

# BEING WOMAN

England & Wales · Charity number 1189008

## Details

---

**Status** Registered

**Legal form** CIO

**Registered** 2020-04-09

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

## Contact

---

**Address** Ashington Workspace  
Lintonville Parkway  
Ashington  
Northumb

**Phone** 01670 528408

**Email** [info@being-woman.org.uk](mailto:info@being-woman.org.uk)

**Website** <http://www.being-woman.org.uk>

## Activities

---

**Objects:** 1. THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:(A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY , SEXUAL ORIENTATION OR RELIGION;(B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;(C) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS;(D) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC;(E) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.2. TO ADVANCE THE EDUCATION OF, IN PARTICULAR BUT NOT EXCLUSIVELY, WOMEN BY THE PROVISION OF:(A)1:1 SESSIONS AND WORKSHOPS, IN PARTICULAR BUT NOT EXCLUSIVELY, IN THE SUBJECT OF BASIC DIGITAL SKILLS THAT RESULTS IN A QUALIFICATION BEING OBTAINED THAT ASSISTS WITH IMPROVING THE BENEFICIARIES CHANCES OF SECURING FUTURE EMPLOYMENT.

**Activities:** Advancing the education of, in particular but not exclusively, women by the provision of:(a) 1:1 sessions and workshops, in particular but not exclusively, in the subject of basic digital skills that results in a qualification being obtained that assists with improving the beneficiaries chances of securing future employment.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, 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, Recreation, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

- Northumberland

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£122,316	£138,927	-	-
2024-04-30	£159,696	£152,945	-	-
2023-04-30	£143,847	£153,841	-	-
2022-04-30	£162,621	£102,586	-	-
2021-04-30	£152,888	£119,430	-	-

## Trustees

Name	Role	Appointed
Ghazala Parveen		2019-05-07
Hira Shakir Usman		2019-05-07
Imran Zahid		2018-04-20
MUHAMMAD SHAKIR QURESHI		2019-05-07
Tinuke Bernard		2021-06-11

**BEING WOMAN**

England & Wales - Charity number 1189008

---

# Accounts

---

Charity Registration Number: 1189008  
Company Registration Number: 11320319

# **ANNUAL ACCOUNTS**

**BEING WOMAN**  
**A COMPANY LIMITED BY GUARANTEE WITH NO SHARE CAPITAL**  
**(A registered charity)**

**DIRECTORS AND TRUSTEES REPORT  
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**  
**From 01 May 2024 to 30 April 2025**

## **BEING WOMAN**

### **Legal and Administrative Information**

**Company Number:** 11320319 (ENGLAND AND WALES)

**Registered Charity Number:** 1189008

**Trustees:** Mohammad Shakir Qureshi  
Hira Usman  
Tinuke Bernard  
Ghazala Parveen  
Imran Zahid

**Principal Office:** Wansbeck Workspace,  
Rotary Parkway, Ashington,  
Northumberland,  
England,  
NE63 8QZ

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2025**

**Trustees' Annual Report 2024-2025**

The trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance to Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**Building on our foundational belief that “We cannot always do great things. But we can do small things with great compassion and care.” We entered the new financial year with a renewed focus on deepening our human connection.**

In a year marked by economic challenges and the continued need for social cohesion, our objective has been clear: to not just provide services, but to build a resilient, inclusive movement. We have sought to blend professional excellence with the warmth of community, understanding that our well-being is inextricably linked to the well-being of others.

By acknowledging the richness of our differences, we continue to develop innovative and inclusive ways to engage with our service users, ensuring that the support we provide is culturally sensitive and tailored to meet their unique needs. Making sure that “diversity exists not only with the people we engage with but also in ways we communicate, serve and reach out to them.”

**Objective and Activities:**

1. The promotion of equality and diversity for the public benefit by:

- (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
- (b) advancing education and raising awareness of equality and diversity;
- (c) promoting activities to foster understanding between people from diverse backgrounds;
- (d) conducting or commissioning research on equality and diversity issues and publishing the results to the public;
- (e) cultivating a sentiment in favour of equality and diversity.

2. To advance the education of, in particular, but not exclusively, women by the provision of 1 to 1 sessions and workshops, in particular, but not exclusively, in the subject of basic digital skills that results in a qualification that assists with improving the beneficiaries' chances of securing future employment.

We welcome all genders and believe it is critical to engage boys and men to achieve gender equality. We aim to give our service users the best of their artistic and creative abilities through our projects. Our work is all about people, their expressions, dreams and aspirations. We are determined to work for the betterment of people and support them to realise their full potential.

We actively promote social and digital inclusion through our projects and services, leading the way to inclusion in the digital space!

We engage the audience with language that's simple and easy to understand.

## **OUR VALUES**

Our services are based on five fundamental values to support our community in the best possible way:

### **1. Delight our community - We put our service users first**

We all work to meet our service user's needs. The relationship we have with our service users is something we continuously invest in and nurture.

### **2. Innovate to Grow - We embrace change**

It's the responsibility of each one of us to find opportunities, improve the way we do things and help our community grow.

### **3. Collaborate to Win - We are stronger together**

We use the combined strengths and capabilities of people, services and organisations across teams, regions and functions.

### **4. Safeguard our future - We care**

Each of us acts as a guardian for protecting data, information, assets and our people to safeguard our future.

### **5. Value each other - We work as one team**

We are in this together. We value everyone's contribution and treat each other with respect, trust and integrity.

## **OUR MANIFESTO**

Equality, Diversity, and Inclusion will remain at the forefront of everything we do. We believe "diversity in thinking" and "education" can impact the lives of all people across all sections of society. To make our world more accessible, fair, and open, help our economy grow, and leave no one behind.

Being Woman is committed to creating an inclusive community where ethnically diverse communities gain the skills, network, and knowledge needed to level up. We're equally committed to raising awareness and speaking out against the bias and injustice that ethnically diverse communities face in their careers and lives every day. When people feel safe in their communities and neighbourhoods, they can focus their energy and attention on developing their skills and excelling in their careers.

We are:

- Unbound by tradition, we are pioneers and leading the way in Equality, Diversity and Inclusion in Northumberland
- Rooted in the real world, we are a partner to our local organisations and add value through active collaboration

- Committed to our communities, we serve society with openness and integrity

## **THE COMMUNITY WE WORK WITH AND THE CHALLENGES FACED**

Most of our service users include people living in Northumberland through asylum or refugee resettlement programmes and from ethnically diverse communities (Black, Asian Minority & Ethnic Communities). We serve as the space where both our service users and staff, including volunteers, work together to prevent educational, health and socio-economic problems within the communities in Northumberland, resulting from the language barrier, digital exclusion, loneliness, low mood and social isolation.

Being Woman continues to empower women and our communities, focusing on individual resilience, community strength, and the conviction of our mission. Being Woman will continue to evolve to support our communities in Northumberland through trying economic times and career shifts while creating better service provisions that match the pace of innovation and change in their lives.

Every day, we invest in new ways to reach the most vulnerable in the community by maximising every opportunity we can get!

## **CREATING LASTING CHANGE**

Difference we want to make and what we have achieved!

Being Woman catalyses change in Northumberland, empowering ethnically diverse communities to excel. This report reflects our organisation's ongoing evolution as we consistently work to enhance our services and advance progress towards our mission.

Together, we have grown a community of support that strengthens every member connected through it while driving a movement that seeks to transform the service provision in Northumberland to be more inclusive, diverse, and equitable, ensuring that everyone can take their seat at the table. As we continue this critical work, we stay true to our values and strive to uplift, empower, and inspire our communities everywhere. Together, we can be the change that promotes equality, diversity and inclusion and ensures a better tomorrow.

We look to reduce inequality and disadvantage in Northumberland by empowering individuals from isolated communities, disadvantaged areas, and minority groups.

Through supportive interventions, we aim to promote good mental health, self-esteem and emotional resilience of women, girls and the broader community.

We have not only impacted individuals but also built a movement towards greater inclusion, we have strengthened Northumberland's social fabric by promoting awareness, understanding and acceptance for all. We have set the foundation for long-term change by equipping individuals with skills that will benefit generations to come.

Our work continues, and "the impact will only grow stronger as we reach more individuals and break more barriers." Together, we are building a future where everyone can thrive. We have aimed to create a lasting change by,

- 1) Fostering community relations and build a sense of belonging
- 2) Promoting equality, diversity, inclusion and respect for all.
- 3) Empowering our learners with knowledge by providing them with practical trainings, workshops and courses enabling them to become confident and independent contributors to society.
- 4) Our celebrated hybrid mental health and wellbeing services offering offline and online peer support, counselling, and wellbeing sessions, ensuring individuals have the resources to heal, grow, and lead fulfilling lives.
- 5) Sharing growth through collaboration flourishing through partnerships, peer mentoring, or shared learning, where every voice is valued, and every contribution drives meaningful change.
- 6) Cultural exchanges encouraging individuals to share their stories, traditions, and lived experiences. Through storytelling, arts, and creative expression, strengthens interpersonal connections and cross-cultural understanding.

## STRENGTHS & OPPORTUNITIES

- Trust among partners and local organisations
- Intellectual capacity
- People who are committed to the work
- Ability to influence policy
- History of successful collaboration
- Successful and proven experience in community projects
- Leading on the Equality, Diversity & Inclusion (EDI) Network for the VCSE Sector in Northumberland

We ensured that every project is delivered with dignity and compassion.

Diversity is not just a statistic for us; it is the heartbeat of our innovation. **By listening to the lived experiences of our volunteers and service users, we have adapted our delivery models to be more accessible, hybrid, and responsive to the nuance of human need.**

### The Journey of the Year:

This year, Being Woman has expanded its reach through strategic projects that address the holistic needs of our community,

#### 1. Project NOOR: Nurture, Opportunity, Outreach, Resilience

*Noor* means light, and in the darkness of trauma and displacement, light is what we offered. We recognised that asylum-seeking women and ethnically diverse individuals were carrying heavy burdens in silence.

- **Activities:** We delivered structured support through "Jasiri Circles" (Courage Circles) and "Sukoon Cafés" (Peace Cafés), alongside art therapy workshops.
- **Impact:** NOOR has served as a catalyst for long-term change. By harmonising physical, emotional, and spiritual well-being, we have seen a transformative shift in mindset. Participants report feeling "heard" for the first time, moving from a state of survival to a state of healing. The true impact felt in

the quiet moments was when women moved from merely surviving to finding the courage to hope again.

## 2. The EDI Network & Innovation in Inclusion

EDI remains our compass and our commitment to Equality, Diversity, and Inclusion is a promise to seeing oneself in the other.

- **Innovation:** We co-developed the "**Recognising Microaggressions Toolkit**" in collaboration with network members. This practical resource was digitised and shared widely, helping organisations identify and dismantle subtle barriers to inclusion.
- **Engagement:** Through our "Essential Conversations" and in-person meetings, we have moved beyond tick-box exercises to deep, meaningful dialogue while engaging in the difficult but necessary work of understanding one another's reality.
- **Impact:** Feedback indicates that partners value our ability to simplify complex EDI topics into actionable insights. We are not just advocating for change; we are equipping the region with the tools to implement it.

## 3. Financial Confidence: The Multiply Project

Understanding that financial stress is a key driver of poor mental health, we integrated the 'Multiply' programme to enhance numeracy and digital financial skills.

- **Activities:** We moved beyond basic functional skills to practical application, teaching budgeting, Excel management for small businesses, and cost-of-living resilience.
- **Impact:** By demystifying numbers, we have empowered individuals to manage household finances with confidence. Financial literacy is a pillar of independence, and this project has provided the stability needed for our service users to plan for their future.

## 4. Community Connection: CUPSHUP

*Cupshup* is the heart of our home. It is a reminder that sometimes, the most profound medicine is a cup of tea shared in kindness.

- **Activities:** We utilised hybrid models to offer bereavement support, women's circles, and peer mentoring.
- **Impact:** These sessions reduce isolation. In a world that often feels fractured, Cupshup provides a "third place" neither work nor home where participants can simply *be*. It is a space of kindness where shared burdens become lighter. Increase in Skills & Confidence Digital & Social Inclusion. We had Increased equity, fewer people at risk of social exclusion

## 5. Empowerment: UBUNTU

The Project UBUNTU under Northumberland Inclusive Economy Community Partnership funded by NECA. Employment and skills-based project UBUNTU has successfully delivered four key modules—Communication Skills, Mental Wellbeing, Introduction to Creatives, and Marketing and Business Skills— with the help of peer support workers to ensure all barriers to learning were addressed. Staff and volunteers transition into planning the festivals.

The efforts focus on providing accessible, culturally competent, and emotionally intelligent services to Northumberland's ethnically diverse communities (Black, Asian, Minority Ethnic, and Refugee groups). Through our Ubuntu Clubs and ongoing hybrid workshops, we continue to empower individuals to innovate while fostering a deeper understanding of equality, diversity, and inclusion across the region.

### The Spirit of Service: Our Volunteers

We cannot speak of our achievements without honouring our volunteers. This year, as demand for individual emotional support increased, our volunteers stepped forward with remarkable dedication. From peer mentors facilitating *Jasiri Circles* to community members distributing the *Microaggressions Toolkit*, to young volunteers guiding our participants with tech and resources, our volunteer engagement has been a testament to the power of "lived experience." They do not just deliver services; they serve as mirrors to our service users, reflecting their potential and their inherent worth. Their empathy and resilience are the true assets of our charity.

### The Path Ahead

Looking ahead, we are committed to deepening our impact rather than just widening it. Our focus for the coming months includes:

- **Embracing All Minds:** We will expand our work to include Neuroinclusion, ensuring our spaces are safe for every kind of mind to flourish.
- **Reflection:** We will offer a "Self-Audit" toolkit, inviting organisations to look inward and measure their own growth in inclusivity.
- **Reaching the Unseen:** We will walk further to find those asylum-seeking women still hidden in the shadows of isolation.
- **Sustainability:** We will seek the resources to ensure that projects like NOOR continue to shine, transition from pilot phases to permanent support models.

