



## **All Ways Network (AWN)**

Registered Charity: 1180445

### **Annual and Financial Report**

(1st April 2024 to 31st March 2025)

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**All Ways Network (AWN)**

**Contents**

**REFERENCE AND ADMINISTRATIVE DETAILS..... 1**

**TRUSTEES ANNUAL REPORT ..... 2**

**INDEPENDENT EXAMINER’S REPORT ..... 7**

**STATEMENT OF FINANCIAL ACTIVITIES..... 8**

**BALANCE SHEET ..... 9**

**NOTES TO THE FINANCIAL STATEMENTS ..... 10**

## REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name: All Ways Network (AWN)  
Charity Number: 1180445  
Charity Address: 124 – 128 City Road, London, EC1V 2NX

Website: [www.awn.org.uk](http://www.awn.org.uk)

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

Social media: Facebook allwaysnetwork  
LinkedIn all-ways-network  
Twitter/X AWN\_org  
Instagram allwaysnetwork

### Board

Chair/Founder: Ayesha Tariq  
Treasurer: Faiza Ajmi  
Trustee: Fatma Emin  
Trustee: Suneer Fida (resigned November 2024)  
Trustee: Hannan Ali (resigned April 2024)  
Trustee: Amin Umarjee (resigned December 2024)  
Trustee: Isfandiyar Aslam (joined May, resigned November 2024)

Bank Account: Lloyds Bank TSB

98 Victoria Street  
London  
SW1E 5JL

## TRUSTEES ANNUAL REPORT

### Vision, Mission, and Core Values

**AWN's Vision:** Thriving non-profits empowering Muslim communities to enrich UK society

**AWN's Mission:** We provide tailored support for Muslim non-profits to access funds and become sustainable. We engage with funders to develop a more equitable grant-making environment.

**AWN's Core Values:**

- **Integrity:** Upholding honesty, accountability, and transparency in all we do.
- **Collaboration:** Fostering a shared responsibility to amplify our impact.
- **Empowerment:** Inspiring and enabling organisations to realise their full potential.
- **Excellence:** Continuously pursuing the highest standards in all our endeavors.

### Chair's Report

This year has brought with it a fair share of challenges, transitions, and ultimately, growth. As an organisation, we've taken time to reflect, recalibrate, and lay the groundwork for a stronger future. Significant work has gone into developing our strategic direction for the coming years, and we are beginning to see that vision take shape.

We've said goodbye to some valued staff and Trustees and welcomed new colleagues who bring with them fresh perspectives and vital skills. The arrival of an Interim Charity Manager and an HR Volunteer has allowed us to review and strengthen our internal practices and processes—an essential step in building resilience and sustainability.

Looking ahead, we're entering an exciting phase. We've recently welcomed a new Charity Support Officer, and soon we'll be joined by a permanent Chief Executive Officer, a Funders Engagement Officer, and a Bid Writer. These roles are crucial in helping us deliver on our mission and deepen our impact.

The past year has been one of significant change and learning, it has also brought clarity and momentum. We are stepping into the next chapter with renewed focus, gratitude, and optimism.

### Achievements and Reflections on the Year

#### Events

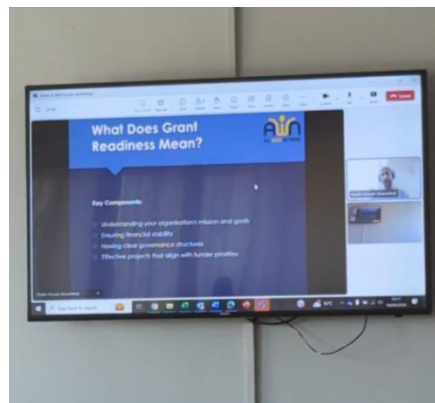
#### Meet the Funders: Birmingham 2025

In June 2024, we hosted our first ever *Meet the Funders* event in the Midlands—an exciting step forward for AWN. Held at the welcoming Moseley Community Hub in Birmingham, the event brought together a wide range of national and local funders and support organisations including: Heart of England Community Foundation, easyfundraising, Islamic Relief UK, AdShare, Birmingham Voluntary Service Council, Paul Hamlyn Foundation, Severn Trent Community Fund, The National Lottery Heritage Fund, Hall Green NNS, The Key Fund, BBC Children in Need, Groundwork, The Phoenix Way, iWaqf, and Locality.

The engagement and energy on the day reminded us of the power of collaboration and community-building.



### Islamic Relief event:



Ghalib, our Bid Writer, and Iman, Charity Support Officer at the time, delivered an online presentation at the Islamic Relief UK office, sharing practical insights with not-for-profits on how to become grant-ready. Their session was well-received, offering valuable guidance on preparing strong applications and understanding the expectations of funders.

