect with, share WIT's narrative, expand our reach and visibility far and wide. Building a strong online presence allows us to engage with wider community members and can lead to more significant long-term support and involvement.

Our commitment to adding value on social media was reflected in a variety of content that aligned with our projects and addressed current issues, stigmas and misconceptions within the community. We also shared information on mental health and wellbeing, providing access to support services, domestic abuse, engaged with the youth and promoted our events and showcased the amazing work done by Hooyo East.. Major content during this period included coverage of the Somali Youth Awards, Eid in the Square, Mental Health Awareness Week & Events, and the Eid Celebration Event. According to WIT social media analytics, our most popular posts were the Instagram Live session with a Mental Health Nurse, highlights from the Somali Youth Awards, and various youth activities. Additionally, we used our social media platforms to continue our strong online relationships with our stakeholders and our allies.

WIT holds a varied calendar of events to provide information, share knowledge, promote partnerships and collaborations, be a voice of influence and bring the community together. We host panel discussions, present at meetings, and deliver and events in partnership with other organisations and institutions, as well as running meetings for our clients like information webinars, workshops and talks in Black History Month, Eid and health events, International Women's Day & health awareness events

Developing Potentials

WIT runs Developing Potential projects and activities to improve women's life skills and employment chances. We run ESOL courses to support people with English, training in ICT to help reduce the impact of the digital divide, and focussed support for jobseekers on CV building, cover letters and job applications, as well as social and fund activities like cycling training. In the past year we have successfully delivered a 12-week ESOL course, with a strong focus on practical language use and vocabulary development. 52 Students actively participated in role-playing and hands-on activities, which greatly boosted their confidence.

It's testimonials like this that make this project all the worth while

"The Developing Potential programme has supported me towards finding courses to achieve my goals. I've also learnt that I shouldn't limit my possibilities and that it's never too late for higher education." - Developing Potential Beneficiary, having now started a part-time job as a care worker.

Community Connectors

Is a shared project with East London Foundation Trust (ELFT) that provides a bridge between NHS mental health services and community wellbeing provision. Staff are part of a multidisciplinary team and work on a referral basis, taking on clients from Bethnal Green mental health team with the lowest level of clinical need and linking them to support with things like social connection, access to benefits, foodbank services. The project works with a wider range of clients than our other work, including a significant number of men, from a range of backgrounds, and across a wide age range. Connectors work with adult social care and other providers like Mind, and help clients with intersecting issues, including disability, poor overall health, and people estranged from family with no other support.

Community Food Bank

Our Community Food Bank and community meal delivery service supported hundreds of people who were self-isolating during covid, and we now combine the offer of food with provision of mental health and wellbeing support via our Community Connectors mental health project, domestic abuse and holiday food schemes, providing free, nutritious food to children and young people during the school holidays. In 2023/24 we provided 350+ hot meals and 850 food bank parcels to vulnerable and isolated local residents. The bulk of our food are donated via Felix project, City Harvest, Asda, Tesco, Neigbourly and Banquet. We are grateful for the kind n donations of these companies as without their support we would not be able to offer this service. We provided 80 food ban meals to clients through our partnership with ELFT.

- Emergency referral by stakeholder
- reviewed fortnightly
- Donations by Flix project, City Harvest, Banquet
- key Food-bank items prepacked
- Walking, referred made internally
- from Dec we had 25- then currently went down to 9 now we are in process of stopping community kitchen meals
- delivered twice a week, by volunteers
- Two are paid by Adult Social care- we will be transferring them to another provider.
- Currently reviewing others and funding
- meals are based on the health donations from City Harvest and others.
- 80 food bank clients in this period from ELFT

Hiddo Girls

Hiddo Girls Youth Club runs weekly from 5-7pm. We deliver a flexible timetable in consultation with the young people, covering a wide range of activities including things like cooking, anti-hate crime work, eco activity, sports, arts, and trips. Last year we worked with 100+ young people via our educational support work in schools or at our youth club, and every year we have more people wanting to join

- We had the end of project celebration right before Ramadan on the 17.03.23. Three youth clubs came together to celebrate Somali Excellence, the event was a great hit and a great way to end the project.
- **April**: The youth project has come to an end. The remaining swimming sessions were cancelled due to lack of female lifeguard and/or instructor availability. The Gaming session was postponed until further notice.
- **May:** We were supposed to take a few girls on a football taster session in collaboration with West Ham United. This has been postponed as some of the girls did not show up/showed up late.
- **June:** The Police gaming event has been set for 25th of June; we have been invited to take 20 young people to Westfield Stratford for some arcade games, which we are looking forward to.
- The Police gaming event went ahead 25th of June; invited to take 20 young people to Westfield Stratford for some arcade games.
- Further funding - council understands that there is a lack of representation for Somali community.
- We passed a spot check from council, they spoke to girls, interviewed Safia and Ilham about policies like signing in, health and safety, strategy etc.

Flourishing Communities

Flourishing Communities is a partnership project with Tower Hamlets Council for Voluntary Service (THCVS), the Limehouse Project and Praxis that works to identify and address inequalities faced by ethnic minority and migrant women in the health system. One key achievement in the first year was when a group of Somali women visited a local GP practice to discuss issues and concerns around booking and attending appointments. The practice listened and responded and has since employed a number of Somali reception staff, some from among WIT's client base, increasing their ability to engage with and welcome members of the Somali community.

Flourishing Communities has four key themes

- Improving Health Literacy Programme
- *Working with steering group to raise concerns raised by our members*
- *Advisory Board*
- *Working with GP Care Group and Locality Meetings*

Volunteers

We saw an increase in the number of people registering as volunteers at WIT. On average, volunteers donated around three hours a week – with some giving as many as 25 hours a week to support us in our community kitchen. Since April 2023, WIT volunteers have given more than 350 hours of service. This was a highlight for WIT's valuable work in serving the community. We continue to advocate the crucial role volunteers play in at WIT.

Quality Standards:

At Women's Inclusive Team, we are committed to maintaining high-quality standards across all of our services. Our approach is rooted in delivering effective, reliable, and accessible support to the communities we serve. In line with this commitment, we fully adhere to the regulatory requirements set by the Charity Commission, ensuring that we operate with transparency, accountability, and integrity. To further demonstrate our dedication to excellence, we are in the process of applying for the Advice Quality Standard (AQS) for our Advice and Guidance services. The AQS is a nationally recognised benchmark, ensuring we meet rigorous criteria in service delivery, client care, and organisational management. By working towards AQS accreditation and complying with the Charity Commission's regulations, we are reinforcing both our professional standards and the trust placed in us by the communities and stakeholders we support.

Strategies for achieving our objectives

This year WIT began a review process as part of the development of our new strategic plan. We held a board away day in early December 2023 where trustees discussed and analysed some of our governance and internal systems and agreed a new board development and trustee recruitment programme. In early 2024 we conducted research and undertook some financial analysis and held follow up meetings with our trustees and senior team and began a series of interviews with staff members and external stakeholders to identify issues, developments and ideas to feed into our new strategy and business plan. Once our new strategic plan is finalised we will work with WIT's members, staff, volunteers and stakeholders to develop action and evaluation plans for each of our core activity areas and projects, ensuring the views, needs, interests and ideas of our community always remain at the heart of our work.

Leadership

To promote and ensure the visibility of our Black, Asian, and ethnic minority women and their families, our CEO, Safia Jama MBE, continues to take the lead in her role, leveraging WIT's strong community connections. Safia's notable achievement of being awarded an MBE by the Queen reflects her dedication and standing as a community leader. Moreover, Safia holds positions on several boards, including the Police Advisory Group, the Tower Hamlets Racial Equalities Commission and the Barts Healthcare Advisory Panel. In the aftermath of the Black Lives Matter movement, WIT has emerged as a prominent voice influencing regional strategic policy makers. WIT has a strong and capable senior management team made up of three experienced staff members who, on a weekly basis, oversee and analyse every aspect of WIT's projects and services strategically. As a Black-led charity we have demonstrated that trustee, management and frontline staff must reflect the community it serves.

FUTURE PLANS AND STRATEGIES 2024 - 2025

Looking ahead to 2024-2025, we have bold and ambitious plans for achieving long-term sustainability through core funding, enhancing income generation capabilities and expanding our reach. Our strategic roadmap will focus on consolidating our work, strengthening our impact, and ensuring the sustainability of our services in the face of ongoing societal challenges. As we enter this new phase, we remain dedicated to empowering women through culturally relevant, responsive support, aligned closely with our mission and vision for East London's communities. This three-year strategy marks a critical chapter in WIT's journey, grounded in insights gathered through extensive community engagement. Developed in collaboration with our board, staff, volunteers, and local stakeholders, this strategy reflects a wide range of perspectives and lived experiences. It was born from a comprehensive review process that began in 2023 with a board away day, followed by a series of interviews, events, and discussions throughout the spring and summer of 2024. The insights from this process affirmed the resilience of our community and highlighted emerging needs amid the lasting impacts of the COVID-19 pandemic and the cost-of-living crisis.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Women's Inclusive Team Ltd ('WIT') is constituted as a Company Limited by Guarantee and is governed by a Memorandum and Articles of Association dated 28 March 2018. WIT was registered as a charity with the Charity Commissioner on 8 May 2018.

Organisation

Women's Inclusive Team (WIT) is governed by a board of trustees which determines the strategic direction of the charity. Governance issues are dealt with by the board of trustees, and they meet regularly throughout the year (a minimum of four times).

SMT and Staff structure

The Senior Management Team of the organisation consists of the three roles. The first of these is the CEO, the CEO reports to and regularly meets the Chair. The second of these roles is the Director of Services who reports directly to the CEO. The last of these three roles is the Monitoring and Evaluation Coordinator who reports to the Director of Services & CEO. SMT have weekly scheduled meetings as well as ad hoc meetings when needed.

Additionally, there are project leads for most departments and key projects. For example, Youth Lead Advice Lead, Health Lead and Women's Development Lead as well as Manager for the Preschool. Each of the leads report directly to at least one of the SMT members depending on area of work.

Other members of staff and experts also attend each meeting of the board of trustees and share additional information and knowledge, as appropriate, especially at AGM.

Appointment, induction & training of new trustees

The Chair and board of trustees take into consideration the experience of the current trustees and any skill gaps when considering the recruitment and appointment of new trustees. An annual skills audit is also conducted with respect to the trustees in order to better understand the skills and experience contributed by each member of the board. Trustee vacancies are advertised externally and using available networks, with a particular focus on filling skill gaps, as appropriate. Shortlisted potential trustees are invited to discussions with the CEO and Chair and are invited to visit WIT at the Mayfield Hub in order to better understand our work. Shortlisted potential trustees are also invited to observe a meeting of the board of trustees, before confirmation of the appointment by all parties involved.

During induction, new trustees are provided with information about WIT and its services, copies of all policy documents and the role and the duties of the board, including the decision-making

processes responsibilities, and the Memorandum and Articles of Association. Other key documents shared with new trustees to show the performance of the charity and its future direction may include, as appropriate, recent annual reports, the impact report, delivery plans and key financial documents. New trustees are encouraged to visit WIT at Mayfield Hub and meet key employees and are also invited to attend activities and events demonstrating the work of WIT throughout the year and to further engage with the governance team regarding WIT's mission and work.

Board and sub-groups

WIT's unprecedented scale and growth during the pandemic made it necessary to increase the size of the board of trustees and establish a specialised 'Finance Subcommittee'. All matters during this time continued to receive the oversight of the full board of trustees during its regular meetings; however, the Finance Subcommittee provided additional dedicated and expertise oversight via more frequent meetings. This new board size and structure has better enabled WIT to provide an informed and agile response during the pandemic, and continues to provide essential strategic oversight and input.

During this financial year the Finance Subcommittee continued to meet on a monthly basis, and undertook a financial procedures and processes review with consultancy support from Eastside Primetimers as a part of a grant from Lloyds Bank Foundation. This followed the rapid growth of WIT's services and income to meet the needs of the community during the pandemic, and which has now stabilised at a level that is both sustainable and continuing to support the needs of the community. The review was essential to ensuring that our financial procedures were reflective of our processes, and as a larger charity with clear priorities going forward. The recommendations from this review are now being implemented.

Risk management

The board of trustees recognises the risks associated with the organisation and where possible has implemented actions to avoid or minimise that risk as far as possible, including:

- An annual review of the risks
- Implementation of actions to mitigate identified risks, so as to minimise the potential impact on the charity if they were to occur, including systems and procedures
- Attention to key risk areas, such as buildings and premises, HR and IT, and obtaining specialist advice as necessary
- Building and ensuring we have sufficient reserves for the charity
- Annual policy review, with attention given to the safeguarding and risk of children and vulnerable adults and overall welfare of staff and volunteers
- Create a risk register which is held by trustees

FINANCIAL REVIEW

The Statement of Financial Activities shows incoming resources for the year ending 31 March 2024 of £456,848 (2023: £572,847) and total outgoing of £522,997 (2023: £556,755). A reserve of £252,362 (2023: £318,511) is carried forward, of which £232,516 (2023: £235,056) is unrestricted and £19,846 (2023: £83,455) is restricted.

Reserves

WIT requires reserves in order to allow for re-organisation in the event of a downturn of income in one or more areas of funding and to provide for unforeseen, and hence unbudgeted, expenditure that WIT may need in order to continue to meet its objectives and support the changing needs of our community.

Unrestricted funds of £232,516 are sufficient to support the running of WIT for approximately five months under the (unlikely) assumption of unchanged spending (including staffing) in a downturn. We estimate the necessary level of reserves at around £200,000 to sustain the charity for six months under the more realistic but still conservative assumption that a significant downturn would be accompanied by a material downsizing of some of WIT's projects, and hence costs. More specifically, that level of reserves would allow WIT to continue to pay in full its support costs (both staff and overheads, including Mayfield House rent) as well as some selected project costs (e.g. Chicksand rent) for five months, along with about 30% of the project staffing costs to cover for notice periods (from a few weeks to three months) and potential redundancy compensations.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;

- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on WIT's website. Legislation in the United Kingdom governing the reparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the board of trustees on 11th December 2024 following a trustee meeting and signed on its behalf by:



Saida Omer Isman
Chair
WIT board of trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WOMEN'S INCLUSIVE TEAM LTD (COMPANY LIMITED BY GUARANTEE) FOR THE YEAR ENDED 31 MARCH 2024

I report to the trustees on my examination of the accounts of Women's Inclusive Team Ltd for the year ended 31 March 2024.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

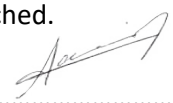
INDEPENDENT EXAMINER'S STATEMENT

Since the Charity's gross income exceeded £250,000 I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.



…… **Date: 11/12/2024**

Aamer Shehzad FCA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Womens Inclusive Team

Statement of Financial Activities (including Income and Expenditure account)

For the year ended 31 March 2024

	Notes	Unrestricted Funds	Restricted Funds	Total 2024	*Total 2023*
		£	£	£	*£*
Income from:					
Charitable activities	**3**	137,871	318,977	**456,848**	*572,847*
Total income		**137,871**	**318,977**	**456,848**	572,847
Expenditure on:					
Charitable activities	**4**	140,411	382,586	**522,997**	*556,755*
Total expenditure		**140,411**	**382,586**	**522,997**	556,755
Net income for the year	**5**	(2,540)	(63,609)	(66,149)	16,092
Reconciliation of funds:					
Total funds brought forward at start of period		235,056	83,455	**318,511**	*302,419*
Total funds carried forward at end of period		**232,516**	**19,846**	**252,362**	**318,511**

The Statement of Financial Activities includes all gains and losses recognised in the year.

The attached notes form part of these financial statements.

Womens Inclusive Team

Balance sheet **Company no. 07148997**

As at 31 March 2024

	Notes	£	2024 £	*2023* *£*
Fixed assets				
Tangible assets	**7**		**294**	*587*
Current assets				
Debtors	**8**	**98,154**		*68,585*
Cash at bank and in hand		**200,119**		*280,826*
		298,273		*349,411*
Liabilities				
Creditors:				
amounts falling due within one year	**9**	**(46,205)**		*(31,487)*
Net current assets			**252,068**	*317,924*
Net assets			**252,362**	*318,511*
Funds:				
Unrestricted funds	**11**		**232,516**	*235,056*
Restricted funds	**11**		**19,846**	*83,455*
Total charity funds			**252,362**	*318,511*

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirments of the Companies Act 2006 with respect to accounting records and preparation of accounts.

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 11 December 2024
and signed on their behalf by:



Sieda Omer Isman (Chair)

The attached notes form part of the financial statements.

Womens Inclusive Team

Statement of cash flows

For the year ended 31 March 2024

	Note		2024	2023
		£	£	£
Net cash provided by (used in) operating activities	**(a)**		**(80,706)**	60,986
Cash flows from investing activities:				
Purchase of fixed assets		**-**		-
Cash used in investing activities			**-**	-
Change in cash and cash equivalents in the year			**(80,706)**	60,986
Cash and cash equivalents at the beginning of the year			**280,826**	219,840
Cash and cash equivalents at the end of the year	**(b)**		**200,119**	280,826

a) Reconciliation of net expenditure to net cash flow from operating activities

	2024	2023
	£	£
Net income for the reporting period (as per the statement of financial activities)	**(66,149)**	16,092
Depreciation	**294**	294
Decrease / (Increase) in debtors	**(29,569)**	47,025
(Decrease)/ Increase in creditors	**14,718**	(2,424)
Net cash provided by / (used in) operating activities	**(80,706)**	**60,986**

b) Analysis of cash and cash equivalents

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	280,826	**(80,706)**	**200,119**
Total cash and cash equivalents	280,826	**(80,706)**	**200,119**

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Donations income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.
Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.
Investment income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest or dividends paid or payable by the investment fund manager.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between expenditure on charitable activities on the basis of the staff time spent on the activity.

Fund accounting

Unrestricted funds are available to spend at the discretion of the trustees on activities that further any of the purposes of charity. Restricted Funds are restricted income funds given to the charity for specific purposes. They are expendable by the trustees in furtherance of particular projects within the charity objects.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	25% straight line basis on cost

1 Accounting policies (continued)

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in the year.