### Conclusion

Being Woman has continued to punch above its weight, delivering high-quality, innovative interventions with a distinctly human touch. We are immensely proud that in a year of uncertainty, we remained a constant source of support for the most vulnerable.

We offer our deepest gratitude to those who trust us with their stories, to those who serve alongside us, and to those who support our mission. Together, let us continue to build a world where kindness is our currency and where no one walks alone.

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2025**

**FINANCIAL REVIEW**

**Transactions and financial position**

The statement of financial activities shows a net deficit of £16,611. At the balance sheet date, reserves amounted to £40,469 of which £9,311 was subject to restriction.

**Grants, donations and other financial support**

The Charity receives grant income from a variety of sources that supports the delivery of its work. The principal sources are:

- The National Lottery Community Fund
- North East Combined Authority – UK Shared Prosperity Fund
- NCC – Northumberland County Council
- Thriving Together

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2025**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is constituted as a company limited by guarantee and is, therefore, governed by a Memorandum and Articles of Association and governed by Constitution of a Charitable Incorporated Organisation.

**Appointment of trustees**

Appointment of trustees is governed by the Memorandum and Articles of Association, which authorize the committee to appoint new members to fill vacancies that arise during the year and to appoint individuals to the Board who are sympathetic to the Aims and Purposes of the Being Woman and who have professional and personal skills that will contribute to the life, work and development of the organization. Directors /Trustees make sure that charities Safeguarding policy, Tone of voice policy, Code of conduct, conflict of interest policy to be followed by Board members, Staff and Volunteer.

**Organization and management**

On 30th April 2025 there were 4 employees of the Association. Out of this one was full time paid staff and five were part time. There were also 47 volunteers attached to the Charity.

The trustees review all policies and procedures adopted by the organization on a cyclical basis.

During the year they have paid specific attention to the following and have Peninsula HR and Health and safety services on Board to support the charity in implementation of the below:

Staff supervision, Recruitment, Lone Working, ICT, Safeguarding children, young people & vulnerable adults, Safeguarding and Incident management flow chart, holiday entitlements, personnel, safety, harassment, disability, smoking in the workplace, health and safety, salaries, redundancy, confidentiality, use of illegal drugs and substances, equal opportunities, volunteers, staff code of conduct, financial protocols, grievance and discipline, physical security policy, Conflicts of interest policy, GDPR regulations Policy followed by a Health and Safety Audit.

The charity is also registered with ICO for Data handling and protection.

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2025**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Risk Management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate Being Woman's exposure to major risk. This follows through with the robust Safeguarding and Incident management procedure in place.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity name:** Being Woman

**Charity registration number:** 11320319

**Company registration number:** 1189008

**Registered office and Operational address:** Wansbeck Workspace, Rotary Parkway, Ashington,  
Northumberland, England, NE63 8QZ

**Trustees**

The trustees who served during the year were:

- Mohammad Shakir Qureshi
- Hira Usman
- Tinuke Bernard
- Ghazala Yousaf
- Imran Zahid

Approved by order of the board of trustees on 13 February 2026 and signed on its behalf by:

Name: **IMRAN ZAHID** (Trustee)

Signature: 

Date: **13-02-2026**

BEING WOMAN

STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 30 APRIL 2025

INCOME	Unrestricted Funds	Restricted Funds	2025 Total Funds	2024 Total Funds
	£	£	£	£
Current Year Grants & Donations	40,950	81,366	122,316	159,696
<b>Total Grants &amp; Donations</b>	<b>40,950</b>	<b>81,366</b>	<b>122,316</b>	<b>159,696</b>
<b>Expenditure on Charitable Activities</b>				
Volunteer Cost, Delivery Cost, App Development	0	5,060	5,060	4,822
Premises and Administration	10,781	2,852	13,633	16,955
Salaries and Wages	5679	28,092	33,771	51,988
Legal and Professional Fees	1449	1,564	3,013	5,062
Project Expenditure	2212	34,487	36,699	29,498
Membership & Subscription		0	0	0
<b>Total Expenditure on Charitable Activities</b>	<b>20,121</b>	<b>72,055</b>	<b>92,176</b>	<b>108,325</b>
<b>Net Income (Expenditure)</b>	<b>20,829</b>	<b>9,311</b>	<b>30,140</b>	<b>51,371</b>
<b>Reconciliation of Funds</b>				
<b>Total Funds Brought Forward from previous year</b>	20,229	36,850	57,079	50,349
<b>Less Spent in the Year</b>	9,900	36,850	46,750	44,640
<b>Net Previous Year Funds</b>	10,329	0	10,329	5,709
<b>Total Funds Carried Forward</b>	<b>31,158</b>	<b>9,311</b>	<b>40,469</b>	<b>57,080</b>

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/DIRECTORS OF BEING WOMAN FOR THE YEAR ENDED 30 APRIL 2025

I report on the accounts of the charity for the year ended 30 April 2025, which are set out on pages 14 to 20.

### Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) 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 Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

### Basis of independent examiner's statement

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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such accounts;
- where accounts are prepared on an accrual's basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS 102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

Name: Salim Javed

Signed: 

Date: 16/01/2026

Salim Javed (FCCA)  
S&Y Accountants Ltd  
Office Number 201A, 133 High Street  
Barkingside, Essex, England, IG6 2AJ



**BEING WOMAN (Charity Registration Number: 1189008)**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 30 APRIL 2025**

**BALANCE SHEET**

		<b>YEAR 2025</b>	<b>YEAR 2024</b>
	<b>Notes</b>		
<b>FIXED ASSETS</b>			
Tangible Assets		£0	£0
<b>CURRENT ASSETS</b>			
Grant Receivable		£0	£0
Cash at Bank		£40,469	£57,080
Other Receivable		£0	£0
<b>TOTAL CURRENT ASSETS</b>		<b>£40,469</b>	<b>£57,080</b>
<b>CREDITORS</b>			
Amount falling due within one year			
Accruals		£0	£0
		<b>£40,469</b>	<b>£57,080</b>
<b>FUNDS &amp; EQUITY</b>			
Restricted		£9,311	£41,856
Unrestricted		£31,158	£15,224
<b>TOTAL FUNDS</b>		<b>£40,469</b>	<b>£57,080</b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 April 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the

requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small company's regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 13 February 2026 and were signed on its behalf by:

Name: **IMRAN ZAHID** (Director)

Signature: 

Date: **13-02-2026**

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2025

### 1. ACCOUNTING POLICIES:

#### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

#### **Income**

All income is recognized in the Statement of Financial Activities once the charity has entitlement to the funds; it is probable that the income will be received and the amount can be measured reliably.

#### **Expenditure**

Liabilities are recognized as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

#### **Taxation**

All the charity's income is charitable and is applied for charitable purpose, and therefore the income of the charity is not chargeable to corporation tax.

#### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### **Trustees**

No trustee received any remuneration in the period under review.

**NOTES TO THE FINANCIAL STATEMENTS – continued**  
**FOR THE YEAR ENDED 30 APRIL 2025**

**2. GRANTS & DONATIONS**

	Incoming resources	Resources expenses	Movement in funds
	£	£	£
<b>Donations</b>			
Cash Back	303	0	303
Donation - Recycle4charity	27	0	27
Other Income	2,120	0	2,120
<b>Unrestricted Funds</b>			
Unrestricted	38,500	20,121	18,379
<b>Totals Unrestricted Funds</b>	<b>40,950</b>	<b>20,121</b>	<b>20,829</b>
<b>Restricted Funds</b>			
The National Lottery Community Fund	15,000	5,690	9,310
NECA – UKSPF	35,366	35,366	0
NCC - Northumberland County Council	30,000	30,000	0
Thriving Together EDI	1,000	1,000	0
<b>Total Restricted Funds</b>	<b>81,366</b>	<b>72,056</b>	<b>9,310</b>
<b>Total Funds</b>	<b>122,316</b>	<b>92,177</b>	<b>30,139</b>

<b>Previous Year Balance Carry Forward</b>	£	£	£
Other Income	5,689	3,879	1,810
Donation+ Cash back	268	268	0
The Tudor Trust	29,803	29,803	0
MHC - Mental Health Concerns	6,248	6,248	0
Other Projects	9,266	2,994	6,272
Multiply Restricted	5,006	2,759	2,247
Thriving Together-EDI	800	800	0
<b>Total Balance from Previous Year</b>	<b>57,080</b>	<b>46,751</b>	<b>10,329</b>

### 3. SUPPORTS COST

	Governance cost
	£
Legal, accountancy and professional fees	4,467

### 4. TRUSTEE'S REMUNERATION AND BENEFITS

There were no trustee's remuneration or the other benefits for the year ended 30 April 2025 nor for the year ending 30 April 2024.

#### Trustee's expenses

There were no trustee's expenses paid for the year ended 30 April 2025 nor for the year ending 30 April 2024.

### 5. STAFF COSTS

	30 April 2025
	£
Staff cost	46,672

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

	30 April 2025
Operation staff	<u>4</u>

No employees received emoluments in excess of £60,000.

### 6. RELATED PARTY DISCLOSURE

An employee connected to trustee was full time employee of the company. Total salary paid during the year was £15,270 for period ending 30 April 2025. Legal consent has been obtained from the Charity Commission.

### 7. LEGAL STATUS

Being Women is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within the Reference and Administrative Details.

The liability of each member in the event of winding-up is limited to £1.

**BEING WOMAN**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 APRIL 2025**

<b>INCOME</b>	<b>Year ending April 2025</b>	<b>Year ending April 2024</b>
Total Grants Received	£119,866	£158,800
Other Income & PayPal	£2,450	£896
<b>Total Income Received</b>	<b>£122,316</b>	<b>£159,696</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Accountancy & Professional Fee	£3,387	£3,383
Travel by service user and volunteer	£6,156	£2,781
General expense	£711	£1,243
Insurance	£1,258	£2,297
Sundry expense	£1,739	£704
Professional fee	£1,450	£1,450
Evaluation	£0	£400
Project & activity cost	£21,875	£6,930
Pension	£1,300	£1,558
Legal Cost - Consultation	£1,080	£2,280
Hiring Cost, Rent, Lease	£4,352	£13,968
Postage	£171	£192
Stationary	£133	£210
App Maintenance-License	£965	£965
Subscription	£191	£238
Training	£4,975	£2,257
Salaries & wages & PAYE taxes	£46,672	£76,259
Food, essential and emergency supplies	£32,243	£20,390
Bank charges	£59	£134
Job Material / Supplies	£2,245	£0
Volunteer Cost	£4,506	£11,538
IT Costs	£964	£844
Event & Promotional Material	£431	£874
Office Expense	£500	£486
Health & Safety	£1,564	£1,564
<b>Total Expenses</b>	<b>£138,927</b>	<b>£152,945</b>
<b>Total Surplus / Deficit</b>	<b>-£16,611</b>	<b>£6,751</b>

<b>BANK ACCOUNT BALANCE</b>		
Opening bank balance as at 30 April 2024		£57,080
Closing bank balance as at 30 April 2025		£40,469

**BEING WOMAN**

England & Wales - Charity number 1189008

---

# Accounts

---

Charity Registration Number: 1189008

Company Registration Number: 11320319

**BEING WOMAN**  
**A COMPANY LIMITED BY GUARANTEE WITH NO SHARE CAPITAL**  
**(A registered charity)**

**DIRECTORS AND TRUSTEES REPORT**  
**AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**  
**From 01 May 2023 to 30 April 2024**

## **BEING WOMAN**

### **Legal and Administrative Information**

**Company Number:** 11320319 (ENGLAND AND WALES)

**Registered Charity Number:** 1189008

**Trustees:** Mohammad Shakir Qureshi  
Hira Usman  
Ghazala Parveen  
Imran Zahid  
Tinuke Bernard

**Principal Office:** Being Woman  
Ashington Workspace,  
Lintonville Parkway, Ashington,  
Northumberland, England,  
NE63 9JZ

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2024**

The trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance to Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Building on our commitment of "leading the way to inclusion" we entered the new financial year with a clear objective: ***"to create lasting change by embracing and celebrating diversity."***

Our approach to celebration extends beyond mere recognition; it is about fostering awareness, understanding, and meaningful adaptation. By acknowledging the richness of our differences, we have sought to developing innovative and inclusive ways to engage with our service users, ensuring that the support we provide is tailored to meet their unique needs effectively. Making sure that ***"diversity exists not only with the people we engage with but also in ways we communicate, serve and reach out to them."***

**Objective and Activities:**

1. The promotion of equality and diversity for the public benefit by:
  - (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
  - (b) advancing education and raising awareness of equality and diversity;
  - (c) promoting activities to foster understanding between people from diverse backgrounds;
  - (d) conducting or commissioning research on equality and diversity issues and publishing the results to the public;
  - (e) cultivating a sentiment in favour of equality and diversity.
2. To advance the education of, in particular, but not exclusively, women by the provision of:
  - (a) 1:1 sessions and workshops, in particular, but not exclusively, in the subject of basic digital skills that results in a qualification that assists with improving the beneficiaries chances of securing future employment.

We welcome all genders and believe it is critical to engage boys and men to achieve gender equality. We aim to give our service users the best of their artistic and creative abilities through our projects. Our work is all about people, their expressions, dreams and aspirations. We are determined to work for the betterment of people and support them to realise their full potential.

We actively promote social and digital inclusion through our projects and services, leading the way to inclusion in the digital space!

**We engage the audience with language that's simple and easy to understand.**

## **OUR VALUES**

Our services are based on five fundamental values to support our community in the best possible way:

### **1. Delight our community - We put our service users first**

We all work to meet our service user's needs. The relationship we have with our service users is something we continuously invest in and nurture.

### **2. Innovate to Grow - We embrace change**

It's the responsibility of each one of us to find opportunities, improve the way we do things and help our community grow

### **3. Collaborate to Win - We are stronger together**

We use the combined strengths and capabilities of people, services and organisations across teams, regions and functions.

### **4. Safeguard our future - We care**

Each of us acts as a guardian for protecting data, information, assets and our people to safeguard our future.

### **5. Value each other - We work as one team**

We are in this together. We value everyone's contribution and treat each other with respect, trust and integrity.