### Bid Writing service

Our bid writing service continues to be a vital source of support for non-profits seeking funding to sustain and grow their work. Many organisations we work with face challenges in navigating complex application processes or lack the internal capacity to respond to funding opportunities effectively.

Through our tailored support, we've helped organisations articulate their impact, strengthen their proposals, and improve their chances of securing funding. This year alone/since the start of the service, we supported numerous bids and contributed to raising a total of £152k, directly supporting the missions of grassroots organisations in our network.

As funding environments grow increasingly competitive, the need for accessible and strategic bid writing support remains clear—and we're proud to play a part in helping organisations access the resources they need to thrive.

### Charity Support

Our Charity Support Officer plays a key role in directly supporting non-profits in our network. Over the past year, this role has provided tailored guidance on a wide range of areas including funding opportunities, governance improvements, fundraising strategies, and organisational development.

Through one-to-one sessions, workshops, and follow-up support, our Charity Support Officer, Iman Sayam has helped organisations build confidence, strengthen internal systems, and

become more funding-ready. In addition, she carried out charity visits across the UK—gaining a deeper understanding of the unique challenges faced by grassroots organisations and ensuring our support remains relevant and responsive.

She has also represented AWN at external events, actively raising awareness of our services and building connections with sector partners and stakeholders. Her work continues to be central to our mission of empowering not-for-profits to grow, thrive, and lead change in their communities.

### **Staff and Volunteers**

We said fond farewell to two much-valued colleagues: Iman Sayam, our Charity Support Officer in November 2024, and Ghalib Hussain, our Bid Writer in April 2025. We are grateful for their commitment and contributions. We also appointed our first senior role, welcoming Ikram Hirse as Operations Manager. During her six-month tenure, she brought valuable insight into operational strategy and helped lay the groundwork for stronger internal systems. As the organisation's needs evolved, we redefined the role to a Charity Manager—reflecting the requirement for a leadership position to oversee and guide the organisation more fully. In February and March 2025, we welcomed Julie Tobin as our Interim Charity Manager and Taiwo Akintayo as our HR Volunteer. Both have already brought stability and professional insight, helping us build strong internal systems. In May 2025, Yusra Ahmed joined us as our new Charity Support Officer, adding fresh energy and dedication to our growing team.

### **Strategy**

Although a strategy was finalised in late 2024, with new team members on board and evolving priorities, we took the opportunity to reassess our direction. We are currently working with a Strategy Volunteer from Cranfield Trust, whose experience in project and strategic management is helping us refine our mission, vision, and values.

We look forward to sharing our refreshed strategy with our stakeholders in the coming year.

### **Governance**

To support long-term sustainability and good practice, we undertook a mini-Governance Review in March 2025, supported by Felicia Willows, Charity Consultant. This work will guide the organisation in embedding strong foundations for leadership and accountability. The review also complements our strategic planning process and will play an important role in shaping the onboarding and development of new Trustees, ensuring our Board is equipped to lead effectively and in alignment with our values.

### **Board of Trustees**

This year, we saw several Trustees step down from the Board. We are truly grateful for their time, dedication, and the wisdom they brought to AWN. Their contributions have helped shape our journey, and their legacy continues to influence the direction we are taking. A special thank you to Hannan Ali, Suneer Fida, Amin Umarjee, and Isfandiyar Aslam for their service.

As Chair, I would also like to extend my deepest appreciation to the remaining Board members, Faiza Ajmi (Treasurer) and Fatma Emin (Trustee), who have been unwavering in

their commitment during a period of significant transition. Their steady leadership, thoughtful guidance, and willingness to step up when it was most needed have been instrumental in keeping the organisation anchored and moving forward. I am truly grateful for their dedication and belief in AWN's mission.

Looking ahead, we are excited to refresh and grow our Board. Our focus is on mindful and strategic recruitment, ensuring that new Trustees reflect the communities we support and bring the expertise needed to guide AWN into its next chapter. We are especially committed to increasing diversity and representation, so that the Board truly mirrors the voices and experiences of the non-profits we serve.

We're pleased to be working with Felicia Willows, Charity Consultant and Joe Saxton, Chair of the Association of Chairs, to support us in this important process.

### Thank You

We extend a warm thank you to the non-profits who attended our events, joined our workshops, or accessed our support this year. We hope your engagement with AWN was valuable—and we look forward to continuing this journey with you.

To our funders—the Aziz Foundation, City Bridge Foundation, Islamic Relief, and WAQF—thank you for enabling our growth. Your support has helped us deepen our impact and look ahead with bold ambition.

To the staff, Trustees, volunteers, and partners who have shared their time, skills, and wisdom: your passion is the engine that drives this work forward. We appreciate all that you do.