2 Detailed comparatives for the statement of financial activities

	Unrestricted Funds	Restricted Funds	**Total 2023**
Income from:	£	£	**£**
Charitable activities:	167,758	405,089	572,847
Total income	167,758	405,089	572,847
Expenditure on:			
Charitable activities:	149,097	407,658	556,755
Total expenditure	149,097	407,658	556,755
Net income for the year	18,661	(2,569)	16,092
Reconciliation of funds			
Total funds brought forward at start of the period	216,395	86,024	302,419
Total funds carried forward at end of the period	235,056	83,455	318,511

3 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	*Total 2023 £*
Clarion	5,000	-	**5,000**	*5,000*
East End Community Foundation	-	-	**-**	*5,000*
London Borough of Tower Hamlets	16,877	106,191	**123,067**	*131,780*
Compass Wellbeing CIC	11,871	59,143	**71,014**	*113,031*
Canary Wharf Group	3,000	-	**3,000**	*-*
City University of LONDON	2,345	-	**2,345**	*-*
East London NHS Foundation	3,625	-	**3,625**	*-*
East End Citizens Advice Bureaux	-	10,295	**10,295**	*-*
Poplar Harca	20,000	-	**20,000**	*15,000*
Limehouse Project	7,786	3,244	**11,030**	*9,502*
THCVS	-	43,985	**43,985**	*67,243*
UBELE	-	5,000	**5,000**	*6,796*
Barts Health NHS Trust	3,220	-	**3,220**	*10,782*
Solace	2,130	-	**2,130**	*27,472*
IICF	-	-	**-**	*10,000*
Canal Rivers	-	-	**-**	*17,500*
Tower Hamlets General Practice	9,420	-	**9,420**	*1,728*
Morpeth	-	16,500	**16,500**	*15,750*
Tower Hamlets Homes	-	44,775	**44,775**	*21,452*
Legal Advice Centre University House	-	22,195	**22,195**	*-*
DWP - Kickstart	-	-	**-**	*12,457*
Parent Contribution	-	-	**-**	*981*
Lloyds Bank Foundation	-	-	**-**	*27,250*
The British Land Company PLC	-	7,650	**7,650**	*15,000*
Restricted-Others	-	-	**-**	*750*
Consultancy and Others	25,661	-	**25,661**	*45,733*
Donation and Legacy	26,938	-	**26,938**	*12,642*
	137,871	318,977	**456,848**	**572,847**

4 Analysis of expenditure

Current year

	Unrestricted £	**Restricted £**	**Support costs £**	**Total 2024 £**	*Total 2023 £*
Direct cost	-	70,003	-	**70,003**	*87,112*
Salaries	87,644	269,271	-	**356,915**	*363,694*
Other staff Costs		2,512		**2,512**	*702*
Office cost			44,809	**44,809**	*28,024*
Premises costs			14,533	**14,533**	*20,112*
Professional fees			31,493	**31,493**	*50,290*
IT costs			2,732	**2,732**	*6,821*
	87,644	341,786	93,567	**522,997**	556,755
Support costs allocation	52,767	40,800	(93,567)	**-**	-
	140,411	**382,586**	**-**	**522,997**	*556,755*

Analysis of expenditure

Prior year

	Unrestricted £	Restricted £	Support costs £	Total 2023 £
Direct cost	-	87,112	-	87,112
Salaries	86,431	277,263	-	363,694
Other staff Costs		702		702
Office cost			28,024	28,024
Premises costs			20,112	20,112
Professional fee			50,290	50,290
IT costs			6,821	6,821
	86,431	365,077	105,247	556,755
Support costs allocation	62,666	42,581	(105,247)	-
	149,097	407,658	-	556,755

5 Net income for the year

	2024	*2023*
Net income is stated after charging:	**£**	*£*
Independent examiner's fee (excluding VAT)	**900**	*900*
Depreciation	**294**	*294*

6 Analysis of staff costs, trustees remuneration and expenses and cost of key management personnel

	2024	*2023*
	£	*£*
Wages and salaries	**331,724**	*338,503*
Social security costs	**20,973**	*20,973*
Pension costs	**4,218**	*4,218*
	356,915	*363,694*

No member of staff received emoluments of more than £60,000 in this year (2023: None)

The total employee benefits including pension contributions of the key management personnel were £Nil (2023: £Nil). During the year there were no redundancy payments.

The average monthly numbers of employees during the year was 27 (2023: 27)

The trustees of the charitable company were not paid or received any other benefits from employment with the charity in the year (2023: £nil) neither were they reimbursed expenses during the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

7 Tangible Fixed Assets

	Computer Equipment	**Total**
	£	**£**
Cost		
At 1 April 2023	1,175	**1,175**
Additions in the period	-	**-**
At 31 March 2024	1,175	**1,175**
Depreciation		
At 1 April 2023	588	**588**
Charge for the period	294	**294**
At 31 March 2024	882	**882**
Net book value		
At 31 March 2024	294	**294**
At 31 March 2023	*587*	*587*

8 Debtors

	2024	*2023*
	£	*£*
Trade Debtors	**98,154**	*68,585*
	98,154	*68,585*

9 Creditors: Amounts falling due within one year

	2024	*2023*
	£	*£*
Taxation, social security and Pension	**3,538**	*8,502*
Other creditors	**30,687**	*11,005*
Accruals	**11,980**	*11,980*
	46,205	*31,487*

10 Analysis of Net Assets between Funds (current year)

	Unrestricted Funds	Restricted Funds	Total 2024
	£	**£**	**£**
Tangible fixed assets	294	-	**294**
Current assets	278,428	19,846	**298,274**
Current liabilities	(46,205)	-	**(46,205)**
	232,516	**19,846**	**252,362**

Analysis of Net Assets between Funds (prior year)

	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£
Tangible fixed assets	587	-	587
Current assets	265,956	83,455	349,411
Current liabilities	(31,487)	-	(31,487)
	235,056	83,455	318,511

11 Movements in Funds

	At 1 April 2023	Incoming Resources	Outgoing Resources	At 31 March 2024
Restricted Funds	**£**	**£**	**£**	**£**
Restricted Funds	83,455	318,977	(382,586)	19,846
	83,455	**318,977**	**(382,586)**	**19,846**
Unrestricted Funds				
General funds	**235,056**	**137,871**	**(140,411)**	**232,516**
Total Funds	**318,511**	**456,848**	**(522,997)**	**252,362**

Movements in Funds (prior year)

	At 1 April 2022	Incoming Resources	Outgoing Resources	At 31 March 2023
Restricted Funds				
Restricted Funds	86,024	405,089	(407,658)	83,455
	86,024	405,089	(407,658)	83,455
Unrestricted Funds				
General funds	216,395	167,759	(149,097)	235,056
Total Funds	302,419	572,848	(556,755)	318,511

Restricted funds are for the following purposes:
The income of the charity includes grants received for specific restricted projects. The trustees' report includes a brief description of the activities of each project.

12 Company Status

The company is limited by guarantee of £1 per member without share capital.

13 Related party transactions

There are no related party transactions to disclose for the year (2023: none).
There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties. There is no balance due to/from related parties at the end of the year.

Women's Inclusive Team

England & Wales - Charity number 1178296

Accounts

WOMEN'S INCLUSIVE TEAM LTD
('WIT')

A COMPANY LIMITED BY GUARANTEE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

COMPANY REGISTRATION NO: 07148997 (ENGLAND AND WALES)

CHARITY REGISTRATION NO: 1178296

Accountability Europe Limited
Omnibus Workspace
39-41 North Road
London N7 9D

WOMEN'S INCLUSIVE TEAM LTD
COMPANY LIMITED BY GUARANTEE
TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Women's Inclusive Team
Charity registration number	1178296
Company registration number	07148997
Registered office	202 Mayfield House Cambridge Heath Road London E2 9LJ

Trustees	
Stephanie Colquhoun	Chair (resigned January 2023)
Sieda Omer Isman	Chair (appointed Interim Chair January 2023)
Marjolaine Druart	Treasurer (appointed 1 December 2020 resigned 1 January 2023)
Amina Abdi	(appointed 26 April 2019)
Zeinab Ali	(appointed 1 December 2020)
Richa Ellis	(appointed 27 September 2021)
Natasha Hanckel-Spice	Treasurer (appointed 1 December 2020)
Sabaad Hassan	(appointed 1 December 2020)
Hannah Lind	(appointed 27 September 2021)
Susannah Nelson	(appointed 1 December 2020)
Emily Teh Xiao-Fang	(appointed 18 May 2022)
Sara Custer	(appointed 1 January 2023)
Jasmin Wun	(resigned 11 February 2022)

Bankers	Barclays Bank 240 Whitechapel Road London E1 1BJ
Independent examiner	Accountability Europe Limited Omnibus Workspace 39-41 North Road London N7 9DP

WOMEN'S INCLUSIVE TEAM LTD
COMPANY LIMITED BY GUARANTEE
TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2023

INTRODUCTION AND CHAIR'S REPORT

It gives me great pleasure on behalf of Women's Inclusive Team Ltd (WIT) to introduce our Annual Report 2022-23.

As we reflect on the many challenges and triumphs of this past year, we are reminded of the importance of working together to create a more equitable and supportive world for all women. Our annual report not only celebrates our successes, but also provides a transparent overview of our finances, projects, and impact. We are confident that our stakeholders, partners, and supporters will find our report to be a valuable resource in understanding the grassroots community support WIT provides. Since its founding, WIT has stood at the forefront of advocating for and increasing the visibility of Black, Asian, and ethnic minority communities.

WIT and its community continue to recover from the Covid-19 pandemic. The organisation remains at the forefront of support and solutions to the cost-of-living crisis, food inequality and the rise in mental health and domestic abuse cases. WIT has adapted to the changing needs of the community, responding with innovative projects to manage these challenges. This has placed enormous pressure on our resources, but that hasn't diminished our responsibilities to serve the women in Tower Hamlets.

I would like to express my sincere gratitude and heartfelt thanks to our former chair, Stephanie Colquorn, for her exemplary leadership and relentless dedication. Under her guidance, we have achieved remarkable milestones that have cemented WIT's position as a beacon of hope and empowerment for women in Tower Hamlets and beyond. I am absolutely thrilled to have been appointed interim chair of WIT's board in February 2023. As a Black Somali woman who was raised in Tower Hamlets, I understand how significant this moment is, both personally and symbolically. I feel a great sense of pride to represent the hard work and dedication of the staff at WIT whose mission is to empower women from all walks of life and break down the barriers that have held them back, particularly ethnic minority women. As a local resident, I also know firsthand the challenges these women face.

I am excited to work closely with Mayor Lutfur Rahman and his team to address these issues and improve the lives of all residents. WIT's mission goes beyond providing opportunities for women to shine; we are committed to equipping them with the professional skills needed for success in the workforce. Whether it's providing training for sewing, IT, ESL, or volunteering on various projects, our tailored plans help women to achieve their individual goals.

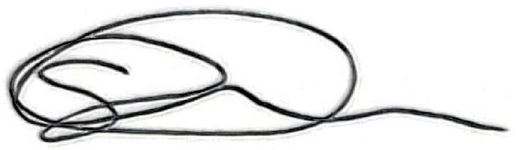
WOMEN'S INCLUSIVE TEAM LTD
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FOR THE YEAR ENDED 31 MARCH 2023

WIT CEO, Safia Jama MBE, continues to steward the organisation with passion and commitment. Her recognition for community leadership in Tower Hamlets in these trying times is a testament to the vital role WIT plays in the borough's pandemic recovery. Safia has spearheaded WIT's involvement in local stakeholder groups including the Equalities Commission and Somali Task Group, working tirelessly to raise the profile of marginalised voices. Together with public and third-sector partners, WIT continues to raise awareness of the inequalities plaguing Black, Asian and minority ethnic women and their families.

Safia's invitation to attend the state funeral of Her Majesty Queen Elizabeth II was not only a significant moment for Safia personally, it also recognised her individual contributions to social justice, diversity and equity and the strides WIT has made in promoting inclusivity.

None of our achievements would have been possible without the immense generosity of our volunteers, staff, collaborators, funders, trustees and supporters. I want to extend our heartfelt thanks to each and every one of you for upholding WIT through financial contributions, time and effort, or unwavering moral support. Your belief in and commitment to our mission is the bedrock upon which our success is built.

Our journey is far from over and many challenges lie ahead, but as a united and resilient community, we will overcome them together.



Sieda Omer Isman

Interim-chair

WIT Board of Trustees

WOMEN'S INCLUSIVE TEAM LTD
COMPANY LIMITED BY GUARANTEE
TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2023

Objectives and activities

WIT's objective is to promote social inclusion for the public benefit, in particular but not exclusively among women and young people from Black, Asian and ethnic minority communities who are socially excluded on the grounds of their sex, race or ethnic origin, and to relieve the needs of such people and to help them integrate into society. WIT also works to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children.

Our 2022 - 2023 Impact Report showcases our accomplishments over the past 12 months. This report is available online, serving as a transparent and accessible resource for our valued members, dedicated funders, and supportive stakeholders. Through this report, we aim to celebrate our achievements and the individuals and organisations that made them possible.

ACHIEVEMENTS AND PERFORMANCE 2022 - 2023

Public Benefit, Achievement and Performance

The trustees have considered the Charity Commission's guidance on public benefit and agree that the achievements and activities provided in this Annual Report demonstrate the public benefit of WIT's activities.

Our Centres

Women's Inclusive Team operates from two locations: the Mayfield Well-being Hub in Bethnal Green and Chicksand Preschool in the Whitechapel area. Both centres are purpose built and serve the needs of the community. WIT provides early years education to the local community in an environment that is both stimulating and culturally appropriate at the Chicksand centre. The Mayfield Well-being Hub is the centre of all of our other operations and activities.

Advice and guidance

At the heart of our advice and guidance project lies our commitment to supporting Tower Hamlets' vulnerable residents. Our dedicated staff and volunteers provide holistic assistance to service users on issues including housing, financial management, mental health, employment and training, and CV and cover letter writing. We believe in empowering individuals to overcome obstacles to lead more independent, stable lives. We have provided advice and guidance to more than 2,900 service users in the last 12 months, an 87% increase on the previous 12 months.

Mental health support

We launched a mental health awareness campaign to help our members navigate the emotional challenges of pandemic recovery and the cost-of-living crisis. We also provided access to professional mental health resources. In 2022 our team of dedicated staff and volunteers organised a two-week mental health workshop aimed at addressing the pressing mental health concerns in Tower Hamlets and beyond. We were able to connect over 1,000 individuals to mental health services, and through this initiative we have made a tangible impact on the lives of countless members who have benefited from the support and care provided by our team of qualified professionals.

Our Community Connector and Tree of Life projects acted as bridges between individuals in need of mental health support and the available resources and services. Using storytelling, art and shared experiences, WIT's trained staff worked to strengthen social bonds and provided a support network for individuals facing mental health challenges. Over the past year, CEO Safia Jama, MBE has actively participated in several steering groups dedicated to suicide prevention initiatives including the Tower Hamlets Suicide Prevention Steering group. Her involvement with these groups has been instrumental in raising awareness, identifying at-risk individuals and advocating for comprehensive mental health support and signposting services specifically for the Somali and other ethnic minority women in the borough.

Hawaa Project

We are aware that women from all backgrounds have been deeply affected by domestic abuse. The Covid-19 pandemic highlighted the need for stakeholders to do more, particularly concerning cultural nuances that have prevented some women from accessing support or even recognising what domestic abuse entails, thus hindering them from seeking help.

Our Hawaa Project, a domestic abuse initiative launched during the pandemic, initially aimed to assist 40 women. However, it surpassed its targets, aiding over 62 women in the first year. The campaign, presented in various languages, helped women comprehend the concept of domestic abuse, empowering and motivating them to seek assistance in our secure and trusted community centre, the Mayfield Well-being Hub. This project also enabled us to ensure that stakeholders grasp cultural nuances, particularly those related to Somali tribes and other barriers that often go unnoticed or unaddressed by stakeholders.

Every theme or project at WIT is aimed at supporting all communities locally with a particular focus on Black Muslim Somali women and girls, who remain especially overlooked and excluded within Tower Hamlets and face additional challenges and barriers as a result.

Our social media platforms have proven to be incredibly effective for sharing our narrative, amplifying our causes, and reaching audiences who may not typically engage with us through traditional means. In

particular, our WhatsApp groups have played a crucial role in breaking down language barriers and enabling us to communicate effectively with women who speak Somali, Bengali, and Urdu. Our Whatsapp is a critical element to our communication and outreach.

From a pilot project launched in 2021, our Hawa Project initiative gained momentum in 2022 acting as a lifeline for women experiencing domestic abuse, offering them a safe space, counselling and signposting services. This project aligns with Tower Hamlets council's strategic priority of promoting safe communities and has opened numerous doors for women seeking specialist services that cater to their specific cultural needs. As a result, we have seen a significant increase in demand over the past year. In 2021, the Haawa Project provided advice and support from qualified independent domestic violence advisors (IDVA), supporting over 62 domestic abuse survivors (80% Somali, 10% Bangladeshi, 10% other Black and Asian minorities) and reached a target-exceeding 500 people thanks to online awareness campaigns and in-person events. Our School Coffee Mornings were designed to create a safe and welcoming space for BAME women to come together, share their experiences and access resources to address parenting strategies, including tools to manage children experiencing trauma and mental health challenges. The coffee morning also acts as a peer-support group, where women from similar backgrounds can share their personal experiences, challenges and success stories. This support network has proven to be a vital source of strength and resilience for the women.

Post-pandemic, we recognise the profound impact domestic abuse has had on women from diverse backgrounds. While we acknowledge that Covid-19 created opportunities for stakeholders to address these issues, we also see the need to delve deeper into the cultural nuances that often prevent women from seeking help or even understanding what constitutes domestic abuse. Our team continues to work hard to secure crucial funding to continue this much needed project.

Chicksand nursery

Chicksand is one of our flagship projects. Founded in 2006 and funded by the local authority, the nursery has grown significantly and evolved in response to the changing needs of our service users. We are also OFSTED registered, and are able to offer free childcare to local women on low incomes enabling them to study, work or have a break. We work closely with parents and families, offering expert guidance and support, especially for children with special needs. Our team of dedicated professionals are passionate about early-childhood education. They nurture the potential of our youngest members and set them up for a bright future. For underprivileged families in Tower Hamlets, our Chicksand nursery has been a ray of hope. In 2022-23 we provided 156 days of childcare to families. Chicksand has also facilitated 38 stay-and-play sessions over the past year, creating a community of support where families can connect and children can learn and grow alongside one another. That's not just childcare - it's a lifeline. Projects like this are an investment into the future of Tower Hamlets. Children who receive care from Chicksand will be the future leaders of our community. To continue this work, we intend to secure funding to expand

our nursery and reach more children in need of special educational needs coordination (SENCO) support.

Hiddo Girls

WIT Hiddo Girls project, delivers sporting activities tailored to young Black Somali girls in a culturally appropriate safe space. Over the past year we have designed, managed, and delivered a range of youth projects primarily aimed at girls, aged 11 to 19, from Black Somali and other ethnic communities in the borough. Our infrastructure for delivering youth projects in Tower Hamlets is robust. We have a team of dedicated and qualified staff and over 200 volunteers. Our team has delivered activities and workshops ranging from sports activities like boxing and cycling to workshops that centre on knife crime and mental health and well-being.