## **OUR MANIFESTO**

Equality, Diversity, and Inclusion will remain at the forefront of everything we do. We believe "diversity in thinking" and "education" can impact the lives of all people across all sections of society. To make our world more accessible, fair, and open, help our economy grow, and leave no one behind.

Being Woman is committed to creating an inclusive community where ethnically diverse communities gain the skills, network, and knowledge needed to level up. We're equally committed to raising awareness and speaking out against the bias and injustice that ethnically diverse communities face in their careers and lives every day. When people feel safe in their communities and neighbourhoods, they can focus their energy and attention on developing their skills and excelling in their careers.

We are

- Unbound by tradition, we are pioneers and leading the way in Equality, Diversity and Inclusion in Northumberland
- Rooted in the real world, we are a partner to our local organisations and add value through active collaboration
- Committed to our communities, we serve society with openness and integrity

## **THE COMMUNITY WE WORK WITH AND THE CHALLENGES FACED**

Most of our service users include people living in Northumberland through asylum or refugee resettlement programmes and from ethnically diverse communities (Black, Asian Minority & Ethnic Communities). We serve as the space where both our service users and staff, including volunteers, work together to prevent educational, health and socio-economic problems within the communities in Northumberland, resulting from the language barrier, digital exclusion, loneliness, low mood and social isolation.

Being Woman continues to empower women and our communities, focusing on individual resilience, community strength, and the conviction of our mission. Being Woman will continue to evolve to support our communities in Northumberland through trying economic times and career shifts while creating better service provisions that match the pace of innovation and change in their lives.

**Every day, we invest in new ways to reach the most vulnerable in the community by maximising every opportunity we can get!**

## **CREATING LASTING CHANGE**

### **Difference we want to make and what we have achieved!**

Being Woman catalyses change in Northumberland, empowering ethnically diverse communities to excel. This report reflects our organisation's ongoing evolution as we consistently work to enhance our services and advance progress towards our mission. Together, we have grown a community of support that strengthens every member connected through it while driving a movement that seeks to transform the service provision in Northumberland to be more inclusive, diverse, and equitable, ensuring that everyone can take their seat at the table. As we continue this critical work, we stay true to our values and strive to uplift, empower, and inspire our communities everywhere. Together, we can be the change that promotes equality, diversity and inclusion and ensures a better tomorrow. We look to reduce inequality and disadvantage in Northumberland by empowering individuals from isolated communities, disadvantaged areas, and minority groups.

**Through supportive interventions, we aim to promote good mental health, self-esteem and emotional resilience of women, girls and the broader community.**

We have not only impacted individuals but also built a movement towards greater inclusion, we have strengthened Northumberland's social fabric by promoting awareness, understanding and acceptance for all. We have set the foundation for long-term change by equipping individuals with skills that will benefit generations to come.

Our work continues, and **“the impact will only grow stronger as we reach more individuals and break more barriers.”** Together, we are building a future where everyone can thrive.

We have aimed to create a lasting change by,

- 1) Fostering community relations and build a sense of belonging
- 2) Promoting equality, diversity, inclusion and respect for all.
- 3) Empowering our learners with knowledge by providing them with practical trainings, workshops and courses enabling them to become confident and independent contributors to society.
- 4) Our celebrated hybrid mental health and wellbeing services offering offline and online peer support, counselling, and wellbeing sessions, ensuring individuals have the resources to heal, grow, and lead fulfilling lives.
- 5) Sharing growth through collaboration flourishing through partnerships, peer mentoring, or shared learning, where every voice is valued, and every contribution drives meaningful change.
- 6) Cultural exchanges encouraging individuals to share their stories, traditions, and lived experiences. Through storytelling, arts, and creative expression, strengthens interpersonal connections and cross-cultural understanding.

## **STRENGTHS & OPPORTUNITIES**

- Trust among partners and local organisations
- Intellectual capacity
- People who are committed to the work
- Ability to influence policy
- History of successful collaboration
- Successful and proven experience in community projects
- Leading on the Equality, Diversity & Inclusion (EDI) Network for the VCSE Sector in Northumberland

## **OVERALL OUTCOMES**

- Increased equity, fewer people at risk of social exclusion
- Improved access to opportunities, information, advice, services and goods (greater choice)
- Increase in Skills & Confidence Digital & Social Inclusion

## OUR NOTABLE WORK AND IMPACT

A few services that have continued to create a meaningful impact are:

### 1. Strengthening Good Mental Health Practices through EKATA

Supportive and accessible mental health practices are at the heart of our work and something that our team of volunteers and employees always advocate for. Ensuring that our service users participating in SHAKTI feel

- a) Heard – Delivered one-to-one peer support, group sessions, and workshops on coping strategies, stress management, and emotional resilience online and in person.
- b) Supported - Offered specialist mental health training to volunteers and community members, increasing awareness and breaking stigma. Furthermore, provided safe spaces where individuals, including refugees and asylum seekers, can openly share their struggles and receive culturally sensitive support.
- c) Empowered - Supported people in building confidence and social connections, reducing isolation and loneliness to overcome challenges.

**Impact and Why It Matters:** Many of our participants have shown improved self-confidence, better emotional regulation, and a stronger support network. By fostering open conversations around mental health, we have helped create a more inclusive and compassionate community. Good mental health is the foundation of personal and community well-being, enabling individuals to participate fully in society, build careers, and lead fulfilling lives.

### 2. Commitment to Equality, Diversity, and Inclusion (EDI) Network

Our unwavering commitment to equality, diversity, and inclusion has shaped every aspect of our work. At Being Woman, we:

- Champion equal opportunities for people of all ethnic backgrounds, and abilities.
- Provide services tailored to marginalised communities, including refugees, asylum seekers, and women from ethnically diverse backgrounds.
- Ensure language accessibility for those with limited English proficiency.
- Conduct workshops on cultural awareness, anti-racism, and gender equality, educating individuals and organisations on building an inclusive society.
- Raise awareness and understanding through meetings and workshops on the topics of EDI.
- Reach out to the wider communities and organisations but connecting and collaborating on the important matters of EDI.

**Impact and why it matters:** Our work has also influenced local organisations and policymakers to prioritise inclusion. A society that embraces diversity benefits from stronger

social cohesion, innovation, and economic growth. By ensuring equal opportunities, we empower people to reach their full potential.

### **3. Enhancing Numeracy & Financial Literacy Skills – MULTIPLY**

Financial independence is key to personal empowerment, which is why we have prioritised numeracy and financial literacy in our programmes. Through Being Woman’s Multiply Project we have:

- Delivered maths tutoring sessions for parents and children, making numeracy more accessible and engaging.
- Provided financial planning workshops, helping individuals budget, save, and manage their finances effectively.

**Impact and why it matters:** Many participants have developed greater confidence in handling money, managing household expenses, and making progress in their lives. Financial literacy is crucial for breaking cycles of poverty and ensuring long-term stability. By equipping individuals with financial skills, we help them build sustainable futures.

### **4. Support Groups for Good Mental Health & Community Well-Being - CUPSHUP**

Being Woman have actively created hybrid models of safe spaces for healing, growth, and peer support, including:

- Bereavement support groups, where individuals coping with loss can share experiences and find comfort.
- Women’s support groups, empowering women to discuss challenges such as domestic abuse, motherhood, and personal growth.
- Peer mentoring programmes, where individuals with lived experiences guide and support others through their journey of healing and rebuilding confidence.
- Creative therapy and arts-based sessions, using storytelling, painting, and cultural activities to improve mental well-being.

**Impact and why it matters:** These groups have transformed lives by reducing isolation, boosting confidence, and giving individuals a sense of purpose and belonging. Support groups create strong community networks, ensuring that no one has to navigate life’s challenges alone. When people feel supported, they are more likely to contribute positively to society and uplift others.

## **Our model of work:**

Our work and activities are based purely on the HCD – Human-centred design model, focusing on people participating in the activity. Through this model, we have kept our community and users at the heart of everything we do. We promote an active inclusion of disadvantaged and underrepresented groups of people from Ethnically diverse communities who are far from engaging in the community. We want to ensure that their voice and experience are their authentic self-speaking. As a result, they feel safe and supported to engage in our activities and build positive lifestyle changes. It will help us to remove barriers to work in a holistic and integrated way, including through supporting early action, outreach activities and access to local services.

We regularly hold surveys and focus groups involving service users to reflect on the project activity and find improvement areas. These follow-through feedback forms are collected periodically and then collated into statistics to evaluate the impact.

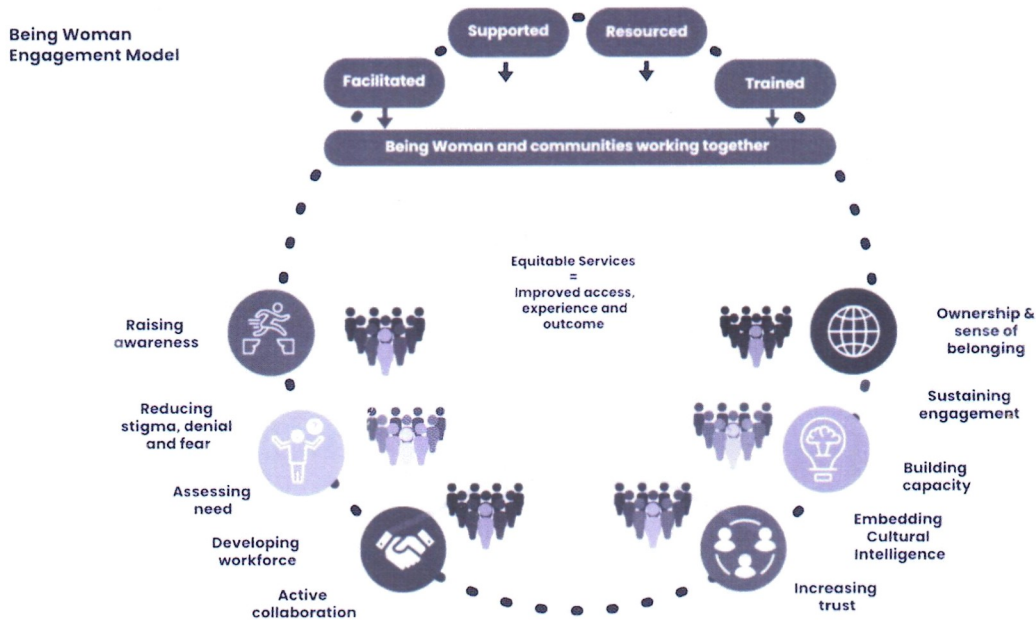
We are committed to a culture where diverse voices are amplified, legal and personal rights are honoured, and marginalized groups are safe, respected, and empowered. Our advocacy campaigns elevate meaningful conversations around women and ethnically diverse communities, challenging stereotypes and spotlighting their contributions to different sectors.

The charity directors meet regularly to review the activities of each area of work and the progress being made. The Board is responsible for the organisation's strategic direction.

## **OUR RANGE OF SERVICES**

- Digital Skills sessions
- English Classes
- Numeracy Skills
- Arts & Crafts sessions
- Early Intervention Mental Health Support
- Early Intervention Domestic Abuse Support
- Food and Essential Boxes Support
- Family Support in collaboration with Northumberland Communities Together
- Raising awareness around Equality, Diversity & Inclusion
- Devices & Data Bank Support in partnership with Good Things Foundation
- Providing information, advice and guidance through our EDI Network on the challenges and topics around EDI
- Conversation Cafes – Cup Shup Sessions

## Our ENGAGEMENT MODEL



## OUR IMPACT

- A Space for Belonging

*“Being part of the EDI Network at Being Woman has been truly transformative. As a woman from a minority background, I often felt unheard, but this space gave me the confidence to share my experiences. The discussions, workshops, and support from others have helped me understand my rights, challenge discrimination, and embrace my identity with pride. It’s more than just a network! It’s a community that empowers and uplifts.”*

*Service user – EDI Network*

- Breaking the Silence

*“Before attending CUP SHUP sessions, I struggled to talk about my mental health. I always thought I had to manage on my own, but Being Woman created a space where I could open up without judgment. The sessions feel like a warm gathering of friends, with meaningful*

*conversations, practical advice, and genuine care. I’ve learned to prioritise my well-being and know that I’m not alone in my journey.”*

*“Service user – CUP SHUP Mental Health Sessions*

- **Finding Confidence in Numbers**

*“Maths was always my biggest fear, but the Multiply Project at Being Woman changed that for me. The sessions were tailored, supportive, and designed to make learning fun and practical. I can now budget better, help my kids with their homework, and even think about applying for a new job that I never felt qualified for before. This programme didn’t just improve my numeracy skills, it gave me confidence in everyday life.”*

*Service user – Multiply Project*

- **A Safe Space for Growth and Empowerment**

Being Woman has been a lifeline for me. I’ve felt heard, supported, and empowered. The organisation truly cares about people’s growth and well-being, and I am so grateful to be part of something that makes a real difference.

*Service user – Data Bank Project*

## **VOLUNTEERING HOURS**

During 2023-2024, we have volunteered **12,740 hours of service** = 7 Full-time positions, An estimated value of £145,745

### **Volunteering - What it means to us?**

Volunteers are the unsung heroes of our ongoing programming efforts and fundraising events. They’re our organisation’s brand and mission ambassadors in the community and directly impact our organisation’s success. Our volunteers offer a tremendous amount of value, which is why the importance of investing in tools and resources to help them thrive is at the heart of our organisation.