### Looking Ahead

As we move into a new year, we are excited to continue our growth and increase our impact. Key priorities include:

- Recruiting staff and volunteers to expand capacity
- Refreshing our Board with diverse and experienced Trustees
- Launching our new website
- Finalising and sharing our updated strategy
- Hosting more online and in person events including *Meet the Funders 2025*
- Strengthening relationships with funders and non-profits

### Financial Review

In December 2024, we concluded our role as an intermediary funder for a philanthropic organisation. This allowed us to re-centre our efforts on core activities and capacity-building. Our income for the year was £191k compared to last year's (2024) income of £440k. And expenditure this year was £226k compared with £389k last year (2024). We disbursed £131k of restricted grants through this grant making initiative compared to £318k last year (2024).

Despite a reduction in overall income due to this transition, our core funding remained stable. We prioritised investments in strategic planning, staff development, and community engagement—ensuring that every pound spent worked towards long-term impact.

### **Reserves Policy**

Our reserves policy is designed to provide financial resilience and support sustainability. We aim to hold unrestricted reserves equivalent to at least three months of operating costs. These funds act as a buffer to navigate unforeseen circumstances or seize timely opportunities.

The policy is reviewed annually by the Board of Trustees. We are pleased to report that our reserves remain within a healthy range and meet Charity Commission guidance of maintaining reserves equivalent to three to six months' expenditure.

Ayesha Tariq  
Chair and Founder  
All Ways Network (AWN)  
August 2025

## INDEPENDENT EXAMINER'S REPORT

I report on the accounts for the charity for the year ended 31st March 2025.

### Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an Independent Examination is needed

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act;
- to follow the procedures laid down in the general directions given by the Charities Commission (under section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

### Basis of independent review

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair" view, and the report is limited to those matters set out in the statement below.

### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the Trustees have not met the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records, and comply with the accounting requirements of the 2011 Charities Act

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Name: Dunstanette Kuti, FCCA MCSI

Date: 14/11/25

Position: Community Accountant  
Community Action Sutton  
Granfers Community Centre,  
73-79 Oakhill Road, Sutton, Surrey, SM1 3AA

**All Ways Network**

**STATEMENT OF FINANCIAL ACTIVITIES**

**for the year ended 31 March 2025**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2025	2025	2025	2024
	Note	£	£	£	£
<b>Income:</b>					
Charitable Activities	2	6,419	184,704	191,123	440,032
Total Income		6,419	184,704	191,123	440,032
<b>Expenditure:</b>					
Charitable Activities	3	5,097	221,721	226,818	389,000
Total Expenditure		5,097	221,721	226,818	389,000
<b>Net Income / (expenditure)</b>		1,322	(37,017)	(35,695)	51,032
Transfer between funds				-	
<b>Net movement in funds</b>		1,322	(37,017)	(35,695)	51,032
Total Funds brought forward		13,136	65,746	78,882	27,850
<b>Total Funds carried forward</b>		14,458	28,729	43,187	78,882

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The notes on pages 10 to 13 form part of these accounts.

# All Ways Network

## BALANCE SHEET

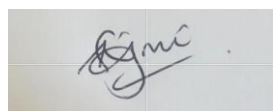
### as at 31 March 2025

	Note	2025	2024
		£	£
<b>CURRENT ASSETS:</b>			
Debtors and receivables	6	25	25
Cash at bank and in hand		84,053	109,636
		<u>84,078</u>	<u>109,661</u>
<b>CREDITORS:</b>			
Amounts falling due within one year	7	13,275	30,779
Deferred Income	8	27,616	-
		<u>40,891</u>	<u>30,779</u>
<b>NET CURRENT ASSETS:</b>		43,187	78,882
<b>NET ASSETS</b>		<u>43,187</u>	<u>78,882</u>
<b>FUNDS:</b>			
Restricted Funds		28,729	65,746
Unrestricted Funds		14,458	13,136
	9	<u>43,187</u>	<u>78,882</u>

The financial statements were approved by the board on and signed on its behalf by:



Ayesha Tariq  
(Chair)



Faiza Ajmi  
(Treasurer)

The notes on pages 10 to 13 form part of these accounts

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31st MARCH 2025

#### 1. ACCOUNTING POLICIES

##### a) Accounting Conventions

The Financial Statements have been prepared in accordance with applicable accounting standards under the historical cost convention and in accordance with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities.

##### b) Fund Accounting

Restricted Funds are those received which have been earmarked for a special purpose by the donor.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity.

##### c) Incoming Resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Voluntary income is received by way of grants and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Activities for generating funds consist of room hire and are accounted for on a receivable basis. Surplus funds are invested in a bank deposit account to earn interest. Interest received is included when receivable. Interest is credited to the unrestricted fund to offset overheads.