Flourishing Communities

Flourishing Communities is a working research project aimed at tackling health inequalities, specifically with women's sexual and reproductive health, in Tower Hamlets. This is a partnership project between Women's Inclusive Team, GP Care Group, Limehouse Project and Tower Hamlets CVS. It is in the first year of its three-year funding that was secured from the National Lottery Community Fund after a very successful pilot project. Women's Inclusive Team were the original project partners and in the last nine months the following has been achieved:

- Limehouse Project joined as the second key partner on the project
- Consultation with the Bangladeshi women – over 20 women participated in two sessions to share their experiences of health services
- Report on the women's experiences promoted through Tower Hamlets Together
- Trained six cervical screening paid champions to deliver workshops
- Created and delivered community cafes to educate the community on cervical screening in trusted environments
- Contributed to discussions on restructuring the primary care network(PCN)/local health and well-being committees.
- At least seven Somali speaking staff members recruited across PCN 1 (including Globe Town and Bethnal Green) and PCN 7 (including Limehouse and Chrisp Street) with two of these being at network coordinator level and some as frontline staff
- Hosted the first wider Patient Participation Group event for PCN 1
- Facilitated a number of educational workshops on cervical, breast, and womb cancer
- Delivered project updates at the national level several times for best practice as requested by the funder.
- Created a robust health literacy plan to improve communication tools by the NHS as recommended by project steering group
- Created an advisory board made of key individuals from voluntary and public health services

"I am so grateful for this project. I have prayed for the opportunity to better myself but I lacked confidence. I have been a homemaker all my adult life but I came to the cervical screening workshop by Limehouse Project and Women's Inclusive Team earlier in the year and I loved the topic. Afterwards I heard about the opportunity to become a paid champion so I applied. We were trained and today I delivered my first session in both English and Bengali. I feel very emotional achieving this and so excited to do more. Thanks to Flourishing Communities for giving me this chance and for saving lives."

- Cervical Screening Champion

Community Connectors

Community Connectors is the unique and transformational project that began as a pilot project in 2021. It is funded by Compass Well-being and in partnership with EAST London Foundation Trust (ELFT). Funding for this role covered one full-time staff member, but to meet the needs of local people more effectively, we made this a job-share post where four languages are spoken between two members of staff. The project has been so successful that Compass Well-being have committed to funding an additional post from summer 2023. The role has helped over 300 vulnerable people within the community in the past year. Clients with mental health needs that are deemed to be low or intermediate risk are supported by the Community Connectors to link them to housing, extra benefits, foodbanks, courses, training, volunteering, and paid work, as well as being someone to listen to them and have a chat with them from time to time. Our Community Connectors work alongside mental health clinicians and care coordinators to provide a variety of health services that are accessible and inclusive of the various mental health needs in our communities. They see clients and work from the ELFT clinic, Mayfield Hub and within other spaces around the community.

Developing Potential

We have continued to work hard nurturing talent within our community with countless success stories emerging from our Developing Potential project. Our commitment to empowering women to become the storytellers of their own journey is demonstrated through this project. With personalised one-to-one confidence-building support and workshops on digital and employment skills, we have empowered 136 women to discover their hidden potential. Our aim is to not only provide opportunities for these individuals to shine, but to also make sure they are equipped with the professional skills needed to be successful in the workforce. Thanks to the generous funding from Insurance Industry Charitable Fund and British Land, we have been able to create a tailored project that is highly adaptive and responsive to the specific needs of the women we support.

Community kitchen and food bank

The Covid-19 pandemic brought to light the issue of food inequality for many people in the borough, forcing them to make difficult choices between fulfilling basic needs and having a meal. Our skeleton community kitchen and food bank played a pivotal role in delivering hot meals during the height of the crisis.

Now as the cost-of-living crisis continues to affect families, the need for our school meals services during term break has grown significantly. And we continue to provide food parcels, hot meals and essential toiletry items to service users with the generous support from M&S, Asda, HAF group, Tesco, Felix Group, City Harvest, and local authorities who have pressed forward with their commitment to make sure that no one goes hungry. At its core, this project is all about people helping people.

Through our collaborative partnerships with local GP's we are able to identify those in need of our support of nourishing hot meals, but also a sense of belonging and emotional support. Our "community hug" approach lets these individuals know that they are not alone in their struggles. This project aligns perfectly with the council's goal of improving the health and well-being of its residents and we are proud to be playing our part in progressing this strategic objective.

Health and well-being

WIT approaches this theme by embedding it into the way staff work, how they deliver projects and within all the projects across the charity.

Other developments include WIT working closely with local academic partners, including Queen Mary University of London (QMUL), with the objective of gaining new skills and building the capacity of our staff, enabling us to capture our achievements better. Previously this included the creation of a CRM system for better qualitative and quantitative processes to capture the journey of members and projects. This year research projects, like the Morpeth project, meant that by working with QMUL to gather information and analyse our experiences, we are able shed a light on work that tackles community challenges. It has also improved our ability to share the impact of our work which has enabled us to have a better understanding of it and make evidence-based plans.

Women's Inclusive Team has earned the trust of stakeholders and members. The charity is perceived as a bridge between mainstream and BAME communities, ensuring all voices are heard, allowing decision makers to better inspire the community they serve. This approach enables resource and community plans to reflect the broader society, thereby fostering trust and confidence among our service users.

WIT is also proud to be a part of the Health Determinants Research Collaborations (HDRC) once again, in partnership with Queen Mary University of London, the local authority, and a local CVS. This collaboration ensures that all communities and third-sector organisations understand the power of research, emphasising the importance of making decisions based on evidence and facts. Additionally, it empowers the local community to use research for their benefit, rather than being subjects of research. Recent evidence has highlighted that the Somali community was disproportionately affected by Covid-19 compared to other minority communities, underscoring disparities in housing access, health and other elements that further disadvantage this specific group.

WOMEN'S INCLUSIVE TEAM LTD
COMPANY LIMITED BY GUARANTEE
TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2023

Vision and mission statement

Our mission is to create a community where women feel happy, safe, and valued and can reach their full potential.

We achieve this by providing a safe, supportive, and trusted environment, targeting local women and girls from Black, Asian, and Minoritised backgrounds.

WIT collaborates with key stakeholders and partners in relation to housing, employment, health and education, working together to deliver better outcomes. As a charity, WIT focuses on supporting women who are disadvantaged by helping them to develop skills, access services and become independent. WIT also works with stakeholders to improve their understanding of these challenges and better equip them with the information and tools required to address the needs of these women and their families.

We deliver a 'holistic hug' addressing the wider determinants of wellbeing:
-Chicksands Preschool Hub
- Mayfield Wellbeing Hub
- Hiddo girls, children, and young people's project.

We also have a food enterprise, Hooyo East [the take away that gives back] and a Halal Food Bank, providing community meals to vulnerable people and local families in Tower Hamlets.

Tackling Inequalities was a clear theme that emerged from WIT members sharing their lived experiences, feedback of services and desire to see change. We have continuously responded to their needs by working to improve access and reduce inequalities around health, housing and education. Members also shared concerns that their voices are often absent when services are conceptualised and created. To address this need, we work with Tower Hamlets Homes, Morpeth school, THCVS , the Ethnic Minority Network, ELFT and Compass Well-being and Cornerstone as well as service providers and local residents to create much needed change.

Women's development

The deterioration of mental wellbeing detrimentally impacts the whole family, including children, with many local women experiencing the grief, or domestic violence, in a Borough with rising levels of child poverty.

Apart from addressing inequalities, another area of focus at WIT is developing women. Projects like Developing Potential, Quality Insurance project and volunteering opportunities do exactly that. These are the spaces where we foster women's personal development. Career training and so much more is nurtured. This creates a space where women flourish and overcome confidence barriers to upskill, set

goals and dream big. It is the heart of the organisation in many ways and always led by community needs and requests.

To ensure this theme has the support it needs within the organisation, a strategy has been put in place to create the role of Women's Development Lead. This role will address overlooked needs and also enhance the work that projects cover. We aim to have this person in post by summer 2023.

Strategies for achieving our objectives

Through active collaboration with others, WIT has achieved the following objectives over the past year, all of which have enabled us to gain support and meet the changing needs of our women and their families:

Quality Standards:

Women's Inclusive Team is dedicated to continuously improving our approach. This includes how we measure our impact and the changes we bring about in the community. We strive for internal improvement, which involves enhancing our staff training and support systems, as well as external impact that directly influences our members. WIT will persist in demonstrating best practices both locally and nationally, as demonstrated through:

- Matrix Quality Assurance
- Ofsted Good standard with elements of outstanding
- London Living Wages for all staff
- Working towards Advice Quality Service (ADS)
- Mental well-being sessions, in-house counselling and coaching offered to staff for free or at very low cost.
- Livingworks
- Local Food Standard Mark

Managing post-pandemic challenges

Human connectivity, creating a sense of belonging, and meeting recognisable peers, combats the negative effects of loneliness left by the pandemic. Facilitating a community of local women "just like me" also builds capacity across these relationships, further supporting families in similar situations. While providing access to important services; Mental Health, Housing Advice, Foodbank, Employability Sessions, and more.

The post-pandemic era has posed significant challenges for our charity. Shifting from immediate crisis response to long-term sustainability demands adaptation, creativity, and collective determination to persist in our crucial work. The hurdles faced during this period have tested the resilience of our charity

and the community it serves. Despite the tremendous generosity witnessed during the peak of the pandemic, challenges such as mental health issues, a cost-of-living crisis, and persistent poverty mark the post-pandemic reality. However, the influx of funds during the crisis peak has inevitably diminished, compelling us to seek creative solutions for securing funding. To reduce our reliance on a single source of funding, we are actively diversifying our financial portfolio. This includes exploring partnership opportunities with local entities, soliciting philanthropic contributions, and launching crowdfunding campaigns. We are expanding our reach and exploring various funding avenues. Over the past year, our fundraising team has diligently submitted funding applications and grant proposals to secure additional resources.

Leadership

To promote and ensure the visibility of our Black, Asian, and ethnic minority women and their families, our CEO, Safia Jama MBE, continues to take the lead in her role, leveraging WIT's strong community connections. Safia's notable achievement of being awarded an MBE by the Queen reflects her dedication and standing as a community leader. Moreover, Safia holds positions on several boards, including the Police Advisory Group, the Tower Hamlets Racial Equalities Commission and the Barts Healthcare Advisory Panel. In the aftermath of the Black Lives Matter movement, WIT has emerged as a prominent voice influencing regional strategic policy makers. WIT has a strong and capable senior management team made up of three experienced staff members who, on a weekly basis, oversee and analyse every aspect of WIT's projects and services strategically. As a Black-led charity we have demonstrated that trustee, management and frontline staff must reflect the community it serves.

FUTURE PLANS AND STRATEGIES 2023 - 2024

Looking ahead to 2023-2024, we have bold and ambitious plans for achieving long-term sustainability through core funding, enhancing income generation capabilities and expanding our reach. At our core, we are driven by our commitment to evolve and adapt to the ever-changing needs of our service users. Over almost two decades, we have gone above and beyond, thinking outside the box to respond to the needs of the residents in Tower Hamlets. What fuels our passion and sets us apart is the lived experience perspective that our staff, trustees, volunteers, and members bring to the charity.

We have worked diligently to earn the trust of our stakeholders, funders and service users. In the upcoming year, we will continue to strengthen this trust by fostering ongoing dialogue, promoting transparency and ensuring that our projects are designed and implemented with the service user at the forefront of our decision-making and planning. This can be achieved through careful resource allocation. We will work tirelessly to ensure that resources are allocated where they are needed the most.

We acknowledge that to continue meeting the needs of our service users and the wider community, we must be innovative and creative in designing and implementing projects that address community needs. In the upcoming year, we are determined to amplify the voices of those who are often unheard. We will create platforms for our members to share their experiences and perspectives, enabling them to influence policy decisions, programmes and initiatives that impact their lives.

Our flagship project targeting domestic abuse, Hawaa project, is our priority, and we are committed to securing the necessary funding to support its activities and expansion. We will ensure that all victims of domestic abuse receive adequate levels of care. We aim to improve barriers such as the lack of services in the Somali language and remove the stigma and cultural barriers that discourage women from engaging with outreach and prevention programmes. We will use the funds to collaborate with government bodies to co-design services that promote equality in accessing support. We will combat health illiteracy in the Somali community through our drop-in sessions managed by our trained staff and volunteers. We aim to improve clear and appropriate messaging from service providers and the police through our community-specific targeted campaigns to educate Somali men, building trust and creating stronger, more resilient communities.

We will continue to work diligently to combat racism and promote inclusivity within Tower Hamlets. We will collaborate with schools, the police, local authorities and the Mayor of Tower Hamlets. Through our youth projects, we will work with schools in the borough, organising workshops and events that celebrate different cultures and traditions, fostering understanding and respect among the youth. We will continue to work closely with the police to implement effective community policing strategies that build trust and transparency between the police and the communities they serve. We will facilitate dialogues between the police, local authorities and community members to foster open discussions on issues related to racism, hate crime, police practices, and community safety.

- WIT supports Somali girls and young women who face unique challenges and barriers, and engages them in positive activities, ensuring that they are motivated and equipped with the knowledge and networks to reach their full potential. WIT will participate in the scrutiny review by the London Borough of Tower Hamlets to address such inequalities.
- We advocate for Black, Asian, and ethnic minority women (who often cannot access services and support) and their families and work with stakeholders and partners to develop solutions for identifying and addressing barriers to inclusion. We are currently running skills workshops at our Developing Potentials project to close this gap.
- We support our members' integration within the wider community by increasing their opportunities to meet other people and build self-confidence, while also promoting mutual understanding and respect. This was recently achieved through volunteering week, where the HAF group attended and exchanged skills with our women through the community kitchen volunteering.

- We aim to address the stigma of mental illness and promote mental well-being, recognising cultural and religious sensitivities and providing safe spaces to talk and explore these topics without judgement or fear, with a particular focus on Black and Asian Muslim women. We also provide awareness and training to our NHS colleagues, including mental health teams, to help them better understand the issues from a community perspective. This is beautifully executed in our "5 Ways to Well-being","5 Pillars to Islam" and "Recipes of Life" programmes, where we educate women about mental health in a sensitive, culturally competent way
- We co-create and develop projects with our beneficiaries focused on health, education, employment, personal safety, community safety, and housing, with a focus on the lived experience of exclusion and the impact of such inequalities. This year, we conducted a number of consultation sessions with our members to identify which services would benefit them the most. They identified SEND projects and domestic abuse services as the most important. WIT plans to submit applications to the Mayor's fund in order to these deliver much-needed, user-led projects.

WIT is in a moment of change and strategic development. We will continue to address the increasingly complex needs of our members, especially as they become further isolated and excluded as a result of the pandemic and the cost-of-living crisis. WIT will continue to focus on providing wrap-around-support, our "holistic hug", and work towards our mission to create a world where women are happy, safe and valued, and can realise their full potential.

We will achieve our aim by providing activities and support under the following themed programmes:

- *Community well-being at the Mayfield Well-being Hub*: The Mayfield Hub addresses the wider determinants of well-being – employment, skills, education, housing, money, safety and relationships – through a range of individual, group, in-person, and online activities. The Mayfield Hub offers support by a trained Information, advice and guidance team, and also has other experts available to provide advice and support regarding mental health, domestic violence and family safety.
- *Food bank, community meals and volunteer befriending*: These services address food insecurity, isolation and loneliness in the community and are an important entry point for those in the community to connect and then access the wider support that WIT offers.
- *Hiddo Girls young peoples' activities* : This programme delivers term-time and holiday schemes to address physical activity, well-being, and food insecurity, along with youth service support for Somali young women and girls. WIT will be applying for Mayor's funding to deliver much-needed projects and services to women and girls.
- *Chicksand preschool*: Our preschool nursery supports mothers (as first educators) to increase their knowledge and skills, with a particular focus on early years development, while also providing an entry point for them to access the wider support that WIT offers. We have stay-and-play sessions

to give parents the opportunity to learn how to encourage their children to learn through play confidently.

- *Hooyo East food enterprise "Take Away that Gives Back"*: Hooyo is the Somali word for "mum" and this food enterprise seeks to provide training and employment opportunities for women in the community, while also delivering fresh and tasty Somali food via food delivery and pick-up at catered events. Many of the women undertook food and hygiene courses which enabled some of the women to secure employment via Hooyo East enterprise.

Women who look like me, supporting a trusted relationship in the community

WIT has an intimate understanding of the issues faced by Black and Asian women and their families. Our wrap-around services (the "holistic hug") deliver activities to address the wider (and often interconnected) determinants of well-being and help equip our beneficiaries with the tools to reach their full potential. We observe this weekly via our Developing Potentials project.

As a trusted relationship holder, WIT will continue to identify and engage the most isolated and excluded in our community and provide appropriate services and activities, with a particular focus on those experiencing poverty, mental distress and abuse. These may include mental health workshops, housing support, money management and skills for work and life.

WIT's support is also increasingly important in developing the confidence, independence, access and skills for Black, Asian and ethnic minority women, who experience exclusion and inequalities in one of London's poorest boroughs where wealth and poverty sit side-by-side.

WIT will continue to tailor its services to the needs of its beneficiaries, including an ambition to deliver more targeted programmes for Somali young women and girls in Tower Hamlets. By working upstream, such targeted measures work towards prevention, without affecting WIT's ongoing work supporting women in crisis.

What matters to our women and girls most

In this year's consultation with our members and wider community, we have established the following priorities (which we will continue to develop):

- *A safe place to live*: partnering with national domestic violence charity, Solace, we will provide access to our specialist domestic violence advisors.
- *Economic prosperity*: providing supported training and employment pathways via our food enterprise, Hooyo East.

- *Early years well-being:* providing skills development activities for mothers, with a particular focus on early years, including better health outcomes for children. Additionally, we are planning to seek funding for providing additional support for SEND (Maangaar) families next year.
- *Mental well-being*: partnering with Barts Health and the East London Foundation Trust, with a view to becoming a significant local partner under the NHS England Transformation programme, through our specialist team of Community Connectors.
- *Sports activities:* for local young girls in a culturally sensitive environment. Providing a safe cultural hub, where young girls can prosper and grow like their peers.
- *Work with academic researchers:* Ensuring research reflect the community's needs and that we are a partner in research projects not just a subject

This next strategic review period is significant for WIT as it will see the charity refresh its strategic goals in an ever-changing landscape and work towards its vision, guided by the following principles: *We will not allow any woman to be held back during the recovery process, and we will not allow gender equality to regress as a result of the pandemic and the cost-of-living crisis.*

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Women's Inclusive Team Ltd ('WIT') is constituted as a Company Limited by Guarantee and is governed by a Memorandum and Articles of Association dated 28 March 2018. WIT was registered as a charity with the Charity Commissioner on 8 May 2018.