## **ROLE OF VOLUNTEERS IN BEING WOMAN**

1. Building Motivation
2. Improving skills and confidence
3. Promoting mental health and wellbeing

## **Testimonials**

- **Making an Impact**

*“Supporting the EDI Network at Being Woman has been one of the most rewarding experiences of my life. Creating safe spaces for open conversations and helping individuals feel seen and valued has deepened my understanding of inclusivity. Every session reminds me how important it is to amplify diverse voices and drive meaningful change. Seeing people gain confidence and feel empowered makes all the effort worthwhile.”*

## EDI Network Volunteer

- A Space to Listen and Support

*“As a volunteer for the CUP SHUP mental health sessions, I’ve seen firsthand how powerful a simple conversation can be. Many people come in feeling isolated, but by the end of a session, they leave with a sense of belonging and hope. Being able to facilitate discussions, provide reassurance, and signpost individuals to further support has been incredibly fulfilling. It’s more than just talking over tea; it’s about building a supportive community”.*

## CUP SHUP Mental Health Sessions Volunteer

- Changing Lives Through Learning

*“Helping people through the Multiply Project and offering guidance on life skills has shown me how crucial basic numeracy and tailored advice can be. Many individuals lack confidence in managing finances or applying for jobs, but with patience and support, they start believing in themselves. Seeing someone light up when they finally understand something they once struggled with is an amazing feeling. I’m proud to be part of an organisation that genuinely changes lives.”*

## Volunteer and Mentor

### Performance and Achievements:

Plans for the 2023- 2024 financial year included:

- Continued recruitment to the Board of Trustees
- Continued recruitment of our volunteers.
- Further developing earned and unrestricted income
- Securing funds to devise and plan projects to create a sustainable response to the current challenges and build resilience in our community.
- Securing funds to rent the premises to run our services and activities
- Securing funds to continue with our services to reach a broader community
- Growing public awareness of our work around Equality, Diversity and Inclusion
- Strengthening partnership relationships with organisations focussed on improving the lives of digitally excluded underrepresented groups and ethnically diverse communities in Northumberland.

Being Woman has accomplished amazing things for diverse women and communities in Northumberland, but we’ve only scratched the surface, and all of this is only possible because of the support of our funders, donors, supporters, volunteers, our team and service users. Our projects and activities have modelled how to do inclusion, diversity and empowerment during the most challenging times of the year. **We believe, “When nobody gets left behind, everybody moves forward”.**

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2024**

**FINANCIAL REVIEW**

**Transactions and financial position**

The statement of financial activities shows a net surplus of £6,751. At the balance sheet date, reserves amounted to £57,080 of which £41,856 was subject to restriction.

**Grants, donations and other financial support**

The Charity receives grant income from a variety of sources that supports the delivery of its work. The principal sources are:

- The National Lottery
- The Tudor Trust
- MHC – Mental Health Concern
- North of Tyne Combined Authority
- Ashington Town Council
- Northumberland County Council
- Citizen Advice Multiply
- CAB-EDI Network

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is constituted as a company limited by guarantee and is, therefore, governed by a Memorandum and Articles of Association and governed by Constitution of a Charitable Incorporated Organisation.

**Appointment of trustees**

Appointment of trustees is governed by the Memorandum and Articles of Association, which authorize the committee to appoint new members to fill vacancies that arise during the year and to appoint individuals to the Board who are sympathetic to the Aims and Purposes of the Being Woman and who have professional and personal skills that will contribute to the life, work and development of the organization. Directors /Trustees make sure that charities Safeguarding policy, Tone of voice policy, Code of conduct, conflict of interest policy to be followed by Board members, Staff and Volunteer.

**Organization and management**

On 30th April 2024 there were 6 employees of the Association. Out of this one was full time paid staff and five were part time. There were also 47 volunteers attached to the Charity. The trustees review all policies and procedures adopted by the organization on a cyclical basis.

During the year they have paid specific attention to the following and have Peninsula HR and Health and safety services on Board to support the charity in implementation of the below:

Staff supervision, Recruitment, Lone Working, ICT, Safeguarding children, young people & vulnerable adults, Safeguarding and Incident management flow chart, holiday entitlements, personnel, safety, harassment, disability, smoking in the workplace, health and safety, salaries, redundancy, confidentiality, use of illegal drugs and substances, equal opportunities, volunteers, staff code of conduct, financial protocols, grievance and discipline, physical security policy, Conflicts of interest policy, GDPR regulations Policy followed by a Health and Safety Audit.

The charity is also registered with ICO for Data handling and protection.

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate Being Woman's exposure to major risk. This follows through with the robust Safeguarding and Incident management procedure in place.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity name:** Being Woman

**Charity registration number:** 11320319

**Company registration number:** 1189008

**Registered office and Operational address:** Ashington Workspace, Lintonville Parkway, Ashington, Northumberland, England, NE63 9JZ

**Trustees**

The trustees who served during the year were: -

Mohammad Shakir Qureshi

Hira Usman

Ghazala Yousaf

Imran Zahid

Tinuke Bernard

Approved by order of the board of trustees on 27 February 2025 and signed on its behalf by:

Name: **IMRAN ZAHID** (Trustee)

Signature: 

Date:

**27-02-2025**

**BEING WOMAN**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 30 APRIL 2024**

<b>INCOME</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2024 Total Funds</b>	<b>2023 Total Funds</b>
	£	£	£	£
Current Year Grants & Donations	13,796	145,900	159,696	143,847
<b>Total Grants &amp; Donations</b>	<b>13,796</b>	<b>145,900</b>	<b>159,696</b>	<b>143,847</b>
<b>Expenditure on Charitable Activities</b>				
Volunteer Cost, Delivery Cost, App Development	0	4,822	4,822	12,751
Premises and Administration	1,072	15,883	16,955	21,829
Salaries and Wages	2495	49,493	51,988	41,623
Legal and Professional Fees	0	5,062	5,062	5,552
Project Expenditure	715	28,784	29,499	14,811
Membership & Subscription	0	0	0	0
<b>Total Expenditure on Charitable Activities</b>	<b>4,282</b>	<b>104,044</b>	<b>108,325</b>	<b>96,566</b>
<b>Net Income (Expenditure)</b>	<b>9,514</b>	<b>41,856</b>	<b>51,371</b>	<b>47,281</b>
<b>Reconciliation of Funds</b>				
<b>Total Funds Brought Forward from previous year</b>	15,799	34,550	50,349	60,742
<b>Less Spent in the Year</b>	10,090	34,550	44,640	57,520
<b>Net Previous Year Funds</b>	5,709	0	5,709	3,222
<b>Total Funds Carried Forward</b>	<b>15,224</b>	<b>41,856</b>	<b>57,080</b>	<b>50,503</b>

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/DIRECTORS OF BEING WOMAN  
FOR THE YEAR ENDED 30 APRIL 2024**

I report on the accounts of the charity for the year ended 30 April 2024, which are set out on pages 18 to 23.

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) 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 Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such accounts;
- where accounts are prepared on an accrual's basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS 102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

Signed: Salim Date: 28/02/2025

Salim Javed (FCCA)  
S&Y Accountants Ltd  
146A Cranbrook Road, Ilford, Essex, IG1 4LZ



**BEING WOMAN (Charity Registration Number: 1189008)**

**BALANCE SHEET**

**FOR THE YEAR ENDED 30 APRIL 2024**

		<b>YEAR 2024</b>	<b>YEAR 2023</b>
	Notes		
<b>FIXED ASSETS</b>			
Tangible Assets		£0	£0
<b>CURRENT ASSETS</b>			
Grant Receivable		£0	£0
Cash at Bank		£57,080	£50,503
Other Receivable		£0	£0
<b>TOTAL CURRENT ASSETS</b>		<b>£57,080</b>	<b>£50,503</b>
<b>CREDITORS</b>			
Amount falling due within one year			
Accruals		£0	£0
		<b>£57,080</b>	<b>£50,503</b>
<b>FUNDS &amp; EQUITY</b>			
Restricted		£41,856	£32,737
Unrestricted		£15,224	£17,766
<b>TOTAL FUNDS</b>		<b>£57,080</b>	<b>£50,503</b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 April 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small company's regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 27 February 2025 and were signed on its behalf by:

Name: (Director) **IMRAN ZAHID**

Signature: 

Date: **27-02-2025**

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024.

### 1. ACCOUNTING POLICIES:

#### **Basis of preparing the financial statements:**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

#### **Income**

All income is recognized in the Statement of Financial Activities once the charity has entitlement to the funds; it is probable that the income will be received and the amount can be measured reliably.

#### **Expenditure**

Liabilities are recognized as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

#### **Taxation**

All the charity's income is charitable and is applied for charitable purpose, and therefore the income of the charity is not chargeable to corporation tax.

#### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### **Trustees**

No trustee received any remuneration in the period under review.

**NOTES TO THE FINANCIAL STATEMENTS – continued  
FOR THE YEAR ENDED 30 APRIL 2024**

**2. GRANTS & DONATIONS**

	Incoming resources	Resources expenses	Movement in funds
	£	£	£
<b>Donations</b>			
Cash Back	220	0	220
Donation - Recycle4charity	48	0	48
PayPal	628	628	0
<b>Unrestricted Funds</b>			
Multiply Unrestricted	12,500	3,634	8,866
<b>Totals Unrestricted Funds</b>	<b>13,396</b>	<b>4,262</b>	<b>9,134</b>
<b>Restricted Funds</b>			
The National Lottery Community Fund	46,000	46,000	0
NCC - Northumberland County Council	20,000	20,000	0
Multiply - North of Tyne Combined Authority	30,500	25,094	5,406
CAB-EDI Network	2,000	1,200	800
The Tudor Trust	38,500	8,697	29,803
MHC - Mental Health Concerns	6,500	252	6,248
Ashington Town Council	2,800	2,800	0
<b>Total Restricted Funds</b>	<b>146,300</b>	<b>104,043</b>	<b>42,257</b>
<b>Total Funds</b>	<b>159,696</b>	<b>108,305</b>	<b>51,391</b>

<b>Previous Year Balance Carry Forward</b>	£	£	£
Tudor Trust	25190	25190	0
Donations	7539	7539	0
Multiply - North Of Tyne Combined Authority	3600	876	2724
MHC - Mental Health Concerns	9360	9360	0
Surplus	294	0	294
Other Income	4365	1674	2691
<b>Total Balance from Previous Year</b>	<b>50348</b>	<b>44639</b>	<b>5709</b>

### 3. SUPPORTS COST

	Governance cost
	£
Legal, accountancy and professional fees	4,833

### 4. TRUSTEE'S REMUNERATION AND BENEFITS

There were no trustee's remuneration or the other benefits for the year ended 30 April 2024 nor for the year ending 30 April 2023.

#### Trustee's expenses

There were no trustee's expenses paid for the year ended 30 April 2024 nor for the year ending 30 April 2023.

### 5. STAFF COSTS

	30 April 2024
	£
Staff costs	76,259

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

	30 April 2024
Operation staff	<u>6</u>

No employees received emoluments in excess of £60,000.

### 6. RELATED PARTY DISCLOSURE

An employee connected to trustee was full time employee of the company. Total salary paid during the year was £39,661 for period ending 30 April 2024. Legal consent has been obtained from the Charity Commission.

### 7. LEGAL STATUS

Being Women is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within the Reference and Administrative Details.

The liability of each member in the even of winding-up is limited to £1.

**BEING WOMAN**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 APRIL 2024**

<b>INCOME</b>		
	<b>2024</b>	<b>2023</b>
Total Grants Received	£158,800	£135,809
Other Income & PayPal	£896	£8,038
<b>Total Income Received</b>	<b>£159,696</b>	<b>£143,847</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Accountancy & Professional Fee	£3,383	£2,829
Travel by service user and volunteer	£2,781	£5,355
General expense	£1,243	£3,730
Insurance	£2,297	£1,059
Sundry expense	£704	£6,389
Phone/data/WIFI		£979
Professional fee	£1,450	£1,450
Evaluation	£400	£0
Project & activity cost	£6,930	£5,790
Pension	£1,558	£1,189
Advice - Consultation	£2,280	£0
Rent	£13,968	£17,275
Postage	£192	£14
Stationary	£210	£419
App Maintenance-License	£965	£0
Subscription	£238	£1,122
Training	£2,257	£439
Salaries & wages & PAYE taxes	£76,259	£66,709
Food, essential and emergency supplies	£20,390	£16,482
Bank charges	£134	£143
Volunteer Cost	£11,538	£15,514
Employer NI		£200
IT Costs	£844	£0
Event & Promotional Material	£874	£0
Office Expense	£486	£6,754
Health & Safety	£1,564	£0
<b>Total Expenses</b>	<b>£152,945</b>	<b>£153,841</b>
<b>Total Surplus / Deficit</b>	<b>£6,751</b>	<b>-£9,994</b>

<b>BANK ACCOUNT BALANCE</b>		
Opening bank balance as at 30 April 2023		<b>£50,503</b>
Closing bank balance as at 30 April 2024		<b>£57,080</b>

**BEING WOMAN**

England & Wales - Charity number 1189008

---

# Accounts

---

Charity Registration Number: 1189008  
Company Registration Number: 11320319

**BEING WOMAN**  
**A COMPANY LIMITED BY GUARANTEE WITH NO SHARE CAPITAL**  
**(A registered charity)**

**DIRECTORS AND TRUSTEES REPORT**  
**AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**  
**From 01 May 2022 to 30 April 2023**

# BEING WOMAN

## Legal and Administrative Information

**Company Number:** 11320319 (ENGLAND AND WALES)

**Registered Charity Number:** 1189008

**Trustees:** Mohammad Shakir Qureshi  
Hira Usman  
Ghazala Yousaf  
Imran Zahid  
Tinuke Bernard

**Principal Office:** Being Woman  
Ashington Workspace,  
Lintonville Parkway, Ashington,  
Northumberland, England,  
NE63 9JZ

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2023**

The trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance to Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**This year, the charity has underpinned its work and strategy under the following, building on our “No Barriers to Inclusion” theme from last year.**

**“LEADING THE WAY TO INCLUSION”**

***Enabling better decisions, and services by BUILDING BETTER BALANCE!***

One of Being Woman’s founding tenets was inclusion at the core. Over the last year, we’ve learned much about what it means to actively put equality at the centre and be an inclusive, diverse community. We also recognise we are a robust platform that can drive change. We’re building our advocate brand voice to amplify our service users’ experiences and help build a more inclusive community.