Incoming resources from the charitable activities consists of grants, which are related to performance and are accounted for as the Charity earns the right to consideration by its performance. Other sources of Incoming resources from the charitable activities consist of fees and Cafe takings accounted for on a receivable basis.

##### d) Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Cost of generating funds comprises the costs associated with attracting future Income.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the Independent Examination fees and costs linked to the strategic management of the Charity.

Costs are allocated to charitable activities and the Community Centre on the basis of usage. Costs relating to a particular activity are allocated directly, other overheads are apportioned on an appropriate basis see note.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2025 (CONTINUED)

### e) Charitable activities

Costs of charitable activities include grants made during the year.

### f) Incoming resources

Incoming resources are included gross on a receivable basis. There are no deferred incoming resources.

### g) Investment income

Investment income is included in the statement of financial activities on an accrual basis.

### h) Accounting basis

The accounts have been prepared on an accrual basis,

## 2 INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£	£
Restricted Grants and Contracts	184,704	432,338
Unrestricted Grants	5,000	2,253
Donations	315	375
Other Income	1,104	5,066
	<u>191,123</u>	<u>440,032</u>

### Grants received, included in the above, are as follows:

	2025	2024
	£	£
<b>Restricted:</b>		
Aziz Foundation Feb 2023	-	25,000
IRUK Jan2022	-	17,353
WAQF Grants - for Disbursement	-	367,938
WAQF Grants Officer Nov23	-	22,048
Aziz Foundation 2024	40,000	-
IRUK (3) CSO 2025	2,384	-
Awards 4 All	2,482	-
IRUK Dec 2023	47,892	-
IRUK Jan 2022	17,240	-
WAQF Grants - for Disbursement	66,672	-
WAQF Grants Officer Nov 23	8,034	-
	<u>184,704</u>	<u>432,338</u>

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2025  
(CONTINUED)****3 EXPENDITURE ON CHARITABLE ACTIVITIES**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Governance costs (note 4)	1,480	1,099
Staff costs (note 5)	81,393	62,788
Grant Disbursements	131,362	317,609
Office costs	12,583	7,505
	<u>226,818</u>	<u>389,000</u>

**4 GOVERNANCE COSTS**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Independent Examiner's/auditors' remuneration	1,200	925
Support costs - Trustee travel	280	174
	<u>1,480</u>	<u>1,099</u>

**5 STAFF COSTS**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	78,767	62,585
Social security costs	2,461	36
Other pension costs	165	167
	<u>81,393</u>	<u>62,788</u>

The average monthly number of employees during the year was as follows:

<b>2025</b>	<b>2024</b>
2.83	4.2

The number of employees whose emoluments fell within the following bands was:

	<b>2025</b>	<b>2024</b>
£60,001 - £70,000	-	-

**6 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade debtors	25	25
	<u>25</u>	<u>25</u>

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2025  
(CONTINUED)**

**7 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Accounts payable	27	28,904
Accruals	13,248	1,875
	<u>13,275</u>	<u>30,779</u>

**8 DEFERRED INCOME**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Deferred income	<u>27,616</u>	<u>-</u>

**9 MOVEMENT IN FUNDS**

	<b>At 31.3.24</b>	<b>Resources income</b>	<b>Resources expended</b>	<b>Movemen t in funds</b>	<b>At 31.3.25</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted funds</b>					
Islamic Relief (1)	2,259	17,240	(17,845)	-	1,654
Aziz Foundation	2,801	-	(3,075)	-	(274)
WAQF	56,785	66,672	(135,486)	-	(12,030)
WAQF - G.O.	3,901	8,034	(11,935)	-	-
Aziz Foundation	-	40,000	(33,863)	-	6,137
2025 IRUK (3) CSO	-	2,384	-	-	2,384
Awards 4 All	-	2,482	-	-	2,482
IRUK Dec 2023	-	47,892	(19,515)	-	28,376
	<u>65,746</u>	<u>184,704</u>	<u>(221,721)</u>	<u>-</u>	<u>28,729</u>
<b>Unrestricted funds</b>					
Tudor Trust	1,907	-	(1,816)	-	90
City Bridge Trust	4,925	-	(3,701)	-	1,224
Vol Action Camden	1,840	-	-	-	1,840
Donations	-	315	(244)	-	71
EQF – Sep 24	-	5,000	-	-	5,000
Sales Receipts	-	444	(10)	-	434
Interest on Savings account	-	660	-	-	660
General funds	<u>4,464</u>	<u>-</u>	<u>675</u>	<u>-</u>	<u>5,139</u>
	<u>13,136</u>	<u>6,419</u>	<u>(5,097)</u>	<u>-</u>	<u>14,458</u>
	<u>78,882</u>	<u>191,123</u>	<u>(226,818)</u>	<u>-</u>	<u>43,187</u>