Organisation

Women's Inclusive Team (WIT) is governed by a board of trustees which determines the strategic direction of the charity. Governance issues are dealt with by the board of trustees, and they meet regularly throughout the year (a minimum of four times).

SMT and Staff structure

The Senior Management Team of the organisation consists of the three roles. The first of these is the CEO, the CEO reports to and regularly meets the Chair. The second of these roles is the Director of Services who reports directly to the CEO. The last of these three roles is Programme Manager who also reports to the CEO. SMT have weekly scheduled meetings as well as ad hoc meetings when needed.

Additionally, there are project leads for most departments and key projects. For example, Youth Lead Advice Lead, Health Lead and Women's Development Lead as well as Manager for the Preschool. Each of the leads report directly to at least one of the SMT members depending on area of work.

Other members of staff and experts also attend each meeting of the board of trustees and share additional information and knowledge, as appropriate, especially at AGM.

Appointment, induction & training of new trustees

The Chair and board of trustees take into consideration the experience of the current trustees and any skill gaps when considering the recruitment and appointment of new trustees. An annual skills audit is also conducted with respect to the trustees in order to better understand the skills and experience contributed by each member of the board.

trustee vacancies are advertised externally and using available networks, with a particular focus on filling skill gaps, as appropriate. Shortlisted potential trustees are invited to discussions with the CEO and Chair and are invited to visit WIT at the Mayfield Hub in order to better understand our work. Shortlisted potential trustees are also invited to observe a meeting of the board of trustees, before confirmation of the appointment by all parties involved.

During induction, new trustees are provided with information about WIT and its services, copies of all policy documents and the role and the duties of the board, including the decision-making processes responsibilities, and the Memorandum and Articles of Association. Other key documents shared with new trustees to show the performance of the charity and its future direction may include, as appropriate, recent annual reports, the impact report, delivery plans and key financial documents. New trustees are encouraged to visit WIT at Mayfield Hub and meet key employees and are also invited to attend activities and events demonstrating the work of WIT throughout the year and to further engage with the governance team regarding WIT's mission and work.

Board and sub-groups

WIT's unprecedented scale and growth during the pandemic made it necessary to increase the size of the board of trustees and establish a specialised 'Finance Subcommittee'. All matters during this time continued to receive the oversight of the full board of trustees during its regular meetings; however, the Finance Subcommittee provided additional dedicated and expertise oversight via more frequent meetings. This new board size and structure has better enabled WIT to provide an informed and agile response during the pandemic, and continues to provide essential strategic oversight and input.

During this financial year the Finance Subcommittee continued to meet on a monthly basis, and undertook a financial procedures and processes review with consultancy support from Eastside Primetimers as a part of a grant from Lloyds Bank Foundation. This followed the rapid growth of WIT's services and income to meet the needs of the community during the pandemic, and which has now stabilised at a level that is both sustainable and continuing to support the needs of the community. The review was essential to ensuring that our financial procedures were reflective of our processes, and as a larger charity with clear priorities going forward. The recommendations from this review are now being implemented.

Risk management

The board of trustees recognises the risks associated with the organisation and where possible has implemented actions to avoid or minimise that risk as far as possible, including:

- An annual review of the risks
- Implementation of actions to mitigate identified risks, so as to minimise the potential impact on the charity if they were to occur, including systems and procedures
- Attention to key risk areas, such as buildings and premises, HR and IT, and obtaining specialist advice as necessary
- Building and ensuring we have sufficient reserves for the charity
- Annual policy review, with attention given to the safeguarding and risk of children and vulnerable adults and overall welfare of staff and volunteers
- Create a risk register which is held by trustees

FINANCIAL REVIEW

The Statement of Financial Activities shows incoming resources for the year ending 31 March 2023 of £572,847 (2022: £664,949) and total outgoing of £556,755 (2022: £596,169). A reserve of £318,511 (2022: £302,419) is carried forward, of which £235,056 (2022: £216,395) is unrestricted and £83,455 (2022: £86,024) is restricted.

Reserves

WIT requires reserves in order to allow for re-organisation in the event of a downturn of income in one or more areas of funding and to provide for unforeseen, and hence unbudgeted, expenditure that WIT may need in order to continue to meet its objectives and support the changing needs of our community.

Unrestricted funds of £235,056 are sufficient to support the running of WIT for approximately five months under the (unlikely) assumption of unchanged spending (including staffing) in a downturn. We estimate

the necessary level of reserves at around £200,000 to sustain the charity for six months under the more realistic but still conservative assumption that a significant downturn would be accompanied by a material downsizing of some of WIT's projects, and hence costs. More specifically, that level of reserves would allow WIT to continue to pay in full its support costs (both staff and overheads, including Mayfield House rent) as well as some selected project costs (e.g. Chicksand rent) for five months, along with about 30% of the project staffing costs to cover for notice periods (from a few weeks to three months) and potential redundancy compensations.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

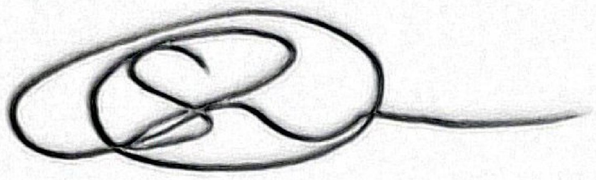
The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on WIT's website. Legislation in the United Kingdom governing the reparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

WOMEN'S INCLUSIVE TEAM LTD
COMPANY LIMITED BY GUARANTEE
TRUSTEES ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2023

Approved by the board of trustees on 11th December 2023 following a trustee meeting and signed on its behalf by:



Sieda Omer Isman
Interim-chair
WIT board of trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WOMEN'S INCLUSIVE TEAM LTD (COMPANY LIMITED BY GUARANTEE) FOR THE YEAR ENDED 31 MARCH 2023

I report to the trustees on my examination of the accounts of Women's Inclusive Team Ltd for the year ended 31 March 2023.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the Charity's gross income exceeded £250,000 I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

.....

Aamer Shehzad FCA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road,
London N7 9DP

Date: **30/01/2024**

Womens Inclusive Team

Statement of Financial Activities (including Income and Expenditure account)

For the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	*Total 2022 £*
Income from:					
Charitable activities	3	167,758	405,089	572,847	*664,949*
Total income		**167,758**	**405,089**	**572,847**	664,949
Expenditure on:					
Charitable activities	4	149,097	407,658	556,755	*596,169*
Total expenditure		**149,097**	**407,658**	**556,755**	596,169
Net income for the year	5	18,661	(2,569)	16,092	68,780
Reconciliation of funds:					
Total funds brought forward at start of period		216,395	86,024	302,419	*233,639*
Total funds carried forward at end of period		**235,056**	**83,455**	**318,511**	**302,419**

The Statement of Financial Activities includes all gains and losses recognised in the year.

The attached notes form part of these financial statements.

Womens Inclusive Team

Balance sheet **Company no. 07148997**

As at 31 March 2023

	Notes	£	2023 £	2022 £
Fixed assets				
Tangible assets	7		587	880
Current assets				
Debtors	8	68,585		115,610
Cash at bank and in hand		280,826		219,840
		349,411		335,450
Liabilities				
Creditors:				
amounts falling due within one year	9	(31,487)		(33,911)
Net current assets			317,924	301,539
Net assets			318,511	302,419
Funds:				
Unrestricted funds	11		235,056	216,395
Restricted funds	11		83,455	86,024
Total charity funds			318,511	302,419

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirments of the Companies Act 2006 with respect to accounting records and preparation of accounts.

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on **26 January 2024**
and signed on their behalf by:

Sieda Omer Isman (Interim-chair)

The attached notes form part of the financial statements.

Womens Inclusive Team

Statement of cash flows

For the year ended 31 March 2023

	Note	£	2023 £	2022 £
Net cash provided by (used in) operating activities	(a)		60,986	74,720
Cash flows from investing activities:				
Purchase of fixed assets		-		(679)
Cash used in investing activities			-	(679)
Change in cash and cash equivalents in the year			60,986	74,041
Cash and cash equivalents at the beginning of the year			219,840	145,799
Cash and cash equivalents at the end of the year	(b)		280,826	219,840

a) **Reconciliation of net expenditure to net cash flow from operating activities**

	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)	16,092	68,781
Depreciation	294	294
Decrease / (Increase) in debtors	47,025	4,740
(Decrease)/ Increase in creditors	(2,424)	905
Net cash provided by / (used in) operating activities	60,986	74,720

b) **Analysis of cash and cash equivalents**

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	219,840	60,986	280,826
Total cash and cash equivalents	219,840	60,986	280,826

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Donations income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

Investment income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest or dividends paid or payable by the investment fund manager.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between expenditure on charitable activities on the basis of the staff time spent on the activity.

Fund accounting

Unrestricted funds are available to spend at the discretion of the trustees on activities that further any of the purposes of charity. Restricted Funds are restricted income funds given to the charity for specific purposes. They are expendable by the trustees in furtherance of particular projects within the charity objects.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment	25% straight line basis on cost
Computer equipment	25% straight line basis on cost

1 Accounting policies (continued)

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in the year.

2 Detailed comparatives for the statement of financial activities

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Income from:			
Charitable activities:	137,193	527,756	664,949
Total income	137,193	527,756	664,949
Expenditure on:			
Charitable activities:	110,719	485,450	596,169
Total expenditure	110,719	485,450	596,169
Net income for the year	26,474	42,306	68,780
Reconciliation of funds			
Total funds brought forward at start of the period	189,921	43,718	233,639
Total funds carried forward at end of the period	216,394	86,024	302,419

3 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	*Total 2022 £*
Clarion Futures	-	5,000	**5,000**	*17,333*
East End Community Foundation	5,000		**5,000**	*25,920*
London Borough of Tower Hamlets	41,040	112,192	**153,232**	*165,962*
Barnardo's	-	-	**-**	*17,375*
CAF - CAF Befriending Coordinator	-	-	**-**	*3,750*
East London NHS Foundation Trust	5,929	107,103	**113,031**	*146,623*
Good Things Foundation	-	-	**-**	*3,920*
Poplar	15,000	-	**15,000**	*-*
New City College	-	-	**-**	*258*
Tower Hill Trust- Bio Diversity	-	-	**-**	*1,404*
National Lottery	-	-	**-**	*9,906*
Neighbourly	-	-	**-**	*1,000*
Limehouse project	-	9,502	**9,502**	*24,844*
THCVS	-	67,243	**67,243**	*25,000*
UBELE	-	6,796	**6,796**	*23,200*
Barts Charity	-	10,782	**10,782**	*702*
Solace	-	27,472	**27,472**	*19,623*
IICF	-	10,000	**10,000**	*10,000*
Canal Rivers	-	17,500	**17,500**	*7,500*
Meal contribution/Dono	-	-	**-**	*1,777*
Tower Hamlets GP	1,728	-	**1,728**	*3,436*
Morpeth	-	15,750	**15,750**	*5,010*
Haymarket Media Group	-	-	**-**	*1,000*
Bamer Hub	-	-	**-**	*3,000*
CHARITABLE GIVING BENEVITY BGC	-	-	**-**	*32,609*
Small Donations	-	-	**-**	*6,427*
Vitol Group	-	-	**-**	*9,039*
Canary Wharf Group	-	-	**-**	*4,500*
69 Boutique Ltd	-	-	**-**	*3,000*
DWP - Kickstart	12,457	-	**12,457**	*32,882*
THCVS (workshop)		-	**-**	*1,272*
Parent Contribution	981	-	**981**	*2,230*
Groundworks		-	**-**	*8,880*
Lloyds Bank Foundation	27,250	-	**27,250**	*25,000*
LBTH (workshop)		-	**-**	*1,000*
The British Land Company PLC	-	15,000	**15,000**	*-*
Restricted-Others	-	750	**750**	*-*
Consultancy and Others	45,733	-	**45,733**	*19,568*
Donation and Legacy	12,642	-	**12,642**	
	167,758	405,089	**572,847**	**664,949**

4 Analysis of expenditure
Current year

	Unrestricted £	Restricted £	Support costs £	Total 2023 £	*Total 2022 £*
Direct cost	-	87,112	-	**87,112**	*68,637*
Salaries	86,431	277,263	-	**363,694**	*449,396*
Other staff Costs		702		**702**	*318*
Office cost			28,024	**28,024**	*12,143*
Premises costs			20,112	**20,112**	*14,661*
Professional fee			50,290	**50,290**	*47,492*
IT costs			6,821	**6,821**	*3,522*
	86,431	365,077	105,247	**556,755**	596,169
Support costs allocation	62,666	42,581	(105,247)	-	-
	149,097	**407,658**	-	**556,755**	*596,169*

Analysis of expenditure
Prior year

	Unrestricted £	Restricted £	Support costs £	Total 2022 £
Direct cost	-	68,637	-	68,637
Salaries	80,981	368,415		449,396
Other staff Costs		318		318
Office cost			12,143	12,143
Premises costs			14,661	14,661
Professional fee			47,492	47,492
IT costs			3,522	3,522
	80,981	437,370	77,818	596,169
Support costs allocation	29,738	48,080	(77,818)	-
	110,719	485,450	-	596,169

5 Net income for the year

	2023	2022
Net income is stated after charging:	£	£
Independent examiner's fee (excluding VAT)	900	900
Depreciation	294	295

6 Analysis of staff costs, trustees remuneration and expenses and cost of key management personnel

	2023	2022
	£	£
Wages and salaries	338,503	418,270
Social security costs	20,973	25,914
Pension costs	4,218	5,212
	363,694	449,396

No member of staff received emoluments of more than £60,000 in this year (2022: None)

The total employee benefits including pension contributions of the key management personnel were £Nil (2022: £Nil). During the year there were no redundancy payments.

The average monthly numbers of employees during the year was 27 (2022: 20)

The trustees of the charitable company were not paid or received any other benefits from employment with the charity in the year (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

7 Tangible Fixed Assets

	Computer Equipment	Office Equipment	Total
	£	£	£
Cost			
At 1 April 2022	1,175	-	1,175
Additions in the period	-	-	-
At 31 March 2023	1,175	-	1,175
Depreciation			
At 1 April 2022	294	-	294
Charge for the period	294	-	294
At 31 March 2023	588	-	588
Net book value			
At 31 March 2023	587	-	587
At 31 March 2022	*881*	*-*	*881*

8 Debtors

	2023 £	2022 £
Accrued Income	-	14,430
Other Debtors	-	-
Trade Debtors	68,585	101,180
	68,585	115,610

9 Creditors: Amounts falling due within one year

	2023 £	2022 £
Taxation, social security and Pension	8,502	6,599
Other creditors	11,005	12,925
Accruals	11,980	14,387
	31,487	33,911

10 Analysis of Net Assets between Funds (current year)

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Tangible fixed assets	587	-	587
Current assets	265,956	83,455	349,411
Current liabilities	(31,487)	-	(31,487)
	235,056	83,455	318,511

Analysis of Net Assets between Funds (prior year)

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Tangible fixed assets	880	-	880
Current assets	249,426	86,024	335,450
Current liabilities	(33,911)	-	(33,911)
	216,395	86,024	302,419

11 Movements in Funds

	At 1 April 2022 £	Incoming Resources £	Outgoing Resources £	At 31 March 2023 £
Restricted Funds				
Restricted Funds	86,024	405,089	(407,658)	83,455
	86,024	**405,089**	**(407,658)**	**83,455**
Unrestricted Funds				
General funds	**216,395**	**167,759**	**(149,097)**	**235,056**
Total Funds	**302,419**	**572,847**	**(556,755)**	**318,511**

Movements in Funds (prior year)

	At 1 April 2021	Incoming Resources	Outgoing Resources	At 31 March 2022
Restricted Funds				
Restricted Funds	43,718	527,756	(485,450)	86,024
	43,718	527,756	(485,450)	86,024
Unrestricted Funds				
General funds	189,921	137,194	(110,719)	216,395
Total Funds	233,639	664,949	(596,169)	302,419

Restricted funds are for the following purposes:
The income of the charity includes grants received for specific restricted projects. The trustees' report includes a brief description of the activities of each project.

12 Company Status

The company is limited by guarantee of £1 per member without share capital.

13 Related party transactions

There are no related party transactions to disclose for the year (2022: none).
There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties. There is no balance due to/from related parties at the end of the year.

Women's Inclusive Team

England & Wales - Charity number 1178296

Accounts

WOMEN'S INCLUSIVE TEAM LTD

A COMPANY LIMITED BY GUARANTEE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

COMPANY REGISTRATION NO: 07148997 (ENGLAND AND WALES)

CHARITY REGISTRATION NO: 1178296

Accountability Europe Limited
Omnibus Workspace
39-41 North Road
London N7 9D

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Women's Inclusive Team
Charity registration number	1178296
Company registration number	07148997
Registered office	202 Mayfield House Cambridge Heath Road London E2 9LJ
Directors/ Trustees	
Stephanie Colquhoun	Chair
Marjolaine Druart	Treasurer
Amina Abdi	
Zeinab Ali	
Richa Ellis	
Natasha Hanckel-Spice	
Sabaad Hassan	
Hannah Lind	
Susannah Nelson	
Sieda Omer Isman	
Jasmine Wun	(resigned February 2022)
Bankers	Barclays Bank 240 Whitechapel Road London E1 1BJ
Independent examiner	Accountability Europe Limited Omnibus Workspace 39-41 North Road London N7 9DP

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

INTRODUCTION AND CHAIR'S REPORT

It gives me great pleasure on behalf of Women's Inclusive Team Ltd (WIT) to introduce our Annual Report 2021-22. After an historic and challenging 2020, I am proud to outline our ongoing work and involvement in the Tower Hamlets community through the next phase of the COVID-19 pandemic and recovery.

As a women-led local charity, our emergency response was central to the lifesaving services available to Tower Hamlets community during the pandemic. From the start of the pandemic, the WIT team has worked alongside an army of volunteers and collaborated with local groups and networks in order to ensure that the community was supported. Over two years on from the start of the pandemic, it's both unbelievable and incredible to see what has been achieved.

With the impact and disruption of the pandemic continuing into 2021, WIT continued to access grants and funding in order to ensure that our expanded services were available to support the community as it faced another year of pandemic disruption. Our home at Mayfield House continued to act as a central hub for those needing assistance, support or guidance during this time. We offered a range of services out of Mayfield House, including our community connectors and weekly befriending services, our Haawa Project providing advice and access for those experiencing domestic abuse and our community meals and foodbank.