**Objective and Activities:**

1. The promotion of equality and diversity for the public benefit by:
  - (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
  - (b) advancing education and raising awareness of equality and diversity;
  - (c) promoting activities to foster understanding between people from diverse backgrounds;
  - (d) conducting or commissioning research on equality and diversity issues and publishing the results to the public;
  - (e) cultivating a sentiment in favour of equality and diversity.
2. To advance the education of, in particular, but not exclusively, women by the provision of:
  - (a) 1:1 sessions and workshops, in particular, but not exclusively, in the subject of basic digital skills that results in a qualification that assists with improving the beneficiaries chances of securing future employment.

We welcome all genders and believe it is critical to engage boys and men to achieve gender equality. We aim to give our service users the best of their artistic and creative abilities through our projects. Our work is all about people, their expressions, dreams and aspirations. We are determined to work for the betterment of people and support them to realise their full potential.

We actively promote social and digital inclusion through our projects and services, leading the way to inclusion in the digital space!

**We engage the audience with language that's simple and easy to understand.**

## **OUR VALUES**

Our services are based on five fundamental values to support our community in the best possible way:

### **1. Delight our community - We put our service users first**

We all work to meet our service user's needs. The relationship we have with our service users is something we continuously invest in and nurture.

### **2. Innovate to Grow - We embrace change**

It's the responsibility of each one of us to find opportunities, improve the way we do things and help our community grow

### **3. Collaborate to Win - We are stronger together**

We use the combined strengths and capabilities of people, services and organisations across teams, regions and functions.

### **4. Safeguard our future - We care**

Each of us acts as a guardian for protecting data, information, assets and our people to safeguard our future.

### **5. Value each other - We work as one team**

We are in this together. We value everyone's contribution and treat each other with respect, trust and integrity.

## **OUR MANIFESTO**

Equality, Diversity, and Inclusion will remain at the forefront of everything we do. We believe "diversity in thinking" and "education" can impact the lives of all people across all sections of society. To make our world more accessible, fair, and open, help our economy grow, and leave no one behind.

Being Woman is committed to creating an inclusive community where ethnically diverse communities gain the skills, network, and knowledge needed to level up. We're equally committed to raising awareness and speaking out against the bias and injustice that ethnically diverse communities face in their careers and lives every day. When people feel safe in their communities and neighbourhoods, they can focus their energy and attention on developing their skills and excelling in their careers.

We are

- Unbound by tradition, we are pioneers and leading the way in Equality, Diversity and Inclusion in Northumberland
- Rooted in the real world, we are a partner to our local organisations and add value through active collaboration
- Committed to our communities, we serve society with openness and integrity

## **THE COMMUNITY WE WORK WITH AND THE CHALLENGES FACED**

Most of our service users include people living in Northumberland through asylum or refugee resettlement programmes and from ethnically diverse communities (Black, Asian Minority & Ethnic Communities). We serve as the space where both our service users and staff, including volunteers, work together to prevent educational, health and socio-economic problems within the communities in Northumberland, resulting from the language barrier, digital exclusion, loneliness, low mood and social isolation.

We needed more staff to manage the increased expectations from our community. Due to the ongoing cost of living crisis, we continue to see an influx of referrals for food parcels, domestic abuse support, numeracy skills, ESOL, and digital skills support online. The volunteers have played a crucial role in helping the charity deliver work in all areas.

The current crisis has led to an increased area of our work geographically across Northumberland. While we know funding has made available for food and other essentials, vital services for survivors, ethnically diverse communities, women, and asylum seekers such as drop-ins, therapeutic emotional support, casework, as well as advice specialisms and language support that we provide at our centre are more important than ever.

Moving into 2023, we face an economic downturn and employment layoffs across the community. Being Woman continues to empower women and our communities, focusing on individual resilience, community strength, and the conviction of our mission. Being Woman will continue to evolve to support our communities in Northumberland through trying economic times and career shifts while creating better service provisions that match the pace of innovation and change in their lives.

**Every day, we invest in new ways to reach the most vulnerable in the community by maximising every opportunity we can get!**

## **DIFFERENCE WE WANT TO MAKE**

Being Woman catalyses change in Northumberland, empowering ethnically diverse communities to excel. This report reflects our organisation's ongoing evolution as we consistently work to enhance our services and advance progress towards our mission. Together, we have grown a community of support that strengthens every member connected through it while driving a movement that seeks to transform the service provision in

Northumberland to be more inclusive, diverse, and equitable, ensuring that everyone can take their seat at the table. As we continue this critical work, we stay true to our values and strive to uplift, empower, and inspire our communities everywhere. Together, we can be the change that promotes equality, diversity and inclusion and ensures a better tomorrow.

We aspire to create integrated digital skills and adult education for the community to deliver a more strategic, whole-system approach to post-18 skills. The aim is to make a more coherent and simplified system. This will help more people gain relevant skills for work and progress within their chosen career while supporting local economic growth by forging stronger links between skills providers and employers while creating equal opportunities for people from diverse backgrounds. In addition, we are looking to create a system where everyone is empowered to participate and progress in an increasingly digital society and to learn and succeed in work, thereby helping to reduce inequality and disadvantage.

**Our Vision: ‘To ensure everyone gets the skills they need today to succeed in a fair, inclusive society, thriving economy and digital world tomorrow.’**

We aim to create a sustainable response to the current challenges and build resilience in our community. We want to support unemployed, digitally and socially excluded people, or those affected by the cost-of-living crisis, to help people progress in their lives and careers to realise positive life and work outcomes through tailored support programmes. We look to reduce inequality and disadvantage in Northumberland by empowering individuals from isolated communities, disadvantaged areas, and minority groups.

**Through supportive interventions, we aim to promote good mental health, self-esteem and emotional resilience of women, girls and the broader community.**

## **STRENGTHS & OPPORTUNITIES**

- Trust among partners and local organisations
- Intellectual capacity
- People who are committed to the work
- Ability to influence policy
- History of successful collaboration
- Successful and proven experience in community projects
- Leading on the Equality, Diversity & Inclusion (EDI) Network for the VCSE Sector in Northumberland

## **OVERALL OUTCOMES**

- Increased equity, fewer people at risk of social exclusion
- Improved access to opportunities, information, advice, services and goods (greater choice)
- Increase in Skills & Confidence Digital & Social Inclusion

## **Our model of work:**

Our work and activities are based purely on the HCD – Human-centred design model, focusing on people participating in the activity. Through this model, we have kept our community and users at the heart of everything we do. We promote an active inclusion of disadvantaged and underrepresented groups of people from Ethnically diverse communities who are far from engaging in the community. We want to ensure that their voice and experience are their authentic self-speaking. As a result, they feel safe and supported to engage in our activities and build positive lifestyle changes. It will help us to remove barriers to work in a holistic and integrated way, including through supporting early action, outreach activities and access to local services.

We regularly hold surveys and focus groups involving service users to reflect on the project activity and find improvement areas. These follow-through feedback forms are collected periodically and then collated into statistics to evaluate the impact.

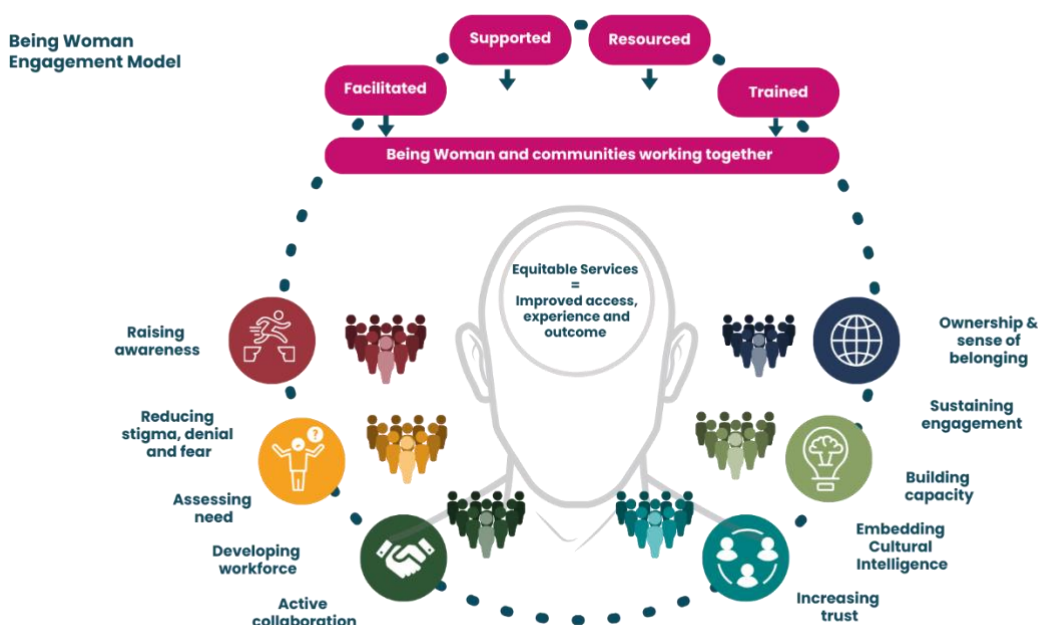
We are committed to a culture where diverse voices are amplified, legal and personal rights are honoured, and marginalized groups are safe, respected, and empowered. Our advocacy campaigns elevate meaningful conversations around women and ethnically diverse communities, challenging stereotypes and spotlighting their contributions to different sectors.

The charity directors meet regularly to review the activities of each area of work and the progress being made. The Board is responsible for the organisation's strategic direction.

## **OUR RANGE OF SERVICES**

- Digital Skills sessions
- English Classes
- Numeracy Skills
- Arts & Crafts sessions
- Early Intervention Mental Health Support
- Early Intervention Domestic Abuse Support
- Food and Essential Boxes Support
- Family Support in collaboration with Northumberland Communities Together
- Raising awareness around Equality, Diversity & Inclusion
- Devices & Data Bank Support in partnership with Good Things Foundation
- Providing information, advice and guidance through our EDI Network on the challenges and topics around EDI
- Conversation Cafes – Cup Shup Sessions
- Cultural Heritage Project – VIRSAFEST Northumberland

## OUR ENGAGEMENT MODEL



## OUR IMPACT

***"For the first time in my life, I feel like I am finally choosing my route. Becoming part of the Being Woman family will empower and push me to become the person I've wanted to be."***

*Service user – Mental health & Wellbeing Cup Shup Sessions*

***"Being Woman empowered me by providing the support to learn digital skills suited to my pace. I had access to resources and hands-on coaching sessions, all led by community members. Interestingly, I was not judged whether I was a beginner or an expert."***

*"Service user – ESOL & Digital skills sessions*

***"I feel connected to everyone. I was given a digital device and got regular data for free from Being Woman. I do not have to worry about using up all my data on my phone. With just a text, I can get my data re-loaded. This is a great service as it helps me not to worry about choosing between buying food or data."***

*Service user – National data bank in partnership with Good Things Foundation*

## **VOLUNTEERING HOURS**

During 2022-2023, we have volunteered **16,410 hours of service** = 9 Full-time positions, An estimated value of £169,515

### **Volunteering - What it means to us?**

Volunteers are the unsung heroes of our ongoing programming efforts and fundraising events. They're our organisation's brand and mission ambassadors in the community and directly impact our organisation's success. Our volunteers offer a tremendous amount of value, which is why the importance of investing in tools and resources to help them thrive is at the heart of our organisation.

### **ROLE OF VOLUNTEERS IN BEING WOMAN**

1. Building Motivation
2. Improving skills and confidence
3. Promoting mental health and wellbeing

### **Testimonials**

***"Thank you for making volunteering so meaningful for me. I wanted to learn new skills and help people in my community. You made it so easy for me. I feel proud of the work I did as part of VIRSA project and was able to showcase my talent. I am so happy. Thank you"***

*VIRSA Design Team Volunteer*

***"I like to volunteer because Being Woman is a great place to learn new skills and gain confidence, and I want people to feel that being here is a positive experience. I feel welcomed here and could exhibit my art and my student's art at the VIRSA event. I was able to showcase my cultural heritage with pride."***

*Ebru Artist*

***"I cannot begin to tell you how happy I am! I have a million things to learn, which is so exciting! I am privileged to learn from the most kind, knowledgeable, and amazing people at Being Woman! I cannot thank Being Woman enough for the opportunity to volunteer with the operations team! The quality of the instruction, materials, and community is beyond any expectation I could have had, no exception. My drive and their motivation have put me in a place to go after my dreams!"***

*Volunteer – Share Karo App*

### **Performance and Achievements:**

Plans for the 2022- 2023 financial year included:

- Continued recruitment to the Board of Trustees
- Continued recruitment of our volunteers.

- Further developing earned and unrestricted income
- Securing funds to devise and plan projects to create a sustainable response to the current challenges and build resilience in our community.
- Securing funds to rent the premises to run our services and activities
- Securing funds to continue with our services to reach a broader community
- Growing public awareness of our work around Equality, Diversity and Inclusion
- Strengthening partnership relationships with organisations focussed on improving the lives of digitally excluded underrepresented groups and ethnically diverse communities in Northumberland.
- **Additionally, we been awarded the prestigious Queen’s Award for Voluntary Service (MBE for Voluntary Sector and Charities), further underscoring its commitment to exemplary voluntary and community service. This recognition highlights the organisation’s exceptional contributions to the community and its dedication to positively impacting it through voluntary initiatives. The Queen’s Award for Voluntary Service is a testament to Being Woman Charity’s outstanding work, reinforcing its credibility and expertise in delivering meaningful activities that benefit the community.**

Being Woman has accomplished amazing things for diverse women and communities in Northumberland, but we've only scratched the surface, and all of this is only possible because of the support of our funders, donors, supporters, volunteers, our team and service users. Our projects and activities have modelled how to do inclusion, diversity and empowerment during the most challenging times of the year. We believe, “When nobody gets left behind, everybody moves forward”.



*Elizabeth II*

## Elizabeth the Second,

By the Grace of God of the United Kingdom of Great Britain and Northern Ireland  
and of Our other Realms and Territories Queen, Defender of the Faith, to

### *Being Woman*

*Promoting good mental health, diversity and inclusion,  
pioneering equality to break down barriers.*

Greeting!