This past year has again proven that relationships are at the centre of our work at WIT. We pride ourselves on being part of and working with the community of Tower Hamlets. The WIT team and volunteers ensure that they are constantly engaging with and helping our members, whether it be through our community outreach, when members visit us at Mayfield House, when we meet with service providers and stakeholders, or interact with members in the community. We continue to strive to provide a 'holistic hug of wrap-around support', connecting those in need with activities and services. This includes providing 156 days of childcare to underprivileged families through our nursery Chicksand, connecting 580 people with mental health and awareness services, providing 5,200 hot meals and 1,884 food bank parcels to vulnerable local residents, and 3,500 hot meals to Afghan refugees, and helping 56 women access domestic abuse support. To read more about our work please read our 2021/22 Impact Report, which is available on our website (wit.org.uk).

We have continued to grow our online presence in 2021 and engage with our community, partners and stakeholders in multiple ways. We continue to be grateful to our funders and the community

stakeholders who continued to support us as the pandemic extended into 2021. Thank you above all for your partnership, and with that your trust, guidance and belief in our work and our community.

After the growth and challenges of 2020, it has been amazing to see the continued dedication and passion from our team, our 350+ volunteers, our trustees and supporters this past year. It has been inspiring to see the power of community continue to be a force for good after the emergency COVID-19 response. WIT's recognition as a recipient of the Queen's Award for Voluntary Service in 2021, the highest award for a voluntary group in the UK, is a true testament to the hard work and commitment of all those involved. It was also amazing to celebrate the achievements of our CEO Safia Jama, and the WIT team behind her, through her award of a TFL Train Plaque for her services during the pandemic and a Census Award for dedication to the community.

As we continue in this next phase of rebuilding and recovery after the pandemic, our women, their families and our community continue to face challenges. The inequalities that existed before the pandemic in relation to access to personal safety, jobs and finance, health and well-being, a good education and racial equality remain, with many only made worse by the pandemic. However, the uncertainty and austerity of the recovery present their own challenges as we seek to ensure that no one is left behind. The pandemic proved that we are stronger together and we are committed to tackling these inequalities as a community.

And a final special thank you to our women and their families for trusting us and standing with us.

Stephanie Colquhoun

Stephanie Colquhoun
Chair of Trustees

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

STRATEGIC REPORT

Achievement and performance

Women's Inclusive Team Ltd (WIT) has had another incredible year. WIT continued to adapt to the changing needs of its beneficiaries and the wider Tower Hamlets community in the second year of the COVID-19 pandemic. WIT continued to focus on supporting the most vulnerable, including children, young people and the elderly.

The pandemic and adjacent social movements, including Black Lives Matter, exposed the disproportionate inequalities and racism faced by certain communities. WIT proudly continues to be an advocate for Black and Asian communities and works to increase the inclusion and equality of Black, Asian and ethnic minority communities in Tower Hamlets. WIT has continued working with key stakeholders, including London Borough of Tower Hamlets, the Barts Health NHS Trust and East London Foundation Trust, to raise awareness of these communities as they often don't have a voice. Our CEO Safia Jama has also continued as a participant in local stakeholder groups, including the Equalities Commission and Somali Working Group.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including "Public benefit: running a charity (PD2)". The achievements and activities provided in this Annual Report demonstrate the public benefit outcomes of WIT's services and activities.

Objectives and activities

WIT's objective is to promote social inclusion for the public benefit, in particular but not exclusively among women and young people from Black, Asian and ethnic minority communities who are socially excluded on the grounds of their sex, race or ethnic origin, and to relieve the needs of such people and to help them integrate into society. WIT also works to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children.

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Vision

WIT seeks to create a world where women are happy, safe and valued, and can realise their full potential.

Mission statement

WIT is a women-led organisation originally founded in 2004 by a group of Somali mothers in response to the exclusion they experienced when accessing support services. WIT has grown to become a highly-regarded local charity that delivers services designed to support the unmet needs of Black, Asian and ethnic minority women and their families.

WIT collaborates with key stakeholders and partners in relation to housing, employment, health and education, working together to deliver better outcomes. As a charity, WIT focuses on supporting women who are disadvantaged and helping them develop skills, access services and become independent. WIT also works with stakeholders to improve their understanding of these challenges and thereby better equip them with the tools required to address the needs of these women and their families.

WIT strongly believes in partnership collaboration and has a strong track record of working effectively with other services and organisations from the voluntary sector.

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

ACHIEVEMENTS AND PERFORMANCE 2021 to 2022

In June 2021, WIT was honoured with The Queen's Award for Voluntary Service, the highest award a voluntary group can receive in the UK. The award recognises the success of the charity in engaging over 300 volunteers to support the most vulnerable and isolated people in Tower Hamlets during and post COVID-19 crisis. On average, volunteers donated three hours a week – with some giving as many as 20 hours – to deliver emergency services, including a food bank, community meals and a befriending service. Since April 2020, WIT volunteers have given more than 10,900 hours of service to their community, creating £200,000 of social value. This was a highlight for WIT's valuable work in serving the community.

Women's Inclusive Team has continued to build strong and trusted relationships with Black and Asian women in our community, with a particular focus on Black Muslim Somali women and girls, who remain especially overlooked and excluded within Tower Hamlets and face additional challenges and barriers as a result. We shifted our approach from pandemic crisis response to supporting our community's recovery. While the world has slowly started to emerge from the impact of COVID-19, many women and their families continue to feel the strain of its impact. We have continued delivering our responsive programmes of activities this past year, providing support that is both practical and motivational to these women and girls, with the overall goal of improving their well-being by addressing issues around housing, money, skills and relationships. We refer to this support as an "holistic hug".

Throughout 2021/22, WIT continued to provide a food bank, community kitchen and a befriending service to our community. Our new home at Mayfield House in Bethnal Green was also restyled into a community hub and one-stop-shop for all over our services, as well as becoming a vaccination centre and Census centre for the community.

During the period of April 2021 to March 2022, we delivered the following:

- ***Rise and Shine, and Morpeth***: The Rise and Shine project supported 221 young people and children that needed extra assistance during the pandemic in several different areas including education and emotional support. Our work with Morpeth school also supported 70 students by bridging the gap between the school and students' families on issues including educational information, communication, translation, pupil attendance and behaviour matters. Some of the ways we offered support included: resolving situations before they escalated; communicating the needs of the pupils and families to the school and translating for parents and teachers as needed; offering emotional support along with advice and guidance.

- ***Community Connector*:** We worked with 580 people to co-produce a personalised support plan to not only address their health and well-being needs based on their priorities, interests, values and motivations, but also to gain access to local resources and services. The objectives of this initiative were to: (i) challenge the stigma attached to mental health and to raise awareness around mental health well-being; (ii) provide a holistic approach to improving areas that affect health such as financial debt, poor housing, unemployment, loneliness and caring responsibilities; (iii) provide non-judgmental support, respecting diversity and lifestyle choices; and (iv) develop trusting relationships, and bridge the gap between mental health and the community.

- ***Food Bank and Community Meals***: The food bank has supported more than 600 people in Tower Hamlets by providing 1,884 food parcels and more than 5,200 hot meals to those residents.

- ***Chicksand Nursery*:** We offer a caring and nurturing environment for preschool children between the ages of 2 and 5 at our Ofsted registered nursery. Our outdoor space provides room to explore the natural environment and our 'stay and play' sessions help children form relationships with their parents. To meet the needs of the pandemic, WIT pivoted to online activities to connect isolated mothers during the pandemic but in the past year we have slowly returned to in person nursery services and coffee morning sessions for parents.

- ***Flourishing Communities:*** Tower Hamlets Council for Voluntary Services (THCVS) asked us to investigate the health inequalities affecting the borough's Somali community. We consulted women from the Somali community on possible barriers to accessing health care services. The collaborative work involved research, testing, working together and being open to solutions. The deep disparities in accessing primary health care between different communities, and in particular the Somali community compared to the wider population, became evidently clear. The most common areas for concern respondents mentioned were:
    1. Pregnancy, maternity health care and female genital mutilation (FGM)
    2. Sexual health
    3. Cancer screening
    4. Menopause
    5. Diabetes
    6. Mental health

  Improving women's health is important for individuals, families and society. The women from the consultation group expressed their desire to see changes in various areas of healthcare and to create solutions that will improve the lives of many for years to come.

  > "*WIT is an amazing organisation working to support women through the arrangement of accessible services. I look forward to collaborating to make a difference to women's experience of health and social care*." – Alison Robert, partnerships manager, THCVS

- ***Inequalities Programmes:*** WIT is a key partner of the Tower Hamlets Equalities Hub. The hub is the centre of seven strands of hubs focused on improving equality for all people in diverse ways. For example, The Ethnic Minority Network in partnership with organisations such the Limehouse Project aims to raise the profile of local BAME communities, share ideas and explore current issues. We aim to build a strong and supportive network and become a resource for local BAME communities. Furthermore our CEO was on the board of commissioners for the Race Commission which was designed to help reduce race-based discrimination and improve race relations in our community. The Race Commission was a major force in successfully organising and implementing several community events that promoted racial harmony and understanding. Our CEO's participation on the Race Commission helped to bring about positive change in our community and foster a more unbiased and inclusive society.

- ***Tower Hamlets Race Commission:*** Our CEO was the only black Somali Muslim woman on the Tower Hamlets Race Commission, ensuring the needs and voices of our members were heard. This report enabled a borough-wide commitment to understanding and meeting the needs of the black Somali community. The commission's work was commissioned by the Mayor of Tower Hamlets, following Covid and Black Lives Matter concerns. Our CEO's expertise and experience ensured that the needs of our community were front and centre in the commission's work, resulting in a borough-wide commitment to addressing these needs. We are proud of our CEO's work on this important issue, and we will continue to work with her to ensure that the voices of our members are heard.

- ***Bart's Trust:*** The COVID-19 pandemic highlighted that the Somali community faced significant barriers preventing them from accessing basic hospital treatment, typically stemming from issues around lack of trust, language support and representation. Barts Trust has since worked closely with WIT to address these barriers, including investing in a specific role for Somali community engagement (i.e. a Somali face for Barts Trust at the WIT offices every week) and investing in WIT to support this role and its work.

- ***Haawa Project:*** The Haawa Project provides advice and support to Somali women aged 16+ in Tower Hamlets who are experiencing or have a history of domestic abuse. It is at the forefront in raising awareness of domestic abuse in the Somali community in Tower Hamlets, challenging the culturally misconceived definition of domestic abuse and its impact on the community. The aim is to empower the Somali community to recognise, prevent and empower them to seek appropriate support when experiencing or witnessing domestic abuse as well as breakdown the complex barriers that stop people seeking support services.

  > "*I see women going through so much, but being told to be strong. It helps to understand that domestic abuse is not just physical but emotional and psychological.*" – Haawa Workshop Attendee

- ***Developing Potential*:** Over the course of the year 60 women have been enabled to make informed choices for their futures by accessing further education, training and/or work experience. In-house workshops included:
    - Career advice and employability sessions
    - Life and inspirational coach Q&A career sessions
    - CV building, LinkedIn information, interviewing skills
    - Skills, job applications, mental health, working in education Q&A

    "The Developing Potential programme has supported me towards finding courses to achieve my goals. I've also learnt that I shouldn't limit my possibilities and that it's never too late for higher education." - Developing Potential Beneficiary, having now started a part-time job as a care worker.

- ***Hooyo East:*** Hooyo East (*hooyo* means "mother" in Somali) is a food social enterprise launched in June 2021 by Women's Inclusive Team to tackle food inequalities. It produces traditional Somali cuisine for events and offers a food delivery service along with in-house catering. This provides financial sustainability for our daily community kitchen meals, weekly food bank, free school meals and other services. Some of the organisations and initiatives we supported through Hooyo East include preparing more than 3,500 meals for Afghan refugees in the borough, preparing more than 500 free school meals, Numbi Arts, Morpeth School, Social Action for Health, East London NHS Trust Foundation, Mile End Hospital and Carers Action Group.

    "*We provided over 300 meals every week from Sept '21 to Jan '22 to Afghan refugees, taking into account personal preferences with the help of volunteers.*" – Shakila Ali, manager, Mayfield House Community Hub

- ***Advice and guidance**:* The service is designed to provide the women and families we serve a holistic hug and make referrals internally and externally depending on the needs of the individuals. During the year, we supported more than 900 people with queries relating to welfare benefits, housing, pensions, sick pay and debt.

- ***Hiddo Girls' Youth Group***: The Hiddo (*hiddo* means "traditional" in Somali) Girls' Youth Group offers its 60 members a variety of different after school activities, workshops and tuition. Sixteen participants are also signed up for the Duke of Edinburgh award to build personal development and employability skills. The aim of this group is to provide an inclusive space for them to feel safe, learn to develop their skills, and build long-lasting friendships.

- ***STAS project***: Our Somali Test and Trace project supported COVID-19 awareness and ensured that the Somali community had frequent updates and access to support. We also provided a COVID-19 vaccination clinic and workshops, with the aim of providing support for members of the community in a safe and culturally sensitive location. This project was funded by Tower

Hamlets Public Health, following concerns that Somali residents were not accessing beneficial health services.

- ***Volunteers***: The hard work the volunteers carried out was recognised by the Queen's Award for Voluntary Service 2021 and each volunteer received a badge at the award event.

  "*I really enjoy volunteering. Things are well organised and the team is great...hence why I've done it for so long!*"– WIT Volunteer

Strategies for achieving our objectives

Through active collaboration with others, WIT has achieved the following objectives over the past year, all of which have enabled us to gain support and meet the changing needs of our women and their families:

- ***MATRIX assessment*:** WIT successfully passed our mid-term review, showcasing the fact that our information, advice and guidance service meets the Matrix quality standard.
- ***Award winning volunteer programme*:** WIT's volunteers come from diverse backgrounds and their commitment and hard work has captured local and national attention, which lead to the WIT receiving the Queens Award for Voluntary Service. This prestigious recognition is the highest honour a voluntary organisation can receive in the country and has highlighted the important impact and leadership of WIT in the community.
- ***Strengthen partnerships and networks:*** WIT has been invited to forums, steering groups and board discussions, enabling it to be the voice of the community and to communicate the particular needs of the Somali community, the largest Black community in the borough.
- ***Mayfield well-being hub****:* WIT's main centre continues to thrive as a well-being hub, focusing on health and well-being services. The space has allowed for the provision of blended in-person and online services for women and their families.
- ***IT management services:*** WIT has invested in these services ensuring we protect our clients' data and online services.
- ***CRM*:** We have bought a tailored CRM system that has enabled us to monitor our members' journeys and achievements, as well making our project monitoring and reporting easier.
- ***Investing in an HR system:*** This system allows us to have expert and tailored support to support our staff and trustees better.
- ***Health and safety service:*** Investing in this service allows us to mitigate risk and meet the legal requirements of the organisation.

Living post-pandemic

Increasing inequalities in health

During the pandemic, the inequalities in health, opportunity and quality of life for Black, Asian, and ethnic minority communities were thrown into stark relief. Women's Inclusive Team has been laser-focused on addressing the barriers and challenges that our women and their families face. We have developed partnerships with Barts Trust, the East London NHS Foundation Trust and local GPs to address these disparities. These collaborations have been very fruitful and allow our colleagues to hear, understand and remedy the social health determinants that our members face.

Cost of living crisis

Similar to the pandemic, the cost-of-living crisis will affect all of us to a degree but it will hit our members, who are already among the most disadvantaged, the hardest. Although our plan last year had been to end the foodbank and community kitchen, we have decided to continue this service in order to support our women and their families during this difficult period.

We have also signed up to the DataBank to ensure that they have free internet and data, for six months, to ease the financial burden.

"*I am worried about my bills and my children's mental health. The support from WIT has given me hope that I can get support.*" – WIT member

WIT, along with similar charities, has a responsibility to continue fighting against the inequalities that our women and their families face. WIT will continue to be creative, agile and work in partnership to mitigate the current and winter challenge that we all face.

Our leadership

Safia Jama, founder and CEO, has been a great asset to the charity. She is a passionate and committed community leader who is dedicated to serving our members. Ms Jama's work has been recognised by Transport for London who named a Docklands Light Railway train after her in recognition of her community service. Census 2021 also named Ms Jama as its 2021 London community hero and awarded her a purple plaque for her services to youth programmes, women's empowerment projects and mental health support within her local community. Ms Jama has also been featured as an expert source on the pandemic's impact on Black, Asian and ethnic minority communities for the BBC and the Financial Times.

In addition to leading WIT, Ms Jama also serves on the Tower Hamlets Racial Equalities Commission, Barts Healthcare Advisory Panel and the Police Advisory Group. Ms Jama and WIT have also become an influential voice for local strategic policy makers in the wake of Black Lives Matter.

After the significant financial growth during the pandemic, we have continued to have a strong finance subcommittee. Regular finance subcommittee meetings and quarterly trustee meetings ensure that our response is agile and meets the needs of the community.

We have continued to focus our work as a charity on very clear priority issues and target groups:

- Youth
- Early years
- Domestic abuse
- Health
- Inequalities
- Employability

These focus areas are interlinked, reflecting the requests of our members and the evidence of inequality. In order to also create better sustainability for WIT, we continue to innovate and explore opportunities such as our Chicksand childcare services and Hooyo East social enterprise – both enable us to help women to find skills, employment and advice and guidance support.

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Women's Inclusive Team Ltd (WIT) is constituted as a Company Limited by Guarantee and is governed by a Memorandum and Articles of Association dated 28 March 2018. WIT was registered as a charity with the Charity Commissioner on 8 May 2018.

Organisation

WIT is governed by a board of trustees (each a "Trustee") which determines the strategic direction of the charity. Governance issues are dealt with by the board of Trustees, and they meet regularly throughout the year (a minimum of four times).

Management decisions are made by the CEO, who meets on a regular basis with the Chair and provides a full report at each meeting of the board of Trustees. Additional staff and experts also attend each meeting of the board to Trustees and share additional information and knowledge, as appropriate.

Appointment, induction & training of new Trustees

The Chair and board of Trustees take into consideration the experience of the current Trustees and any skill gaps when considering the recruitment and appointment of new Trustees. An annual skills audit is also conducted with respect to the Trustees in order to better understand the skills and experience contributed by each member of the board.

Trustee vacancies are advertised externally and using available networks, with a particular focus on filling skill gaps, as appropriate. Shortlisted potential Trustees are invited to discussions with the CEO and Chair and are invited to visit WIT at the Mayfield Hub in order to better understand our work. Shortlisted potential Trustees are also invited to observe a meeting of the board of Trustees, before confirmation of the appointment by all parties involved.

During induction, new Trustees are provided with information about WIT and its services, copies of all policy documents and the role and the duties of the board, including the decision-making processes responsibilities, and the Memorandum and Articles of Association. Other key documents shared with new Trustees to show the performance of the charity and its future direction may include, as appropriate, recent annual reports, the impact report, delivery plans and key financial documents. New Trustees are encouraged to visit WIT at Mayfield Hub and meet key employees and are also invited to

attend activities and events demonstrating the work of WIT throughout the year and to further engage with the governance team regarding WIT's mission and work.

The CEO and Chair provide induction and support to Trustees, including training on roles and responsibilities of Trustees, the differences between governance and management, confidentiality, diversity, inclusion and equal opportunities. Trustees are also encouraged to attend appropriate external training events to facilitate the undertaking of their role and to further develop their contribution to the governance of WIT.

Board and sub-groups

During WIT's unprecedented scale and growth during the pandemic, a specialised 'Finance Subcommittee' was established which has continued to meet monthly and provide additional expert support, with oversight of the full board of Trustees during its regular meetings. The board size and structure introduced in 2020 has continued to enable WIT to provide an informed and agile response during the post-pandemic recovery.

Risk management

The board of Trustees recognises the risks associated with the organisation and where possible has implemented actions to avoid or minimise that risk as far as possible, including:

- an annual review of the risks;
- implementation of actions to mitigate identified risks, so as to minimise the potential impact on the charity if they were to occur, including systems and procedures;
- attention to key risk areas, such as buildings and premises, HR and IT, and obtaining specialist advice as necessary; and
- annual policy review, with attention given to the safeguarding and risk of children and vulnerable adults and overall welfare of staff and volunteers.

FINANCIAL REVIEW

The Statement of Financial Activities shows incoming resources for the year ending 31 March 2022 of £664,949 (2021: £842,577) and total outgoing of £596,169 (2021: £654,262). A reserve of £302,419 (2021: £233,639) is carried forward, of which £216,395 (2021: £189,921) is unrestricted and £86,024 (2021: £43,718) is restricted.

Reserves

WIT requires reserves in order to allow for re-organisation in the event of a downturn of income in one or more areas of funding and to provide for unforeseen, and hence unbudgeted, expenditure that WIT may need in order to continue to meet its objectives and support the changing needs of our community.

As of 31 March 2022, unrestricted funds carried forward were £216,395. Given WIT is not holding any fixed assets and did not set aside any designated funds during the year, reserves for the period were also £216,395.

Unrestricted reserves in an amount of £216,395 are sufficient to support the running of WIT for over four months under the (unlikely) assumption of unchanged spending (including staffing) in a downturn. We estimate the necessary level of reserves at around £180,000 to sustain the charity for five months under the more realistic but still conservative assumption that a significant downturn would be accompanied by a material downsizing of some of WIT's projects, and hence costs. More specifically, that level of reserves would allow WIT to continue to pay in full its support costs (both staff and overheads, including Mayfield House rent) as well as some selected project costs (e.g. Chicksand rent) for five months, along with about 30% of the project staffing costs to cover for notice periods (from a few weeks to three months) and potential redundancy compensations.

FUTURE PLANS AND STRATEGIES

Our priorities and a focus for our investment will continue to be domestic abuse and racism in schools. We have achieved so much in our work to address both of these issues, but we still have more to do.

- ***Hawaa project, Domestic abuse***: So far, 25 women in the community have gained direct caseload support. We also did an online campaign creating awareness on domestic abuse within the Somali community, with cultural and religious nuances. Our Hawaa project also educated frontline staff so as to ensure that they understand the needs of the Somali community better and can provide tailored support as needed.
- ***Racism in schools***: Following our partnership with Barnardo's, we completed a small piece of research with 25 young people in relation to the high volume of racism experienced by Somali youth. We currently work with 3 schools to provide them additional skills and knowledge and help them protect Somali students from racism. WIT also has staff members based in a local secondary school, who can support the school as well as parents and young people face and overcome this challenge.

These areas are deeply connected to the inequality faced by our members. WIT already has strong and trusted connections with young people and women in the community and is therefore well-positioned to drive and support these additional areas and ensure that local violence against women and girl (VAWG) services and schools better meet the needs of the Black Somali community. This additional work requires human resources and specialist support to better understand (and document) the barriers and issues and subsequently enable WIT to share these findings with stakeholders and work towards positive change.

WIT has evolved as a charity throughout the pandemic and continues to do so as we respond to the needs of our community and provide services, new and continuing, to enrich our mission and steer the charity into the next chapter. The coming year will continue to present ongoing challenges for our members, not least given ongoing concerns around energy and the cost of living as we continue to recover and rebuild after COVID-19 and general global economic instability. We will therefore remain in close conversation with our members and adapt to the challenges of our community.

Following the growth and development of Hooyo East this past year, we also want to continue building this enterprise and exploring other relevant income generation opportunities.

Recognising the potential challenges of the post-pandemic structure of WIT, we have also invested in specialist charity accounting consultant services to ensure WIT financial foundations continue to provide a strong basis for our broader mission. We have also continued to invest in a consultant to assist and consolidate our growth and support our storytelling and fundraising.

We will also continue to invest in our trustees, ensuring they have the support they need to govern the charity. We will be working with a consultant on a trustee skills audit, with a view to harnessing the broad skills and strengths of our trustees and working with them individually and as a trustee group to continue to develop.

> *"My children no longer see me just as a mum, but as a woman who is focused and driven to achieve her aspirations."* – WIT Member

We will be working to achieve the following objectives:

- Support Somali girls and young women, who face unique challenges and barriers, and engage them in positive activities, ensuring that they are motivated and equipped with the knowledge and networks to reach their full potential.
- Advocate for Black, Asian and ethnic minority women (who are often unable to access services and support) and their families and work with stakeholders and partners to develop solutions to identifying and tackling barriers to inclusion.
- Promote the integration of our beneficiaries within the wider community by increasing their opportunities to meet other people and build self-confidence, and also promoting mutual understanding and respect.
- Address the stigma of mental illness and promote mental well-being, recognising cultural and religious sensitivities and providing safe spaces to talk and explore these topics without judgement or fear, with a particular focus on Black and Asian Muslim women. And to provide awareness and training to our NHS colleagues, including mental health teams, so that they can better understand the issues from a community-perspective.
- Co-create and develop projects with our beneficiaries focused on health, education, employment, personal safety, community safety and housing, with a focus on the lived experience of exclusion and the impact of such inequalities.

WIT is in a chapter of change and further strategic development and will continue to address the increasingly complex needs of our members. WIT will continue to focus on providing wrap-around-support, our "holistic hug", and work towards our mission to create a world where women are happy, safe, valued and can realise their full potential.

We will achieve our objectives by providing activities and support under the following thematic programmes:

- ***Community Well-being at the Mayfield Hub*:** The Mayfield Hub addresses the wider determinants of well-being – employment, skills, education, housing, money, safety and relationships – through a range of individual, group, in-person, and online activities. The Mayfield Hub offers support by a trained information, advice and guidance team, and also has other experts available to provide advice and support regarding mental health, domestic violence and family safety.

- ***Food Bank, Community Meals and Volunteer Befriending***: These services address food insecurity, isolation and loneliness in the community and are an important entry point for those in the community to connect and then access the wider support that WIT offers.
- ***Rise and Shine*****:** This programme delivers holiday schemes to address physical activity, well-being, and food insecurity, along with youth service support for Somali young women and girls.
- ***Chicksand Nursery*****:** Our preschool nursery supports mothers (as primary caregivers) to increase knowledge and skills, with a particular focus on early years development, while also providing an entry point for them to access the wider support that WIT offers.
- ***Hooyo East Food Enterprise*****:** This food enterprise seeks to provide training and employment opportunities for women in the community, while also delivering fresh and tasty Somali food via food delivery and pick-up at catered events and parties.

Women who look like me, supporting a trusted relationship in the community

WIT has an intimate understanding of the issues faced by Black and Asian women and their families. Our wrap-around services (the "holistic hug") deliver activities to address the wider (and often interconnected) determinants of well-being and help equip our beneficiaries with the tools to reach their full potential.

As a trusted relationship holder, we will continue to identify and engage the most isolated and excluded in our community and provide appropriate services and activities, with a particular focus on those experiencing poverty, mental distress and abuse. These may include mental health seminars, housing support, money management and skills for work and life.

WIT's support is also increasingly important in developing the confidence, independence, access, and skills for Black, Asian and ethnic minority women who experience exclusion and inequalities in one of London's poorest boroughs where wealth and poverty sit side-by-side.

WIT will continue to tailor its services to the needs of its beneficiaries, including an ambition to deliver more targeted programmes for Somali young women and girls in Tower Hamlets. By working upstream, such targeted measures work towards prevention, without affecting WIT's ongoing work supporting women in crisis.

What matters to our women and girls

In consultation with our membership and wider community, we have established the following priorities (which we will continue to develop):

- ***A safe place to live*****:** partnering with national domestic violence charity, Solace, we will provide access to our specialist domestic violence advisors.
- ***Economic prosperity*****:** providing supported training and employment pathways via our food enterprise, Hooyo East.
- ***Early years well-being*****:** providing skills development activities for mothers, with a particular focus on early years, including better health outcomes for children.
- ***Mental well-being*****:** partnering with Barts Health and the East London Foundation Trust, with a view to becoming a significant local partner under the NHS England Transformation programme, through our specialist team of community connectors.

Again, this next year will be significant for WIT as we continue to support our women and their families amidst recurrent challenges and work towards its mission, guided by the following principles: we cannot allow any woman to be held back during the recovery and we cannot allow COVID-19 to set back gender equality.

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on WIT's website. Legislation in the United Kingdom governing the reparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the board of Trustees on 28th October 2022 following a Trustee meeting and signed on its behalf by:

Stephanie Colquhoun

Stephanie Colquhoun
Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

WOMEN'S INCLUSIVE TEAM LTD

(COMPANY LIMITED BY GUARANTEE)

FOR THE YEAR ENDED 31 MARCH 2022

I report to the Trustees on my examination of the accounts of Women's Inclusive Team Ltd for the year ended 31 March 2022.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the Charity's gross income exceeded £250,000 I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

WOMEN'S INCLUSIVE TEAM LTD

(COMPANY LIMITED BY GUARANTEE)

FOR THE YEAR ENDED 31 MARCH 2022

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



……

Date: 29th October 2022

Aamer Shehzad FCCA FCA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Womens Inclusive Team

Statement of Financial Activities (including Income and Expenditure account)

For the year ended 31 March 2022

	Notes	Unrestricted Funds	Restricted Funds	Total 2022	*Total 2021*
		£	£	£	*£*
Income from:					
Charitable activities	**3**	137,193	527,756	**664,949**	*842,577*
Total income		**137,193**	**527,756**	**664,949**	842,577
Expenditure on:					
Charitable activities	**4**	110,719	485,450	**596,169**	*654,262*
Total expenditure		**110,719**	**485,450**	**596,169**	654,262
Net income for the year	**5**	26,474	42,306	**68,780**	*188,315*
Reconciliation of funds:					
Total funds brought forward at start of period		189,921	43,718	**233,639**	*45,324*
Total funds carried forward at end of period		**216,395**	**86,024**	**302,419**	*233,639*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The attached notes form part of these financial statements.

Womens Inclusive Team

Balance sheet **Company no. 07148997**

As at 31 March 2022

	Notes	£	2022 £	*2021* *£*
Fixed assets				
Tangible assets	**7**		**880**	*496*
Current assets				
Debtors	**8**	**115,610**		*120,350*
Cash at bank and in hand		**219,840**		*145,799*
		335,450		*266,149*
Liabilities				
Creditors:				
amounts falling due within one year	**9**	**(33,911)**		*(33,006)*
Net current assets			**301,539**	*233,143*
Net assets			**302,419**	*233,639*
Funds:				
Unrestricted funds	**11**		**216,395**	*189,921*
Restricted funds	**11**		**86,024**	*43,718*
Total charity funds			**302,419**	*233,639*

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on and signed on their behalf by: **28th October 2022**

Stephanie Colquhoun

Stephanie Colquhoun (Chair)

The attached notes form part of the financial statements.

Womens Inclusive Team

Statement of cash flows

For the year ended 31 March 2022

	Note	£	2022 £	2021 £
Net cash provided by (used in) operating activities	**(a)**		**74,720**	118,033
Cash flows from investing activities:				
Purchase of fixed assets		**(679)**		(661)
Cash used in investing activities			**(679)**	(661)
Change in cash and cash equivalents in the year			74,041	117,372
Cash and cash equivalents at the beginning of the year			**145,799**	28,427
Cash and cash equivalents at the end of the year	**(b)**		**219,840**	145,799

a) Reconciliation of net expenditure to net cash flow from operating activities

	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)	**68,781**	188,315
Depreciation	**294**	164
Decrease / (Increase) in debtors	**4,740**	(98,585)
(Decrease)/ Increase in creditors	**905**	28,139
Net cash provided by / (used in) operating activities	**74,720**	**118,033**

b) Analysis of cash and cash equivalents

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	145,799	74,041	**219,840**
Total cash and cash equivalents	145,799	74,041	**219,840**

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Donations income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.
Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.
Investment income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest or dividends paid or payable by the investment fund manager.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between expenditure on charitable activities on the basis of the staff time spent on the activity.

Fund accounting

Unrestricted funds are available to spend at the discretion of the trustees on activities that further any of the purposes of charity. Restricted Funds are restricted income funds given to the charity for specific purposes. They are expendable by the trustees in furtherance of particular projects within the charity objects.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment	25% straight line basis on cost
Computer equipment	25% straight line basis on cost

1 Accounting policies (continued)

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in the year.

2 Detailed comparatives for the statement of financial activities

	Unrestricted Funds	Restricted Funds	**Total 2021**
Income from:	£	£	**£**
Charitable activities:	365,396	477,181	842,577
Total income	365,396	477,181	842,577
Expenditure on:			
Charitable activities:	220,799	433,463	654,262
Total expenditure	220,799	433,463	654,262
Net income for the year	144,597	43,718	188,315
Reconciliation of funds			
Total funds brought forward at start of the period	45,324	-	45,324
Total funds carried forward at end of the period	189,921	43,718	233,639

3 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	*Total 2021 £*
London Borough of Tower Hamlets Early Years	-	-	**-**	*74,173*
Big Lottery Fund	-	-	**-**	*72,500*
Clarion Futures	-	17,333	**17,333**	*34,999*
Limehouse Project - Child Care	-	-	**-**	*29,006*
Tower Hamlets LTD -GP Care Group	-	-	**-**	*2,850*
East End Community Foundation	-	25,920	**25,920**	*56,305*
LBTH	1,700	164,262	**165,962**	*58,756*
ELBA	-	-	**-**	*1,155*
Buzzacott- BSDMF	-	-	**-**	*1,000*
14 Mile End and Bow	-	-	**-**	*1,350*
Barnardo's	17,375	-	**17,375**	*241,300*
CAF - CAF Befriending Coordinator	3,750	-	**3,750**	*30,170*
CCLORS	-	-	**-**	*50,000*
City Of London	-	-	**-**	*34,990*
East London NHS Foundation Trust - Compass Wellbei	-	146,623	**146,623**	*40,688*
GoFundMe	-	-	**-**	*14,276*
Good Things Foundation	-	3,920	**3,920**	*6,491*
Play Association	-	-	**-**	*6,000*
New City College	-	258	**258**	-
Tower Hill Trust- Bio Diversity	-	1,404	**1,404**	-
National Lottery	-	9,906	**9,906**	-
Neighbourly	-	1,000	**1,000**	-
Limehouse project	-	24,844	**24,844**	-
THCVS	-	25,000	**25,000**	-
UBELE	-	23,200	**23,200**	-
Barts Charity	-	702	**702**	-
Solace	-	19,623	**19,623**	-
IICF	-	10,000	**10,000**	-
Canal Rivers	-	7,500	**7,500**	-
Meal contribution/Dono	1,777	-	**1,777**	-
Tower Hamlets GP	3,436	-	**3,436**	-
Morpeth	5,010	-	**5,010**	-
Haymarket Media Group	1,000	-	**1,000**	-
Bamer Hub	3,000	-	**3,000**	-
CHARITABLE GIVING BENEVITY BGC	32,609	-	**32,609**	-
Small Donations	6,427	-	**6,427**	-
Vitol Group	9,039	-	**9,039**	-
Canary Wharf Group	-	4,500	**4,500**	-
69 Boutique Ltd	3,000	-	**3,000**	-
DWP - Kickstart	-	32,882	**32,882**	-
THCVS (workshop)	1,272	-	**1,272**	-
Parent Contribution	2,230	-	**2,230**	-
Groundworks	-	8,880	**8,880**	-
Lloyds Bank Foundation	25,000	-	**25,000**	*61,434*
LBTH (workshop)	1,000	-	**1,000**	-

3 Income from charitable activities (Continued)

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	*Total 2021 £*
The Dixon Foundation	-	-	**-**	*3,000*
The Insurance Industry Charitable Foundation	-	-	**-**	*7,500*
The London Community Foundation	-	-	**-**	*5,000*
Restricted-Others	-	-	**-**	*2,986*
General-Others	19,568	-	**19,568**	*6,648*
	137,193	527,756	**664,949**	**842,577**

4 Analysis of expenditure

Current year

	Unrestricted £	**Restricted £**	**Support costs £**	**Total 2022 £**	*Total 2021 £*
Direct cost	-	68,637	-	**68,637**	*194,972*
Salaries	80,981	368,415		**449,396**	*260,502*
Other staff Costs		318		**318**	*3,980*
Office cost			12,143	**12,143**	*59,649*
Premises costs			14,661	**14,661**	*29,025*
Professional fee			47,492	**47,492**	*99,373*
IT costs			3,522	**3,522**	*6,761*
	80,981	437,370	77,818	**596,169**	654,262
Support costs allocation	29,738	48,080	(77,818)	**-**	-
	110,719	**485,450**	**-**	**596,169**	*654,262*

Analysis of expenditure

Prior year

	Unrestricted £	Restricted £	Support costs £	Total 2021 £
Direct cost	-	194,972	-	194,972
Salaries	112,970	147,532	-	260,502
Other staff Costs	-	250	3,730	3,980
Office cost	-	-	59,649	59,649
Premises costs	-	-	29,025	29,025
Professional fee	-	-	99,373	99,373
IT costs	-	-	6,761	6,761
	112,970	342,754	198,538	654,262
Support costs allocation	107,829	90,709	(198,538)	-
	220,799	433,463	-	654,262

5 Net income for the year

	2022	2021
Net income is stated after charging:	£	£
Independent examiner's fee (excluding VAT)	**900**	*750*
Depreciation	**295**	*166*

6 Analysis of staff costs, trustees remuneration and expenses and cost of key management personnel

	2022	2021
	£	£
Wages and salaries	**418,270**	*234,066*
Social security costs	**25,914**	*22,050*
Pension costs	**5,212**	*4,386*
	449,396	*260,502*

No member of staff received emoluments of more than £60,000 in this year (2021: None)

The total employee benefits including pension contributions of the key management personnel were £Nil (2021: £Nil). During the year there were no redundancy payments.