We being cognisant of the said group's outstanding voluntary work in the community,  
and being desirous of showing Our Royal Favour do hereby confer upon it:

### **The Queen's Award for Voluntary Service for voluntary service by groups in the community 2022**

for such period as the group continues to provide its current service and do  
hereby give permission for the authorised emblem of the said Award to be  
displayed on the group's letterhead and other public material.

Given at Our Court of Saint James's under Our Royal Sign Manual this  
second day of June 2022 in the seventy-first year of Our Reign.



**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2023**

**FINANCIAL REVIEW**

**Transactions and financial position**

The statement of financial activities shows a net deficit of £9,994. At the balance sheet date, reserves amounted to £50,503 of which £32,737 was subject to restriction.

**Grants, donations and other financial support**

The Charity receives grant income from a variety of sources that supports the delivery of its work. The principal sources are:

- The National Lottery
- The Tudor Trust
- Good Things Foundation
- NCAB – Multiply
- CAN - Citizen Advice Northumberland
- MHC – Mental Health Concern
- Vonne NTCA
- Ashington Town Council

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2023**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is constituted as a company limited by guarantee and is, therefore, governed by a Memorandum and Articles of Association and governed by Constitution of a Charitable Incorporated Organisation.

**Appointment of trustees**

Appointment of trustees is governed by the Memorandum and Articles of Association, which authorize the committee to appoint new members to fill vacancies that arise during the year and to appoint individuals to the Board who are sympathetic to the Aims and Purposes of the Being Woman and who have professional and personal skills that will contribute to the life, work and development of the organization. Directors /Trustees make sure that charities Safeguarding policy, Tone of voice policy , Code of conduct , conflict of interest policy to be followed by Board members, Staff and Volunteer.

**Organization and management**

On 30th April 2023 there were 7 employees of the Association. Of these one was full time paid staff and six were part time. There were also 47 volunteers attached to the Charity. The trustees review all policies and procedures adopted by the organization on a cyclical basis.

During the year they have paid specific attention to the following and have Peninsula HR and Health and safety services on Board to support the charity in implementation of the below:

Staff supervision, Recruitment, Lone Working, ICT, Safeguarding children, young people & vulnerable adults, Safeguarding and Incident management flow chart, holiday entitlements, personnel, safety, harassment, disability, smoking in the workplace, health and safety, salaries, redundancy, confidentiality, use of illegal drugs and substances, equal opportunities, volunteers, staff code of conduct, financial protocols, grievance and discipline. Coronavirus Tool Kits and Risk assessments, physical security policy, Conflicts of interest policy, GDPR regulations Policy followed by a Health and Safety Audit. The charity is also registered with ICO for Data handling and protection.

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2023**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate Being Woman's exposure to major risk. This follows through with the robust Safeguarding and Incident management procedure in place.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity name:** Being Woman

**Charity registration number:** 11320319

**Company registration number:** 1189008

**Registered office and Operational address:** Ashington Workspace, Lintonville Parkway, Ashington, Northumberland, England, NE63 9JZ

**Trustees**

The trustees who served during the year were:-

Mohammad Shakir Qureshi

Hira Usman

Ghazala Yousaf

Imran Zahid

Tinuke Bernard

Approved by order of the board of trustees on 29 February 2024 and signed on its behalf by:

Name: **IMRAN ZAHID** (Trustee)

Signature: 

Date: **29-02-2023**

**BEING WOMAN**

**STATEMENT OF FINANCIAL ACTIVITIES**

**(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)**

**FOR THE YEAR ENDED 30 APRIL 2023**

<b>INCOME</b>	<b>Unrestrict ed Funds</b>	<b>Restrict ed Funds</b>	<b>2023 Total Funds</b>	<b>2022 Total Funds</b>
	£	£	£	£
Grants & Donations	19,237	124,610	143,847	162,621
<b>Total Grants &amp; Donations</b>	<b>19,237</b>	<b>124,610</b>	<b>143,847</b>	<b>162,621</b>
<b>Expenditure on Charitable Activities</b>				
Volunteer Cost, Delivery Cost, App Development	0	12,751	12,751	12,225
Premises and Administration	2,945	18,884	21,829	8,850
Salaries and Wages	0	41,623	41,623	58,498
Legal and Professional Fees	0	5,552	5,552	5,442
Project Expenditure	605	14,206	14,811	17,571
Membership & Subscription	0	0	0	0
<b>Total Expenditure on Charitable Activities</b>	<b>3,550</b>	<b>93,016</b>	<b>96,566</b>	<b>102,586</b>
<b>Net Income (Expenditure)</b>	<b>15,687</b>	<b>31,594</b>	<b>47,281</b>	<b>60,035</b>
<b>Reconciliation of Funds</b>				
<b>Total Funds Brought Forward from previous year</b>	<b>2,079</b>	<b>58,663</b>	<b>60,742</b>	<b>39,395</b>
<b>Less Spent in the Year</b>	<b>0</b>	<b>57,520</b>	<b>57,520</b>	<b>38,688</b>
<b>Net Previous Year Funds</b>	<b>2,079</b>	<b>1,143</b>	<b>3,222</b>	<b>707</b>
<b>Total Funds Carried Forward</b>	<b>17,766</b>	<b>32,737</b>	<b>50,503</b>	<b>60,742</b>

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/DIRECTORS OF BEING WOMAN  
FOR THE YEAR ENDED 30 APRIL 2023**

I report on the accounts of the charity for the year ended 30 April 2023, which are set out on pages from 17 to 23.

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) 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 Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such accounts;
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS 102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

Signed: Salim Date: 29/02/2023

Salim Javed (FCCA)  
S&Y Accountants Ltd  
146A Cranbrook Road, Ilford, Essex, IG1 4LZ



**BEING WOMAN (Charity Registration Number: 1189008)**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 30 APRIL 2023**

		YEAR 2023	YEAR 2022
	Notes		
<b>FIXED ASSETS</b>			
Tangible Assets		£0	£0
<b>CURRENT ASSETS</b>			
Gran Receivable		£0	£20,000
Cash at Bank		£50,503	£33,742
Other Receivable		£0	£7,000
<b>TOTAL CURRENT ASSETS</b>		<b>£50,503</b>	<b>£60,742</b>
<b>CREDITORS</b>			
Amount falling due within one year			
Accruals		£0	£0
		<b>£50,503</b>	<b>£60,742</b>
<b>FUNDS &amp; EQUITY</b>			
Restricted		£32,737	£58,663
Unrestricted		£17,766	£2,079
<b>TOTAL FUNDS</b>		<b>£50,503</b>	<b>£60,742</b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 April 2023 in accordance with Section 476 of the Companies Act 2006.


The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394

- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 29 February 2024 and were signed on its behalf by:

Name: (Director) IMRAN ZAHID  
Signature:   
Date: 29-02-2023

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023.**

### **1. ACCOUNTING POLICIES:**

#### **Basis of preparing the financial statements:**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

#### **Income**

All income is recognized in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

#### **Expenditure**

Liabilities are recognized as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

#### **Taxation**

All the charity's income is charitable and is applied for charitable purpose, and therefore the income of the charity is not chargeable to corporation tax.

#### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### **Trustees**

No trustee received any remuneration in the period under review.

**NOTES TO THE FINANCIAL STATEMENTS – continued  
FOR THE YEAR ENDED 30 APRIL 2023**

**2. GRANTS & DONATIONS**

	Incoming resources	Resources expenses	Movement in funds
	£	£	£
<b>Donations</b>			
Other Donations	8,005	465	7,540
Donation - Recycle4charity	33	0	33
<b>Unrestricted Funds</b>			
Astington Town Council	979	979	0
Vonne NTCA	1,500	1,500	0
Other income	1,990	605	1,385
<b>Totals Unrestricted Funds</b>	<b>12,507</b>	<b>3,549</b>	<b>8,958</b>
<b>Restricted Funds</b>			
The National Lottery	49,000	49,000	0
GTF (Good Things Foundation)	21,240	21,240	0
NCAB - Multiply	12,500	8,900	3,600
CAN - Citizen Advice Northumberland	3,600	3,600	0
Tudor Trust	35,000	9,637	25,363
MHC - Mental Health Concern	10,000	640	9,360
<b>Total Restricted Funds</b>	<b>131,340</b>	<b>93,017</b>	<b>38,323</b>
<b>Total Funds</b>	<b>143,847</b>	<b>96,566</b>	<b>47,281</b>

<b>Previous Year Balance Carry Forward</b>	£	£	£
Tudor Trust	28200	28200	0
NCC	15350	15350	0
GTF - CRF	4927.98	4333	594.98
MHC	8783	8783	0
Kick Start	2712	342	2370
Surplus	707	412	295
<b>Total Balance from Previous Year</b>	<b>60679.98</b>	<b>57420</b>	<b>3259.98</b>

### 3. SUPPORTS COST

	Governance cost
	£
Legal, accountancy and professional fees	4,279

### 4. TRUSTEE'S REMUNERATION AND BENEFITS

There were no trustee's remuneration or the other benefits for the year ended 30 April 2023 nor for the year ending 30 April 2022.

#### Trustee's expenses

There were no trustee's expenses paid for the year ended 30 April 2023 nor for the year ending 30 April 2022.

### 5. STAFF COSTS

	30 April 2023
	£
Staff costs	66,709

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

	30 April 2023
Operation staff	<u>7</u>

No employees received emoluments in excess of £60,000.

### 6. RELATED PARTY DISCLOSURE

An employee connected to trustee was full time employee of the company. Total salary paid during the year was £39,470 for period ending 30 April 2023. Legal consent has been obtained from the Charity Commission.

### 7. LEGAL STATUS

Being Women is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within the Reference and Administrative Details.

The liability of each member in the even of winding-up is limited to £1.

**BEING WOMAN****DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 APRIL 2023**

<b>INCOME</b>		
	2023	2022
Total Grants Received	£135,809	£156,855
Total Donations Received	£8,038	£5,766
<b>Total Income Received</b>	<b>£143,847</b>	<b>£162,621</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Accountancy	£2,829	£2,618
Travel by service user and volunteer	£5,355	£5,584
General expense	£3,730	£997
Insurance	£1,059	£1,633
Sundry expense	£6,309	£4,716
Phone/data/WIFI	£979	£172
Professional fee	£1,450	£1,450
Project & activity cost	£5,790	£6,522
Pension	£1,189	£3,282
Health & Safety	£1,564	£1,564
Rent	£17,275	£8,800
Postage	£14	£105
Stationary	£419	£358
Subscription	£1,122	£920
Training	£439	£850
Salaries & wages & PAYE taxes	£66,709	£78,430
Food, essential and emergency supplies	£16,482	£15,258
Bank charges	£143	£143
Volunteer expense & delivery cost	£15,514	£6,058
Helpline	£80	£72
Employer NI	£200	£963
IT costs	£0	£602
Office expense	£6,754	£0
<b>Total Expenses</b>	<b>£153,841</b>	<b>£141,097</b>
<b>Total Deficit</b>	<b>-£9,994</b>	<b>£21,524</b>

<b>BANK ACCOUNT DETAILS</b>	
Opening bank balance as at 01st of April 2022	£33,497
This year deficit, year ending 30th April 2023	£9,994
Grant received in May 2022	£20,000
Other receivable paid in May 2022	£7,000
<b>Total closing bank balance as at 30th April 2023</b>	<b>£50,503</b>

**BEING WOMAN**

England & Wales - Charity number 1189008

---

# Accounts

---

Charity Registration Number: 1189008  
Company Registration Number: 11320319

**BEING WOMAN**  
**A COMPANY LIMITED BY GUARANTEE WITH NO SHARE CAPITAL**  
**(A registered charity)**

**DIRECTORS AND TRUSTEES REPORT**  
**AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**  
**From 01 May 2021 to 30 April 2022**

# BEING WOMAN

## Legal and Administrative Information

**Company Number:** 11320319 (ENGLAND AND WALES)

**Registered Charity Number:** 1189008

**Trustees:** Mohammad Shakir Qureshi  
Hira Usman  
Ghazala Parveen  
Imran Zahid  
Tinuke Bernard

**Principal Office:** Being Woman  
Office 1  
YMCA Northumberland  
North View, Ashington  
Northumberland, England  
NE63 9XQ

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2022**

The trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance to Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**OBJECTIVES AND ACTIVITIES**

**This year the charity has underpinned its work under the following:**

**“NO BARRIERS TO INCLUSION”**

*When you give with meaning, everyone thrives.*

**Objective and Activities:**

1. The promotion of equality and diversity for the public benefit by:
  - (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
  - (b) advancing education and raising awareness of equality and diversity;
  - (c) promoting activities to foster understanding between people from diverse backgrounds;
  - (d) conducting or commissioning research on equality and diversity issues and publishing the results to the public;
  - (e) cultivating a sentiment in favour of equality and diversity.
2. To advance the education of, in particular, but not exclusively, women by the provision of:
  - (a) sessions and workshops, in particular, but not exclusively, in the subject of basic digital skills that results in a qualification being obtained that assists with improving the beneficiaries chances of securing future employment.

We welcome all genders and believe it is critical to engage boys and men to achieve gender equality. We aim to give our service users the best of their artistic and creative abilities through our projects. Our work is all about people, their expressions, dreams and aspirations. We are determined to work for the betterment of people and support them to realise their full potential.

We actively promote social and digital inclusion through our projects and services, leading the way to inclusion in the digital space!

**We engage the audience with language that's simple and easy to understand.**

## **OUR VALUES**

Our services are based on five fundamental values to support our community in the best possible way:

### **1. Delight our community - We put our service users first**

We all work to meet our service user's needs. The relationship we have with our service users is something we continuously invest in and nurture.

### **2. Innovate to Grow - We embrace change**

It's the responsibility of each one of us to find opportunities, improve the way we do things and help our community grow

### **3. Collaborate to Win - We are stronger together**

We use the combined strengths and capabilities of people, services and organisations across teams, regions and functions.

### **4. Safeguard our future - We care**

Each of us acts as a guardian for protecting data, information, assets and our people to safeguard our future.

### **5. Value each other - We work as one team**

We are in this together. We value everyone's contribution and treat each other with respect, trust and integrity.