The average monthly numbers of employees during the year was 27 (2021: 20)

The trustees of the charitable company were not paid or received any other benefits from employment with the charity in the year (2021: £nil) neither were they reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

7 Tangible Fixed Assets

	Computer Equipment	Office Equipment	**Total**
	£	£	**£**
Cost			
At 1 April 2021	661	-	**661**
Additions in the period	679	-	**679**
At 31 March 2022	1,340	-	**1,340**
Depreciation			
At 1 April 2021	165	-	**165**
Charge for the period	295	-	**295**
At 31 March 2022	460	-	**460**
Net book value			
At 31 March 2022	880	-	**880**
At 31 March 2021	*496*	-	*496*

8 Debtors

	2022	*2021*
	£	*£*
Accrued Income	**14,430**	*-*
Other Debtors	**-**	*14,681*
Trade Debtors	**101,180**	*105,669*
	115,610	*120,350*

9 Creditors: Amounts falling due within one year

	2022	*2021*
	£	*£*
Taxation, social security and Pension	**6,599**	*-*
Other creditors	**12,925**	*31,186*
Accruals	**14,387**	*1,820*
	33,911	*33,006*

10 Analysis of Net Assets between Funds (current year)

	Unrestricted Funds	Restricted Funds	Total 2022
	£	£	£
Tangible fixed assets	880	-	**880**
Current assets	249,426	86,024	**335,450**
Current liabilities	(33,911)	-	**(33,911)**
	216,395	**86,024**	**302,419**

Analysis of Net Assets between Funds (prior year)

	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£
Tangible fixed assets	496	-	496
Current assets	222,431	43,718	266,149
Current liabilities	(33,006)	-	(33,006)
	189,921	43,718	233,639

11 Movements in Funds

	At 1 April 2021	Incoming Resources	Outgoing Resources	At 31 March 2022
Restricted Funds	**£**	**£**	**£**	**£**
Restricted Funds	43,718	527,756	(485,450)	86,024
	43,718	**527,756**	**(485,450)**	**86,024**
Unrestricted Funds				
General funds	**189,921**	**137,194**	**(110,719)**	**216,395**
Total Funds	**233,639**	**664,949**	**(596,169)**	**302,419**

Movements in Funds (prior year)

	At 1 April 2020	Incoming Resources	Outgoing Resources	At 31 March 2021
Restricted Funds				
Restricted Funds	-	477,181	(433,463)	43,718
	-	477,181	(433,463)	43,718
Unrestricted Funds				
General funds	45,324	365,396	(220,799)	189,921
Total Funds	45,324	842,577	(654,262)	233,639

Restricted funds are for the following purposes:
The income of the charity includes grants received for specific restricted projects. The trustees' report includes a brief description of the activities of each project.

12 Company Status

The company is limited by guarantee of £1 per member without share capital.

13 Related party transactions

There are no related party transactions to disclose for the year (2021: none).
There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties. There is no balance due to/from related parties at the end of the year.

Women's Inclusive Team

England & Wales - Charity number 1178296

Accounts

WOMEN'S INCLUSIVE TEAM LTD

A COMPANY LIMITED BY GUARANTEE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

COMPANY REGISTRATION NO: 07148997 (ENGLAND AND WALES)

CHARITY REGISTRATION NO: 1178296

Accountability Europe Limited
Omnibus Workspace
39-41 North Road
London N7 9D

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are also directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Women's Inclusive Team
Charity registration number	1178296
Company registration number	07148997
Registered office	202 Mayfield House Cambridge Heath Road London E2 9LJ

Trustees

Stephanie Colquhoun	Chair
Marjolaine Druart	Treasurer (appointed 1 December 2020)
Amina Abdi	
Shakila Ali	(resigned 1 December 2020)
Zeinab Ali	(appointed 1 December 2020)
Farah Dualeh	(resigned 1 December 2020)
Richa Ellis	(appointed 27 September 2021)
Natasha Hanckel-Spice	(appointed 1 December 2020)
Sabaad Hassan	(appointed 1 December 2020)
Hannah Lind	(appointed 27 September 2021)
Susannah Nelson	(appointed 1 December 2020)
Sahra Mire	(resigned 1 December 2020)
Sieda Omer Isman	
Jasmine Wun	(appointed 1 December 2020)

Bankers	Barclays Bank 240 Whitechapel Road London E1 1BJ
Independent examiner	Accountability Europe Limited Omnibus Workspace 39-41 North Road London N7 9DP

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2021

INTRODUCTION AND CHAIR'S REPORT

It gives me great pleasure on behalf of Women's Inclusive Team Ltd ('WIT') to introduce our Annual Report 2020-21.

In this report, we outline our agile response during the unprecedented period of the COVID-19 pandemic. As a women-led local charity, our emergency response provided essential and lifesaving services to the Tower Hamlets community throughout the pandemic. The WIT team worked alongside an army of volunteers and collaborated with local groups and networks to support the community, many of whom were already facing adversity and inequality.

The human compassion and kindness shown throughout this period has been humbling to witness, and it has demonstrated the power of what communities can achieve when provided with the right tools. WIT accessed a number of emergency grants throughout the pandemic and these enabled us to redesign and expand our services to better support the changing needs of our community. For example, we partnered with the Department of Education to provide over 500 local Somali children and young people with access to education and wellbeing sessions throughout the lockdowns. We also offered additional services such as a food bank and community meal service for those in need, as well as making 'befriending calls' to isolated members of the community. WIT also moved into Mayfield House, our new home in Bethnal Green, and transformed the larger space into a 'community hub' and 'one-stop-shop' for services and support.

The power of our work lies in the connectivity and relationships the WIT team holds with our members. WIT staff and volunteers have gone the extra mile throughout this past year, engaging with the issues and struggles that mattered to our women and their families throughout the pandemic. WIT operated as an 'emergency service' and the team were accessible throughout the day and night, including at weekends. We supported our community in a variety of ways and helped over 530 children, young people, and adults, who suffered directly from the pandemic. For more detail about our work during the pandemic, please read our Impact Report, which is available on our website (wit.org.uk).

The scale of WIT's response during the pandemic was only made possible thanks to the support of over 540 volunteers. These volunteers have been tireless in their contributions to WIT's services, including assisting with community meals and delivery, carrying out welfare and safeguarding checks, coordinating events and communicating with the community via social media, and engaging with NHS services to ensure people are safe and well at home. These volunteers also brought with them renewed skills and expertise (and energy) and their knowledge and enthusiasm only further fuelled WIT's growth during the pandemic.

Like many charities during the pandemic, we expanded our online presence and found new ways to engage with the community. We embraced Zoom and WhatsApp and also strengthened our existing communication channels on Facebook, Instagram, and Twitter, with notable support from many skilled volunteers with experience in media and marketing. Our members, staff and volunteers have become so adept at using these platforms that WIT has since hosted 12 online workshops (for over 1,200 attendees in total) and WIT communicates with over 3,000 members, volunteers, partners and community leaders via various WhatsApp channels. Our increased presence online helped us share up-to-date information with our members during the pandemic, working in partnership with Public Health, the Barts Health NHS Trust and the NHS, and we provided a strong community voice in relation to government guidelines and vaccinations, working against the spread of misinformation.

Further thanks and gratitude must also go to the funders who stood alongside us during this unprecedented time. Thank you for your trust, adaptability and partnership, and for always believing that there was more that we could do.

WIT achieved more in 2020 than we could ever have imagined and I am incredibly grateful for the effort and dedication shown by our team, our volunteers, our trustees and supporters during this time of challenge. Nevertheless, the pandemic continues to provide immense challenges for our women, their families and our community, laying bare inequalities and injustices that existed before the pandemic regarding personal safety, access to jobs and finance, health and wellbeing, education and racism. As we look forward, the pandemic has only renewed our sense of urgency in - and commitment to - addressing these inequalities together as a community.

And, a final special thank you to our women and their families for encouraging us and always inspiring us to do more.

Stephanie Colquhoun

Chair of Trustees

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2021

STRATEGIC REPORT

Achievement and performance

Women's Inclusive Team Ltd ('WIT') had an incredible year. WIT adapted to meet the needs of its beneficiaries and the wider Tower Hamlets community and spearheaded a community-led response to the COVID-19 pandemic with a particular focus on supporting the most vulnerable, including children, young people and the elderly.

Throughout this time, WIT contributed to the ongoing development of strategies to increase the inclusion and equality of Black, Asian and ethnic minority communities and worked with stakeholders to raise the profile of people whose voices are excluded, including the London Borough of Tower Hamlets, the Barts Health NHS Trust and East London Foundation Trust.

The pandemic and adjacent social movements, including Black Lives Matter, have exposed the disproportionate inequalities and racism faced by certain communities. WIT, led by our CEO Safia Jama, has been instrumental in advocating for and raising the profile of Black and Asian communities in Tower Hamlets, including via participation in local stakeholder groups, such as the Equalities Commission and Somali Task Group. WIT has also collaborated with public and third sector partners to increase awareness of these inequalities and to work towards improved outcomes for the community.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including 'Public benefit: running a charity (PD2)'. The achievements and activities provided in this Annual Report demonstrate the public benefit arising through WIT's activities.

Objectives and activities

WIT's objective is to promote social inclusion for the public benefit, in particular but not exclusively among women and young people from Black, Asian and ethnic minority communities who are socially excluded on the grounds of their sex, race or ethnic origin, and to relieve the needs of such people and to help them integrate into society. WIT also works to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children.

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Vision

WIT seeks to create a world where women are happy, safe and valued, and can realise their full potential.

Mission statement

WIT is a women-led organisation and was originally founded in 2004 by a group of Somali mothers in response to the exclusion they experienced when accessing support services. WIT has grown to become a highly regarded local charity that delivers services designed to support the unmet needs of Black, Asian and ethnic minority women and their families.

WIT collaborates with key stakeholders and partners in relation to housing, employment, health and education, working together to deliver better outcomes. As a charity, WIT focuses on supporting women who are disadvantaged and helping them develop skills, access services and become independent. WIT also works with stakeholders to improve their understanding of these challenges and thereby better equip them with the tools required to address the needs of these women and their families.

ACHIEVEMENTS AND PERFORMANCE 2020 to 2021

> *"I have been struck through the last year living through the pandemic how organisations like WIT have responded to the needs of the community. They have expertly adapted key services, and ensuring quality is at the heart and focus of everything they do." Sonia Renzo - Matrix Quality Standard Assessor*

WIT has continued to build strong and trusted relationships with Black and Asian women in our community, with a particular focus on Black Muslim Somali women and girls, who remain especially overlooked and excluded within Tower Hamlets and face additional challenges and barriers as a result.

Worryingly, the tremendous responsibilities on many of these women and girls (and their limited support networks) has led to many becoming further isolated during the pandemic, which in turn has further exacerbated low levels of self-esteem and self-confidence. Through our responsive programme of activities, we have been able to provide support that is both practical and motivational to these women and girls, with the overall goal of improving their wellbeing by addressing the wider determinants of housing, money, skills and relationships. We refer to this support as our 'holistic hug'.

Programmes and activities delivered

WIT has transformed during this period and as part of its emergency response has grown to be four times in size, including harnessing new funds and providing new activities and support. In order to improve community access to health and wellbeing support during the pandemic, WIT expanded its offerings to include a food bank, community kitchen and a befriending service. Our new home at Mayfield House in

Bethnal Green was also restyled into a community hub and one-stop-shop (the 'Mayfield Hub') and has also served as a vaccination centre and Census centre for the community.

During the period of April 2020 to March 2021, we delivered the following:

- *Rise and Shine*: An education and wellbeing programme designed to mitigate the disproportionate effects of the pandemic. WIT delivered an exciting timetable of activities online to over 500 primary and secondary school children as a partner on the 'See, Hear, Respond' programme, a Barnardo's-led initiative funded by the Department of Education.
- *Community Wellbeing*: An umbrella term for a number of programmes and services offered by our team, including: our 'Information, Advice and Guidance' service, which provided support regarding health, housing and welfare benefits; our 'Connecting Communities' service which provided personalised support and connections with GPs, the NHS and other local service and speciality mental health support and accredited Mental Health First Aid Training; our 'Let's Talk About It' sessions, which provided information from trusted sources to keep young people and families safe and informed; and our work alongside NHS Test and Trace delivering public health messages to the Somali community.
- *Food Bank and Community Meals*: A lifeline for families experiencing the economic effects of the pandemic. Originally targeting vulnerable women and their families in Tower Hamlets, the service was extended to vulnerable elderly people and also incorporated befriending calls as part of our community-wide response to the urgent need in Tower Hamlets during the pandemic.
- *Chicksand Nursery*: A programme for preschool children and offering of additional support for mothers. Even though government guidelines necessitated that our 'in person' nursery service was reduced, WIT pivoted to also provide online activities to connect isolated mothers during the pandemic.

Strategies for achieving our objectives

Through active collaboration with others, WIT has achieved the following objectives over the past year, all of which have enabled us to gain support and meet the changing needs of our women and their families:

- *MATRIX assessment*: WIT successfully completed the external accreditation of our Information, Advice and Guidance offering and meets a recognised and quality standard.
- *Strengthen volunteer programme*: WIT continued to develop and strengthen its volunteer programme. WIT's volunteers come from diverse backgrounds and their involvement has provided us with a range of additional skills and expertise and allowed us to grow and scale our emergency response.
- *Strengthen partnerships and networks:* WIT established new (and agile) ways of working and developed a number of new partnerships and networks during this period, while also strengthening and building on existing relationships.
- *Establish a central hub:* WIT established itself at new premises, Mayfield House, and this new and larger space has allowed for the provision of blended in-person and delivery services for people in crisis in the community.
- *Invest in IT and management systems:* WIT invested in its IT and management systems to better support programmes and reporting.

Living with the pandemic

> *"You have supported me in achieving my goals, I've learnt that I shouldn't limit myself." WIT Member*

Both government and civil society have relied on the efforts of charities like WIT to mitigate the worst effects of the pandemic, depending on our passion, agility and understanding of the communities we serve. Like many others in the charitable sector, WIT stepped-up and achieved incredible impact, supporting the most vulnerable residents in our community.

Our CEO, Safia Jama, continues to harness her position and WIT's strong community relationship to advocate for and ensure the visibility of our Black, Asian and ethnic minority women and their families. Among other roles, Safia has been appointed to the Tower Hamlets Racial Equalities Commission, Barts Healthcare Advisory Panel and the Police Advisory Group. WIT has also become a voice of influence for local strategic policy makers in the wake of Black Lives Matter.

WIT grew financially during the pandemic in order to respond to the urgent needs of the community. With the short-term nature of available funds during this period, WIT is now moving into an uncertain environment, whereby our strong reserves position will bridge many of the activities and projects that do not have continuation funding, as we also seek new opportunities. Without the vital support WIT provides, our beneficiaries will be further exposed to desperate situations and risk spiralling into more difficult and complex positions, further impacting their mental wellbeing and life outcomes.

To sustain our impact, WIT urgently needs to fund its core and support services. We continue to develop and implement strategies and programmes for this next challenging strategic cycle, which sees us reaching out to new funders and partners while simultaneously innovating and improving our support-offering. As a grassroot, women-led charity in Tower Hamlets, we will continue to lobby for equal access and draw attention to the impacts of structural racism. We know that strong partnerships allow us to make a real difference and build a better future for all.

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Women's Inclusive Team Ltd ('WIT') is constituted as a Company Limited by Guarantee and is governed by a Memorandum and Articles of Association dated 28 March 2018. WIT was registered as a charity with the Charity Commissioner on 8 May 2018.

Organisation

WIT is governed by a board of trustees (each a 'Trustee') which determines the strategic direction of the charity. Governance issues are dealt with by the board of Trustees and they meet regularly throughout the year (a minimum of four times).

Management decisions are made by the CEO, who meets on a regular basis with the Chair and provides a full report at each meeting of the board of Trustees. Additional staff and experts also attend each meeting of the board to Trustees and share additional information and knowledge, as appropriate.

Appointment, induction & training of new Trustees

The Chair and board of Trustees take into consideration the experience of the current Trustees and any skill gaps when considering the recruitment and appointment of new Trustees. An annual skills audit is also conducted with respect to the Trustees in order to better understand the skills and experience contributed by each member of the board.

Trustee vacancies are advertised externally and using available networks, with a particular focus on filling skill gaps, as appropriate. Shortlisted potential Trustees are invited to discussions with the CEO and Chair and are invited to visit WIT at the Mayfield Hub in order to better understand our work. Shortlisted potential Trustees are also invited to observe a meeting of the board of Trustees, before confirmation of the appointment by all parties involved.

During induction, new Trustees are provided with information about WIT and its services, copies of all policy documents and the role and the duties of the board, including the decision-making processes responsibilities, and the Memorandum and Articles of Association. Other key documents shared with new Trustees to show the performance of the charity and its future direction may include, as appropriate, recent annual reports, the impact report, delivery plans and key financial documents. New Trustees are encouraged to visit WIT at Mayfield Hub and meet key employees, and are also invited to attend activities and events demonstrating the work of WIT throughout the year and to further engage with the governance team regarding WIT's mission and work.

The CEO and Chair provide induction and support to Trustees, including training on roles and responsibilities of Trustees, the differences between governance and management, confidentiality, diversity, inclusion and equal opportunities. Trustees are also encouraged to attend appropriate external training events to facilitate the undertaking of their role and to further develop their contribution to the governance of WIT.

Board and sub-groups

WIT's unprecedented scale and growth during the pandemic made it necessary to increase the size of the board of Trustees and establish a specialised 'Finance Subcommittee'. All matters during this time continued to receive the oversight of the full board of Trustees during its regular meetings; however, the Finance Subcommittee provided additional dedicated and expertise oversight via more frequent meetings. This new board size and structure has better enabled WIT to provide an informed and agile response during the pandemic. The membership reported to the Chair and full board of Trustees throughout this period.

Risk management

The board of Trustees recognises the risks associated with the organisation and where possible has implemented actions to avoid or minimise that risk as far as possible, including:

- an annual review of the risks;
- implementation of actions to mitigate identified risks, so as to minimise the potential impact on the charity if they were to occur, including systems and procedures;
- attention to key risk areas, such as buildings and premises, HR and IT, and obtaining specialist advice as necessary; and
- annual policy review, with attention given to the safeguarding and risk of children and vulnerable adults and overall welfare of staff and volunteers.

FINANCIAL REVIEW

The Statement of Financial Activities shows incoming resources for the year ending 31 March 2021 of £842,577 (2020: £190,717) and total outgoing of £654,262 (2020: £187,782). A reserve of £233,639 (2020: £45,324) is carried forward, of which £189,921 (2020: £45,324) is unrestricted and £43,718 (2020: £0) is restricted.

Reserves

WIT requires reserves in order to allow for re-organisation in the event of a downturn of income in one or more areas of funding and to provide for unforeseen, and hence unbudgeted, expenditure that WIT may need in order to continue to meet its objectives and support the changing needs of our community.

As of 31 March 2021, unrestricted funds carried forward were £189,921 which are sufficient to support the running of WIT for approximately fourth months under the (unlikely) assumption of unchanged spending (including staffing) in a downturn. We estimate the necessary level of reserves at around £160,000 to sustain the charity for five months under the more realistic but still conservative assumption that a significant downturn would be accompanied by a material downsizing of some of WIT's projects, and hence costs. More specifically, that level of reserves would allow WIT to continue to pay in full its support costs (both staff and overheads, including Mayfield House rent) as well as some selected project costs (e.g. Chicksand rent) for five months, along with about 50% of the project staffing costs to cover for notice periods (from a few weeks to three months) and potential redundancy compensations.

FUTURE PLANS AND STRATEGIES 2021 to 2022

The pandemic has highlighted the stark inequalities faced by our community and WIT Trustees, members and staff recognise the need to prioritise and invest in the following additional areas:

- *Domestic Abuse:* Tower Hamlets, like many communities, experienced large increases in domestic abuse cases during the pandemic and WIT saw an increase in domestic abuse cases in our own community. However, the frontline services for violence against women and girls ('VAWG') did not understand the cultural nuances that our women faced, due to the available domestic abuse services not reflecting the community. Tower Hamlets Council also only had one Somali caseload worker this past financial year. This lack of available and specialist support for local Black Somali women regarding VAWG contributed to these women not understanding VAWG and their options, which in turn led to them not accessing support. As a Black Somali specialist-organisation, WIT has identified this gap in support and awareness as an urgent need for the women and girls in our community.

- *Racism in Tower Hamlets schools:* Following our work with Barnardo's, we had over 500 young people speak about some of the racism they face at school. Off the back of this, WIT also had discussions with parents in the community and many shared the view that Tower Hamlets schools and the local authority did not understand the issues faced by many Somali children in the borough. WIT is the main Somali youth provider in Tower Hamlets and is therefore strategically placed to act as a mouthpiece for the challenges and needs of our young people.

These two areas are deeply connected to the inequality faced by our members. WIT already has strong and trusted connections with young people and women in the community and is therefore well-positioned to drive and support these additional areas and ensure that local VAWG services and schools better meet the needs of the Black Somali community. This additional work requires human resources and specialist support to better understand (and document) the barriers and issues and subsequently enable WIT to share these findings with stakeholders and work towards positive change.

WIT has evolved as a charity throughout the pandemic and continues to do so as we respond to the needs of our community and provide services, new and continuing, that enrich our mission and steer the charity into the next chapter. With this in mind, WIT also wants to invest in a consultant to assist and facilitate such growth internally and support our storytelling and fundraising.

> *"My children no longer see me just as a mum, but as a woman who is focused and driven to achieve her aspirations." WIT Member*

We will be working to achieve the following objectives:

- Support Somali girls and young women, who face unique challenges and barriers, and engage them in positive activities, ensuring that they are motivated and equipped with the knowledge and networks to reach their full potential.
- Advocate for Black, Asian and ethnic minority women (who are often unable to access services and support) and their families and work with stakeholders and partners to develop solutions to identifying and tackling barriers to inclusion.
- Promote the integration of our beneficiaries within the wider community by increasing their opportunities to meet other people and build self-confidence, and also promoting mutual understanding and respect.
- Address the stigma of mental illness and promote mental wellbeing, recognising cultural and religious sensitivities and providing safe spaces to talk and explore these topics without judgement or fear, with a particular focus on Black and Asian Muslim women. And, to provide awareness and training to our NHS colleagues, including mental health teams, so that they can better understand the issues from a community-perspective.
- Co-create and develop projects with our beneficiaries focused on health, education, employment, personal safety, community safety and housing, with a focus on the lived experience of exclusion and the impact of such inequalities.

WIT is in a chapter of change and further strategic development and will continue to address the increasingly complex needs of our beneficiaries, especially as they become further isolated and excluded as a result of the pandemic. WIT will continue to focus on providing wrap-around-support, our 'holistic hug' and working towards its mission to create a world where women are happy, safe and valued, and can realise their full potential.

We will achieve our objectives by providing activities and support under the following thematic programmes:

- *Community Wellbeing at the Mayfield Hub*: The Mayfield Hub addresses the wider determinants of wellbeing – employment, skills, education, housing, money, safety and relationships – through a range of individual, group, in-person, and online activities. The Mayfield Hub offers support by a trained Information, Advice and Guidance team, and also has other experts available to provide advice and support regarding mental health, domestic violence and family safety.
- *Food Bank, Community Meals and Volunteer Befriending*: These services address food insecurity, isolation and loneliness in the community and are an important 'entry point' for those in the community to connect and then access the wider support that WIT offers.
- *Rise and Shine*: This programme delivers holiday schemes to address physical activity, wellbeing, and food insecurity, along with youth service support for Somali young women and girls.
- *Chicksand Nursery*: Preschool nursery to support mothers (as primary caregivers) to increase knowledge and skills, with a particular focus on early years development, while also providing an 'access point' for mothers to access the wider support that WIT offers.
- *Hooyo East Food Enterprise*: Hooyo is the Somali word for "mum" and this food enterprise seeks to provide training and employment opportunities for women in the community, while also delivering fresh and tasty Somali food via food delivery and pick-up at catered events, and parties.

Women who look like me, supporting a trusted relationship in the community

WIT has an intimate understanding of the issues faced by Black and Asian women and their families. Our wrap-around services (the 'holistic hug') deliver activities to address the wider (and often interconnected) determinants of wellbeing and help equip our beneficiaries with the tools to reach their full potential.

As a trusted relationship holder, we will continue to identify and engage the most isolated and excluded in our community and provide appropriate services and activities, with a particular focus on those experiencing poverty, mental distress and abuse. These may include mental health seminars, housing support, money management, and skills for work and life.

WIT's support is also increasingly important in developing the confidence, independence, access, and skills for Black, Asian and ethnic minority women, who experience exclusion and inequalities in one of London's poorest boroughs where wealth and poverty sit side-by-side.

WIT will continue to tailor its services to the needs of its beneficiaries, including an ambition to deliver more targeted programmes for Somali young women and girls in Tower Hamlets. By working upstream, such targeted measures work towards prevention, without affecting WIT's ongoing work supporting women in crisis.

What matters to our women and girls

In consultation with our membership and wider community, we have established the following priorities (which we will continue to develop):

- *A safe place to live*: partnering with national domestic violence charity, Solace, we will provide access to our specialist Domestic Violence Advisors.
- *Economic prosperity*: providing supported training and employment pathways via our food enterprise, Hooyo East.
- *Early years wellbeing*: providing skills development activities for mothers, with a particular focus on early years, including better health outcomes for children.
- *Mental wellbeing*: partnering with Barts Health and the East London Foundation Trust, with a view to becoming a significant local partner under the NHS England Transformation programme, through our specialist team of 'Community Connectors'.

This next strategic review period is significant for WIT as it will see the charity refresh its strategic goals in an ever-changing landscape and work towards its mission, guided by the following principles: *we cannot allow any woman to be held back during the recovery* and *we cannot allow the pandemic to set back gender equality.*

WOMEN'S INCLUSIVE TEAM LTD

COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on WIT's website. Legislation in the United Kingdom governing the reparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the board of Trustees on **31 January 2022** following a Trustee meeting and signed on its behalf by:

Stephanie Colquhoun
Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

WOMEN'S INCLUSIVE TEAM LTD (COMPANY LIMITED BY GUARANTEE)

FOR THE YEAR ENDED 31 MARCH 2021

I report to the Trustees on my examination of the accounts of Women's Inclusive Team Ltd for the year ended 31 March 2021.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the Charity's gross income exceeded £250,000 I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

…… **Date: 31/01/2022**

Aamer Shehzad FCCA ACA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Womens Inclusive Team

Statement of Financial Activities (including Income and Expenditure account)

For the year ended 31 March 2021

	Notes	Unrestricted Funds	Restricted Funds	Total 2021	*Total 2020*
		£	£	£	*£*
Income from:					
Charitable activities	**3**	365,396	477,181	**842,577**	*190,717*
Total income		**365,396**	**477,181**	**842,577**	*190,717*
Expenditure on:					
Charitable activities	**4**	220,799	433,463	**654,262**	*187,782*
Total expenditure		**220,799**	**433,463**	**654,262**	*187,782*
Net income for the year	**5**	144,597	43,718	**188,315**	*2,935*
Reconciliation of funds:					
Total funds brought forward at start of period		45,324	-	**45,324**	*42,389*
Total funds carried forward at end of period		**189,921**	**43,718**	**233,639**	*45,324*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The attached notes form part of these financial statements.

Womens Inclusive Team

Balance sheet **Company no. 07148997**

As at 31 March 2021

	Notes	£	2021 £	*2020* *£*
Fixed assets				
Tangible assets	**7**		**496**	*-*
Current assets				
Debtors	**8**	**120,350**		*21,765*
Cash at bank and in hand		**145,799**		*28,427*
		266,149		*50,192*
Liabilities				
Creditors:				
amounts falling due within one year	**9**	**(33,006)**		*(4,868)*
Net current assets			**233,143**	*45,324*
Net assets			**233,639**	*45,324*
Funds:				
Unrestricted funds	**11**		**189,921**	*45,324*
Restricted funds	**11**		**43,718**	*-*
Total charity funds			**233,639**	*45,324*

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on **31/01/2022**
and signed on their behalf by:

Stephanie Colquhoun (Trustee)

The attached notes form part of the financial statements.

Womens Inclusive Team

Statement of cash flows

For the year ended 31 March 2021

	Note	£	2021 £	2020 £
Net cash provided by (used in) operating activities	**(a)**		**118,033**	(14,390)
Cash flows from investing activities:				
Purchase of fixed assets		**(661)**		-
Cash used in investing activities			**(661)**	-
Change in cash and cash equivalents in the year			**117,372**	(14,390)
Cash and cash equivalents at the beginning of the year			**28,427**	42,817
Cash and cash equivalents at the end of the year	**(b)**		**145,799**	28,427

a) Reconciliation of net expenditure to net cash flow from operating activities

	2021 £	2020 £
Net income for the reporting period (as per the statement of financial activities)	**188,315**	2,935
Depreciation	**165**	1,099
Decrease / (Increase) in debtors	**(98,585)**	(21,032)
(Decrease)/ Increase in creditors	**28,139**	2,608
Net cash provided by / (used in) operating activities	**118,033**	**(14,390)**

b) Analysis of cash and cash equivalents

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	28,427	117,372	**145,799**
Total cash and cash equivalents	28,427	117,372	**145,799**

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Donations income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.
Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.
Investment income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest or dividends paid or payable by the investment fund manager.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between expenditure on charitable activities on the basis of the staff time spent on the activity.

Fund accounting

Unrestricted funds are available to spend at the discretion of the trustees on activities that further any of the purposes of charity. Restricted Funds are restricted income funds given to the charity for specific purposes. They are expendable by the trustees in furtherance of particular projects within the charity objects.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment	25% straight line basis on cost
Computer equipment	25% straight line basis on cost

1 Accounting policies (continued)

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions
The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in the year.

2 Detailed comparatives for the statement of financial activities

	Unrestricted Funds	Restricted Funds	**Total 2020**
Income from:	£	£	**£**
Charitable activities:	151,887	38,830	**190,717**
Total income	151,887	38,830	**190,717**
Expenditure on:			
Charitable activities:	148,952	38,830	**187,782**
Total expenditure	148,952	38,830	**187,782**
Net income for the year	2,935	-	**2,935**
Reconciliation of funds			
Total funds brought forward at start of the period	42,389	-	**42,389**
Total funds carried forward at end of the period	45,324	-	**45,324**

3 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	*Total 2020 £*
London Borough of Tower Hamlets Early Years	74,173	-	**74,173**	*81,825*
Private Hire	-	-	**-**	*6,062*
Big Lottery Fund	-	72,500	**72,500**	*24,328*
Clarion Futures	25,149	9,850	**34,999**	*-*
Limehouse Project - Child Care	-	29,006	**29,006**	*14,502*
Tower Hamlet Homes - STEP	-	-	**-**	*8,415*
Tower Hamlets LTD -GP Care Group	2,850	-	**2,850**	*15,922*
Wise Youth Project - Prevent	-	-	**-**	*8,400*
East End Community Foundation	-	56,305	**56,305**	*-*
Be Inspired	-	-	**-**	*2,781*
LBTH	-	58,756	**58,756**	*-*
ELBA	-	1,155	**1,155**	*1,500*
Social Services		-	**-**	*15,600*
Mental Health Training	-	-	**-**	*3,000*
Somali Speaking CS	-	-	**-**	*2,431*
Buzzacott- BSDMF	1,000	-	**1,000**	*-*
14 Mile End and Bow	-	1,350	**1,350**	*-*
Barnardo's	241,300	-	**241,300**	*-*
CAF - CAF Befriending Coordinator	-	30,170	**30,170**	*-*
CCLORS	-	50,000	**50,000**	*-*
City Of London	-	34,990	**34,990**	*-*
East London NHS Foundation Trust	-	40,688	**40,688**	*-*
GoFundMe	14,276	-	**14,276**	*-*
Good Things Foundation	-	6,491	**6,491**	*-*
Lloyds Bank Foundation	-	61,434	**61,434**	*-*
Play Association	-	6,000	**6,000**	*-*
The Dixon Foundation	-	3,000	**3,000**	*-*
The Insurance Industry Charitable Foundation	-	7,500	**7,500**	*-*
The London Community Foundation	-	5,000	**5,000**	*-*
Restricted-Others	-	2,986	**2,986**	*-*
General-Others	6,648	-	**6,648**	*-*
	365,396	477,181	**842,577**	*190,717*

4 Analysis of expenditure

Current year

	Unrestricted £	**Restricted £**	**Support costs £**	**Total 2021 £**	*Total 2020 £*
Direct cost	-	194,972	-	**194,972**	*9,294*
Salaries	112,970	147,532	-	**260,502**	*123,245*
Other staff Costs	-	250	3,730	**3,980**	*10,378*
Office cost	-	-	59,649	**59,649**	*14,645*
Premises costs	-	-	29,025	**29,025**	*16,458*
Professional fee	-	-	99,373	**99,373**	*11,647*
IT costs	-	-	6,761	**6,761**	*2,115*
	112,970	342,754	198,538	**654,262**	187,782
Support costs allocation	107,829	90,709	(198,538)	**-**	-
	220,799	**433,463**	**-**	**654,262**	*187,782*

Analysis of expenditure

Prior year

	Unrestricted £	Restricted £	Support costs £	Total 2020 £
Direct cost	-	9,294	-	9,294
Salaries	93,709	29,536	-	123,245
Other staff Costs	-	-	10,378	10,378
Office cost	-	-	14,645	14,645
Premises costs	-	-	16,458	16,458
Professional fee	-	-	11,647	11,647
IT costs	-	-	2,115	2,115
	93,709	38,830	55,243	187,782
Support costs allocation	55,243	-	(55,243)	-
	148,952	38,830	-	187,782

5 Net income for the year

	2021	*2020*
Net income is stated after charging:	**£**	*£*
Independent examiner's fee (excluding VAT)	**750**	*480*
Depreciation	**165**	*1,097*

6 Analysis of staff costs, trustees remuneration and expenses and cost of key management personnel

	2021	*2020*
	£	*£*
Wages and salaries	**234,066**	*121,928*
Social security costs	**22,050**	*800*
Pension costs	**4,386**	*517*
	260,502	*123,245*

No member of staff received emoluments of more than £60,000 in this year (2020: None)

The total employee benefits including pension contributions of the key management personnel were £Nil (2020: £Nil). During the year there were no redundancy payments.

The average monthly numbers of employees during the year was 20 (2020: 15).

The trustees of the charitable company were not paid or received any other benefits from employment with the charity in the year (2020: £nil) neither were they reimbursed expenses during the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

7 Tangible Fixed Assets

	Computer Equipment	Office Equipment	**Total**
	£	£	**£**
Cost			
At 1 April 2020	4,397	10,633	**15,030**
Additions in the period	661	-	**661**
At 31 March 2021	5,058	10,633	**15,691**
Depreciation			
At 1 April 2020	4,397	10,633	**15,030**
Charge for the period	165	-	**165**
At 31 March 2021	4,562	10,633	**15,195**
Net book value			
At 31 March 2021	496	-	**496**
At 31 March 2020	-	-	-

8 Debtors

	2020 £	*2020 £*
Accrued Income	**-**	*21,031*
Other Debtors	**14,681**	*734*
Trade Debtors	**105,669**	*-*
	120,350	*21,765*

9 Creditors: Amounts falling due within one year

	2021 £	*2020 £*
Taxation, social security and Pension	**-**	*2,712*
Other creditors	**31,186**	*336*
Accruals	**1,820**	*1,820*
	33,006	*4,868*

10 Analysis of Net Assets between Funds (current year)

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Tangible fixed assets	496	-	**496**
Current assets	222,431	43,718	**266,149**
Current liabilities	(33,006)	-	**(33,006)**
	189,921	**43,718**	**233,639**

Analysis of Net Assets between Funds (prior year)

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Tangible fixed assets	-	-	-
Current assets	50,192	-	50,192
Current liabilities	(4,868)	-	(4,868)
	45,324	-	45,324

11 Movements in Funds

	At 1 April 2020	Incoming Resources	Outgoing Resources	At 31 March 2021
Restricted Funds	**£**	**£**	**£**	**£**
Restricted Funds	-	477,181	(433,463)	43,718
	-	**477,181**	**(433,463)**	**43,718**
Unrestricted Funds				
General funds	**45,324**	**365,396**	**(220,799)**	**189,921**
Total Funds	**45,324**	**842,577**	**(654,262)**	**233,639**

Movements in Funds (prior year)

	At 1 April 2019	Incoming Resources	Outgoing Resources	At 31 March 2020
Restricted Funds				
Big Lottery Fund	-	24,328	(24,328)	-
Limehouse Project - Child Care	-	14,502	(14,502)	-
	-	38,830	(38,830)	-
Unrestricted Funds				
General funds	42,389	151,887	(148,952)	45,324
Total Funds	42,389	190,717	(187,782)	45,324

Restricted funds are for the following purposes:
The income of the charity includes grants received for specific restricted projects. The trustees' report includes a brief description of the activities of each project.

12 Company Status

The company is limited by guarantee of £1 per member without share capital.

13 Related party transactions

There are no related party transactions to disclose for the year (2020: none).
There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties. There is no balance due to/from related parties at the end of the year.