## **OUR MANIFESTO**

We believe "diversity in thinking" and "education" can impact the lives of all people across all sections of society. To make our world more accessible, fair and open, help our economy grow, and leave no one behind.

We are

- Unbound by tradition, we are pioneers and leading the way in Equality, Diversity and Inclusion in Northumberland
- Rooted in the real world, we are a partner to our local organisations and add value through active collaboration

- Committed to our communities, we serve society with openness and integrity

## **THE COMMUNITY WE WORK WITH AND THE CHALLENGES FACED**

Most of our service users include people living in Northumberland through asylum or refugee resettlement programmes and from ethnically diverse communities (Black, Asian Minority & Ethnic Communities). We serve as the space where both our service users and staff, including volunteers, work together to prevent the occurrence of educational, health and socio-economic problems within the communities in Northumberland, resulting from the language barrier, digital exclusion, loneliness, low mood and social isolation.

We needed more staff to manage the increased expectation from our community. From lockdown, we have seen an influx of referrals for food parcels, domestic abuse support, ESOL, and digital skills support online. The volunteers have played a crucial role in supporting the charity with its delivery of work in all areas.

The current crisis has led to an increased area of our work geographically across Northumberland. While we know funding has made available for food and other essentials, vital services for survivors, ethnically diverse communities, women, and asylum seekers such as drop-ins, therapeutic emotional support, casework, as well as advice specialisms and language support that we provide at our centre are more important than ever.

**Every day we invest in new ways to reach the most vulnerable in the community by maximising every opportunity we can get!**

## **DIFFERENCE WE WANT TO MAKE**

We aspire to create integrated digital skills and adult education for the community to deliver a more strategic, whole-system approach to post- 18 skills. The aim is to create a more coherent and simplified system. This will help more people gain relevant skills for work and progress within their chosen career while supporting local economic growth by forging stronger links between skills providers and employers while creating equal opportunities for people from diverse backgrounds. In addition, we are looking to create a system where everyone is empowered to participate and progress in an increasingly digital society and to learn and succeed in work, thereby helping to reduce inequality and disadvantage.

**Our Vision: ‘To make sure everyone gets the skills they need today to succeed in a fair, inclusive society, thriving economy and digital world tomorrow.’**

We aim to create a sustainable response to the current challenges and build resilience in our community. We want to support unemployed, digitally and socially excluded people, or those affected by COVID-19, to help people progress in their life and career to realise positive life and work outcomes through a tailored support programme. We look to reduce inequality and disadvantage in Northumberland by empowering individuals from isolated communities, disadvantaged areas, and minority groups.

**We aim to promote good mental health, self-esteem and emotional resilience of women, girls and the broader community through supportive interventions.**

## **STRENGTHS & OPPORTUNITIES**

- Trust among partners and local organisations
- Intellectual capacity
- People who are committed to the work
- Ability to influence policy
- History of successful collaboration
- Successful and proven experience in community projects

## **OVERALL OUTCOMES**

- Increased equity, fewer people at risk of social exclusion
- Improved access to opportunities, information, advice, services and goods (greater choice)
- Increase in Skills & Confidence Digital & Social Inclusion

### **Our model of work:**

Our work and activities are based purely on the HCD – Human-centred design model, focusing on people participating in the activity. Through this model, we have kept our community and users at the heart of everything we do. We promote an active inclusion of disadvantaged and underrepresented groups of people from Ethnically diverse communities who are far from engaging in the community. We want to ensure that their voice and experience are their authentic self-speaking. As a result, they feel safe and supported to engage in our activities and build positive lifestyle changes. It will help us to remove barriers to work in a holistic and integrated way, including through supporting early action, outreach activities and access to local services.

We regularly hold surveys and focus groups involving service users to reflect on the project activity and find improvement areas. These follow-through feedback forms are collected periodically and then collated into statistics to evaluate the impact.

The charity directors meet regularly to review the activities of each area of work and the progress being made. The Board is responsible for the strategic direction of the organisation.

## **OUR RANGE OF SERVICES**

- Digital Skills sessions
- English Classes
- Arts & Crafts sessions
- Early Intervention Mental Health Support
- Early Intervention Domestic Abuse Support
- Anywhere Attend Appointments for NHS Northumbria Healthcare Trust
- Food and Essential Boxes Support
- Family Support in collaboration with Northumberland Communities Together
- Raising awareness around Equality, Diversity & Inclusion
- Devices & Data Bank Support in partnership with Good Things Foundation

## **OUR IMPACT**

“If it weren’t for this, I wouldn’t be going forward. I got skills and am in a better position to support my children. I had lost all hope, but I had a chance to get together. Being Woman gave me the opportunity to do that. I’m excited about what’s going to happen next.”

*Service user – ESOL & Digital skills sessions*

“Being Woman helped me learn to read, write, and speak basic words to help me get through the day. Learning English is important to me because my life depends on it. I want to make something of myself one day and need the education to do that.”

*Service user – ESOL & Digital skills sessions*

“I love coming here and have referred friends and family to enrol at Being Woman. I like it because the staff is nice and helps me a lot. I can take food for my family and also get my bus pass. I feel safe and supported.”

*Service user – ESOL & Digital skills sessions*

## **VOLUNTEERING HOURS**

During 2021-2022, we have volunteered 13,140 hours of service = 7.2 Full-time positions, An estimated value of £117,077.

## **Volunteering - What it means to us?**

Volunteers are the unsung heroes of our ongoing programming efforts and fundraising events. They're our organisation's brand and mission ambassadors in the community and directly impact our organisation's success. Our volunteers offer a tremendous amount of value, which is why the importance of investing in tools and resources to help them thrive is at the heart of our organisation.

## **ROLE OF VOLUNTEERS IN BEING WOMAN**

1. Building Motivation
2. Improving skills and confidence
3. Promoting mental health and wellbeing

## **Testimonials**

"I love to volunteer for Being Woman during my holidays. I feel proud of myself, stronger and more confident to serve my community. I love Northumberland and want to join British Army and join special forces when I grow up. I want to help every child get a better education, feel happy and be the best they can be in their lives."

*Youngest Volunteer of the year*

"I like to volunteer because Being Woman is a great place to learn about, and I want people to feel that being here is a positive experience. I feel welcomed here because the students in my art class are so kind and eager to learn...even when I make mistakes!"

*Ebru Artist*

"Volunteering is my passion, and I feel proud to support the charity with its mission. I am a nurse from Lebanon, and my volunteering role has helped me gain new skills whilst updating my existing skills. So, I feel super happy to be part of Being Woman."

*Volunteer Coordinator*

"I feel valued at Being Woman. Volunteering on the Heritage project has given me confidence in my craft. Thank you!"

*Bakery Chef*

## **Performance and Achievements:**

Plans for the 2021- 2022 financial year included:

- Continued recruitment to the Board of Trustees
- Continued recruitment of our volunteers.
- Further developing earned and unrestricted income
- Securing funds to devise and plan projects to create a sustainable response to the current challenges and build resilience in our community.
- Securing funds to rent the premises to run our services and activities
- Securing funds to continue with our services to reach a broader community
- Growing public awareness of our work around Equality, Diversity and Inclusion
- Strengthening partnership relationships with organisations focussed on improving the lives of digitally excluded underrepresented groups and ethnically diverse communities in Northumberland.
- Been awarded the Purple Plaque from the Office of National Statistics
- Been recognised as the Digital Census Centre for ONS Census 2021
- Nominated for the Queen’s Award for Voluntary Services

Our projects and activities have modelled how to do inclusion, diversity and empowerment during the most challenging times of the year. We believe, “When nobody gets left behind, everybody moves forward”.

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2022**

**FINANCIAL REVIEW**

**Transactions and financial position**

The statement of financial activities shows a net surplus of £21,524. At the balance sheet date, reserves amounted to £60,742 of which £58,663 was subject to restriction.

**Grants, donations and other financial support**

The Charity receives grant income from a variety of sources that supports the delivery of its work. The principal sources are:

- The National lottery Community Fund
- The Tudor Trust
- Northumberland Communities Together
- Police Crime Commission - MOJ Uplift Fund
- Mental Health Concern
- Kick Start Scheme
- Good Things Foundation - Community Regeneration Fund
- Citizen Advice Northumberland - Heritage Project
- Health Watch Northumberland
- Good Things Foundation
- NHS Trust
- Northern Cancer Alliance

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2022**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is constituted as a company limited by guarantee and is, therefore, governed by a Memorandum and Articles of Association and governed by Constitution of a Charitable Incorporated Organisation.

**Appointment of trustees**

Appointment of trustees is governed by the Memorandum and Articles of Association, which authorize the committee to appoint new members to fill vacancies that arise during the year and to appoint individuals to the Board who are sympathetic to the Aims and Purposes of the Being Woman and who have professional and personal skills that will contribute to the life, work and development of the organization. Directors /Trustees make sure that charities Safeguarding policy, Tone of voice policy , Code of conduct , conflict of interest policy to be followed by Board members, Staff and Volunteer.

**Organization and management**

On 30th April 2022 there were 6 employees of the Association. Of these two was full time paid staff and four were part time. There were also around 100 volunteers attached to the Charity.

The trustees review all policies and procedures adopted by the organization on a cyclical basis.

During the year they have paid specific attention to the following and have Peninsula HR and Health and safety services on Board to support the charity in implementation of the below:

Staff supervision, Recruitment, Lone Working, ICT, Safeguarding children, young people & vulnerable adults, Safeguarding and Incident management flow chart, holiday entitlements, personnel, safety, harassment, disability, smoking in the workplace, health and safety, salaries, redundancy, confidentiality, use of illegal drugs and substances, equal opportunities, volunteers, staff code of conduct, financial protocols, grievance and discipline. Coronavirus Tool Kits and Risk assessments, physical security policy, Conflicts of interest policy, GDPR regulations Policy followed by a Health and Safety Audit. The charity is also registered with ICO for Data handling and protection.

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2022**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate Being Woman's exposure to major risk. This follows through with the robust Safeguarding and Incident management procedure in place.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity name:** Being Woman

**Charity registration number:** 11320319

**Company registration number:** 1189008

**Registered office and Operational address:** Being Woman, Office 1, YMCA Northumberland, North View, Ashington, Northumberland, England, NE63 9XQ

**Trustees**

The trustees who served during the year were:-

Mohammad Shakir Qureshi

Hira Usman

Imran Zahid

Ghazala Parveen

Tinuke Bernard

**Resignations**

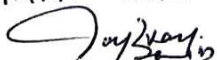
Shakirah Mustapha Tahir ((Resigned on 29 April 2022)

Dr Edna Corredor Vega (Resigned on 29 April 2022)

Keeleigh Scriven (Resigned on 11 June 2021)

Approved by order of the board of trustees on 14 February 2023 and signed on its behalf by:

Name: **IMRAN ZAHID** (Trustee)

Signature: 

Date: **14-02-2023**

**BEING WOMAN****STATEMENT OF FINANCIAL ACTIVITIES****(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)****FOR THE YEAR ENDED 30 APRIL 2022**

<b>INCOME</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2022 Total Funds</b>
	£	£	£
Grants, Income and Donations	5,766	156,855	162,621

<b>Total Grants, Income and Donations</b>	<b>5,766</b>	<b>156,855</b>	<b>162,621</b>
---	--------------	----------------	----------------

<b>Expenditure on Charitable Activities</b>			
Volunteer Cost, Delivery Cost, App Development	146	12,079	12,225
Premises and Administration	1,056	7,794	8,850
Salaries and Wages	2,255	56,243	58,498
Marketing and Promotions	0	0	0
Legal and Professional Fees	0	5,442	5,442
Project Expenditure	576	16,995	17,571
Membership & Subscription	0	0	0
<b>Total Expenditure on Charitable Activities</b>	<b>4,033</b>	<b>98,553</b>	<b>102,586</b>
<b>Net Income (Expenditure)</b>	<b>1,733</b>	<b>58,302</b>	<b>60,035</b>

<b>Reconciliation of Funds</b>			
Total Funds Brought Forward from previous year	346	39,049	39,395
Less spent in the year	0	38,688	38,688
Net Previous Year Funds	346	361	707

<b>Total Funds Carried Forward</b>	<b>2,079</b>	<b>58,663</b>	<b>60,742</b>
------------------------------------	--------------	---------------	---------------

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/DIRECTORS OF BEING WOMAN  
FOR THE YEAR ENDED 30 APRIL 2022**

I report on the accounts of the charity for the year ended 30 April 2022, which are set out on pages 15 to 20.

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) 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 Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such accounts;
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS 102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

Signed: Salim Javed

Date: 17/02/2023

Salim Javed (FCCA)  
S&Y Accountants Ltd  
146A Cranbrook Road, Ilford, Essex, IG1 4LZ



**BEING WOMAN (Charity Registration Number: 1189008)**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 30 APRIL 2022**

	<b>Year 2022</b>	<b>Year 2021</b>
<b>FIXED ASSETS</b>		
Tangible Assets	£0	£0
<b>CURRENT ASSETS</b>		
Grant Receivable	£20,000	£0
Cash at Bank	£33,742	£39,395
Other Receivable	£7,000	£0
<b>TOTAL CURRENT ASSETS</b>	<b>£60,742</b>	<b>£39,395</b>
<b>CREDITORS</b>		
<b>Amount falling due within one year</b>	£0	£0
<b>TOTAL ASSETS LESS LIABILITIES</b>	<b>£60,742</b>	<b>£39,395</b>
<b>FUNDS</b>		
Restricted	£58,663	£39,049
Unrestricted	£2,079	£346
<b>TOTAL FUNDS</b>	<b>£60,742</b>	<b>£39,395</b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 April 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394

and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 14 February 2023 and were signed on its behalf by:

Name: (Director) IMRAN ZAHID

Signature: 

Date: 14-02-2023

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2021.**

### **1. ACCOUNTING POLICIES:**

#### **Basis of preparing the financial statements:**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

#### **Income**

All income is recognized in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

#### **Expenditure**

Liabilities are recognized as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

#### **Taxation**

All the charity's income is charitable and is applied for charitable purpose, and therefore the income of the charity is not chargeable to corporation tax.

#### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### **Trustees**

No trustee received any remuneration in the period under review.

**NOTES TO THE FINANCIAL STATEMENTS – continued  
FOR THE YEAR ENDED 30 APRIL 2022.**

**2. GRANTS & DONATIONS**

	Incoming resources	Resources expenses	Movement in funds
	£	£	£
<b>Unrestricted Funds &amp; Donations</b>			
PayPal	684	546.23	138
Other Donations	1,087	1087	0
Dynamo/MHC	395	295	100
Ideas Forum	3,600	2105	1,495
<b>Totals Unrestricted Funds</b>	<b>5,766</b>	<b>4,033</b>	<b>1,733</b>

<b>Restricted Funds</b>			
The National lottery Community Fund	40,000	40,000	0
Police Crime Commission - MOJ Uplift Fund	3,447	3,447	0
Mental Health Concern	10,000	1,217	8,783
The Tudor Trust	35,000	6,800	28,200
National Energy Action	225	225	0
Northern Cancer Alliance	250	250	0
Kick Start Scheme	13,395	12,177	1,218
Good things Foundation - Community Regeneration Fund	5,760	1,009	4,751
Northumberland Communities Together	9,500	9,500	0
Northumberland Communities Together	20,000	4,650	15,350
Citizen Advice Northumberland - Heritage Project	4,000	4,000	0
Health Watch Northumberland	1,000	1,000	0
Good Things Foundation	13,278	13,278	0
NHS Trust	1,000	1,000	0
<b>Total Restricted Funds</b>	<b>156,855</b>	<b>98,553</b>	<b>58,302</b>

<b>Total Funds</b>	<b>162,621</b>	<b>102,586</b>	<b>60,035</b>
--------------------	----------------	----------------	---------------

**Previous Year Balance Brought Forward**

The Tudor Trust	27,644	27,644	0
RISE NE	1,042	1,042	0
NPS-National Probation Services	8,604	8,604	0
NHCT Northumbria Healthcare Trust	148	148	0
Surplus	1,957	1,250	707
<b>Total Funds Carry Forward to the Next Year</b>	<b>39,395</b>	<b>38,688</b>	<b>707</b>

### 3. SUPPORTS COST

	Governance cost
	£
Legal, accountancy and professional fees	5,442

### 4. TRUSTEE'S REMUNERATION AND BENEFITS

There were no trustee's remuneration or the other benefits for the year ended 30 April 2022 nor for the year ending 30 April 2021.

#### Trustee's expenses

There were no trustee's expenses paid for the year ended 30 April 2022, nor for the year ending 30 April 2021.

### 5. STAFF COSTS

	30 April 2022
	£
Staff costs	68,145

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

	30 April 2022
Operation staff	<u>6</u>

No employees received emoluments in excess of £60,000.

### 6. RELATED PARTY DISCLOSURE

An employee connected to trustee was full time employee of the company. Total salary paid during the year was £39,470.01 for period ending 30 April 2022. Legal consent has been obtained from Charity Commission.

### 7. LEGAL STATUS

Being Women is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within the Reference and Administrative Details.

The liability of each member in the even of winding-up is limited to £1.

**BEING WOMAN****DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 APRIL 2022**

	<b>Year 2022</b>	<b>Year 2021</b>
Total Grants Restricted	£156,855	£152,023
Donations Unrestricted	£5,766	£365
<b>Totals Received</b>	<b>£162,621</b>	<b>£152,388</b>
less expenses		
Accountancy	£2,618	£984
Travel by Service user and Volunteers	£5,584	£1,717
Equipment purchase	£0	£9,255
General expenses	£997	£2,986
Insurance	£1,633	£1,506
Marketing	£0	£1,375
Sundry expenses	£4,716	£1,891
Phone/data/Wifi	£172	£1,781
Professional fee	£1,450	£2,856
Project and activity costs	£6,522	£7,297
Pension	£3,282	£0
Health & Safety	£1,564	£0
Rent	£8,800	£15,970
Postage	£105	£0
Stationary	£358	£921
Subscription	£920	£2,577
Training	£850	£3,965
Salaries and Wages	£68,145	£48,097
Food, Essential and Emergency supply	£15,258	£1,636
Bank charges	£143	£96
Volunteer Expense & Delivery Cost	£6,058	£7,126
Help Line	£72	£62
HMRC taxes	£10,285	£4,976
IT cost	£602	£0
Employer NI	£963	£0
Total Expenses	£141,097	£117,074
<b>Total Surplus</b>	<b>£21,524</b>	<b>£35,314</b>

**RESTRICTED FUNDS AND SURPLUS BALANCE**

Restricted balance as at 30 April 2022	£58,663
Surplus as at 30 April 2022	£2,079
Total Restricted and surplus balance	£60,742

**BANK ACCOUNT BALANCE**

	<b>£</b>
Opening Bank Balance as at 30 April 2021	£39,395
This Year Surplus, Year Ending 30 April 2022	£21,524
Post Balance Sheet Date - Grant of £20,000 received in May 2022	£20,000
Post Balance Sheet Date - Other Receivable of £7,000 repaid in May 2022	£7,000
<b>Total Closing Bank Balance as at 30 April 2022</b>	<b>£33,497</b>

**BEING WOMAN**

England & Wales - Charity number 1189008

---

# Accounts

---

Charity Registration Number: 1189008  
Company Registration Number: 11320319

**BEING WOMAN**  
**A COMPANY LIMITED BY GUARANTEE WITH NO SHARE CAPITAL**  
**(A registered charity)**

**DIRECTORS AND TRUSTEES REPORT**  
**AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**  
**From 09 April 2020 to 30 April 2021**

# BEING WOMAN

## Legal and Administrative Information

**Company Number:** 11320319 (ENGLAND AND WALES)

**Registered Charity Number:** 1189008

**Trustees:** Shakirah Mustapha Tahir  
Dr. Edna Corredor Vega  
Mohammad Shakir Qureshi  
Keeleigh Scriven  
Hira Usman  
Ghazala Yousaf  
Imran Zahid

**Principal Office:** Being Woman  
Office 1  
YMCA Northumberland  
North View, Ashington  
Northumberland, England  
NE63 9XQ

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2021**

The trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance to Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

1. The promotion of equality and diversity for the public benefit by:
  - (a) the elimination of discrimination on the grounds of race, gender, disability , sexual orientation or religion;
  - (b) advancing education and raising awareness in equality and diversity;
  - (c) promoting activities to foster understanding between people from diverse backgrounds;
  - (d) conducting or commissioning research on equality and diversity issues and publishing the results to the public;
  - (e) cultivating a sentiment in favour of equality and diversity.
  
2. To advance the education of, in particular but not exclusively, women by the provision of:
  - (a) 1:1 sessions and workshops, in particular but not exclusively, in the subject of basic digital skills that results in a qualification being obtained that assists with improving the beneficiaries chances of securing future employment.

Our services are based on five key values to support our community in the best possible way:

- 1. Delight our community - We put our service users first**
- 2. Innovate to Grow - We embrace change**
- 3. Collaborate to Win - We are stronger together**
- 4. Safeguard our future - We care**
- 5. Value each other - We work as one team**

The organisation fulfils its charitable objects through its action and activities by:

**Our model of work:**

Our work and activities are based purely on the HCD - Human Centred Design model where the focus is on people participating in the activity. Through this model we have kept our community and users at the heart of everything we do. We promote an active inclusion of disadvantaged and underrepresented groups of people from ethnically diverse communities who are furthest away from engaging in the community. We want to assure that their voice

and experience is their authentic self speaking. They feel safe and supported to engage in our activities and build positive lifestyle changes. It will help us to remove barriers to work in a holistic and integrated way, including through supporting early action, outreach activities and access to local services.

**Our Vision is to make sure everyone gets the support and skills they need today to succeed in a fair, inclusive society, thriving economy and digital world tomorrow.**

**Our aim is to promote good mental health, self-esteem and emotional resilience of women, girls and the wider community through supportive interventions.**

We regularly hold surveys and focus groups to involve the service users to reflect on the project activity and to find areas of improvement. This follows through feedback forms collected regularly and then collated into statistics and to evaluate the impact.

The directors of the charity meet regularly to review the activities of each area of work and to review the progress being made. The Board is responsible for the strategic direction of the organization.

**Performance and Achievements:**

Plans for the 2020- 2021 financial year had included:

- Continued recruitment to the Board of Trustees
- Further developing earned and unrestricted income
- Securing funds to devise and plan projects aimed to create a sustainable response to the current challenges and building resilience in our community.
- Securing funds to rent the premises to run our services and activities
- Securing funds to continue with our services to reach to a wider community
- Growing public awareness around our work around Equality, Diversity and Inclusion
- Strengthening partnership relationships with organizations focussed on improving the lives of digitally excluded underrepresented groups and ethnically diverse communities in Northumberland.

Our projects and activities have modelled how to do inclusion, diversity and empowerment during the most difficult and challenging times of the year.

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2021**

**FINANCIAL REVIEW**

**Transactions and financial position**

The statement of financial activities shows a net surplus of £33,458. At the balance sheet date, reserves amounted to £39,395 of which £39,049 was subject to restriction.

**Grants, donations and other financial support**

The Charity receives grant income from a variety of sources that supports the delivery of its work. The principal sources are:

- CCSF(Coronavirus Community Support Fund) distributed by The National lottery Community Fund
- The Tudor Trust
- PCC (Police Crime Commissioner) -MOJ (Ministry of Justice) Funding
- Good Things Foundation
- NPS-National Probation Services
- The North of Tyne Combined Authority Funding for VCS - Employability & Skills
- Northumberland County Council
- CRT- Coalfield Regeneration Trust
- Girl Dreamer
- NHCT - Northumbria Healthcare Trust
- Ashington Town Council
- Healthwatch Northumberland
- RISE NE - Sports England Targeting Inequalities funding

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is constituted as a company limited by guarantee and is, therefore, governed by a Memorandum and Articles of Association and governed by Constitution of a Charitable Incorporated Organisation.

**Appointment of trustees**

Appointment of trustees is governed by the Memorandum and Articles of Association, which authorize the committee to appoint new members to fill vacancies that arise during the year and to appoint individuals to the Board who are sympathetic to the Aims and Purposes of the Being Woman and who have professional and personal skills that will contribute to the life, work and development of the organization. Directors /Trustees make sure that charities Safeguarding policy, Tone of voice policy , Code of conduct , conflict of interest policy to be followed by Board members, Staff and Volunteer.

**Organization and management**

On 30th April 2021 there were 7 employees of the Association. Of these one was full time paid staff and six were part time. There were also 47 volunteers attached to the Charity. The trustees review all policies and procedures adopted by the organization on a cyclical basis.

During the year they have paid specific attention to the following and have Peninsula HR and Health and safety services on Board to support the charity in implementation of the below:

Staff supervision, Recruitment, Lone Working, ICT, Safeguarding children, young people & vulnerable adults, Safeguarding and Incident management flow chart, holiday entitlements, personnel, safety, harassment, disability, smoking in the workplace, health and safety, salaries, redundancy, confidentiality, use of illegal drugs and substances, equal opportunities, volunteers, staff code of conduct, financial protocols, grievance and discipline. Coronavirus Tool Kits and Risk assessments, physical security policy, Conflicts of interest policy, GDPR regulations Policy followed by a Health and Safety Audit. The charity is also registered with ICO for Data handling and protection.

**BEING WOMAN  
REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 30 APRIL 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate Being Woman's exposure to major risk. This follows through with the robust Safeguarding and Incident management procedure in place.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity name:** Being Woman

**Charity registration number:** 11320319

**Company registration number:** 1189008

**Registered office and Operational address:** Being Woman, Office 1, YMCA Northumberland, North View, Ashington, Northumberland, England, NE63 9XQ

**Trustees**

The trustees who served during the year were:-

Shakirah Mustapha Tahir  
Dr Edna Corredor Vega  
Mohammad Shakir Qureshi  
Keeleigh Scriven  
Hira Usman  
Ghazala Yousaf  
Imran Zahid

**Resignations**

Donna Herdsman  
Rituja Ravikiran Rao  
John Stenhouse  
Sherzad Vatndost  
Marianne Elizabeth Whitfield

Approved by order of the board of trustees on 07 December 2021 and signed on its behalf by:

Name: Imran Zahid (Trustee)

Signature: [Handwritten Signature]

Date: 18-01-2022

**BEING WOMAN**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 30 APRIL 2021**

<b>INCOME</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2021 Total Funds</b>
	£	£	£
Grants & Donations	8,525	144,363	152,888
<b>Total Grants &amp; Donations</b>	<b>8,525</b>	<b>144,363</b>	<b>152,888</b>
<b>Expenditure on Charitable Activities</b>			
Volunteer Cost, Delivery Cost, App Development	4,146	12,211	16,357
Premises and Administration	2,149	21,541	23,690
Salaries and Wages	0	50,926	50,926
Marketing and Promotions	0	1,375	1,375
Legal and Professional Fees	1,064	4,448	5,512
Project Expenditure	939	18,028	18,967
Membership & Subscription	120	2,482	2,602
<b>Total Expenditure on Charitable Activities</b>	<b>8,418</b>	<b>111,012</b>	<b>119,430</b>
<b>Net Income (Expenditure)</b>	<b>107</b>	<b>33,351</b>	<b>33,458</b>
<b>Reconciliation of Funds</b>			
<b>Total Funds Brought Forward</b>	<b>239</b>	<b>5,698</b>	<b>5,937</b>
<b>Total Funds Carried Forward</b>	<b>346</b>	<b>39,049</b>	<b>39,395</b>

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/DIRECTORS OF BEING WOMAN  
FOR THE YEAR ENDED 30 APRIL 2021**

I report on the accounts of the charity for the year ended 30 April 2021, which are set out on pages 10 to 15.

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) 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 Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such accounts;
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or *are* not consistent with the Charities SORP (FRS 102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

Signed: Salim Date: 21/01/2022

Salim Javed (FCCA)  
S&Y Accountants Ltd  
146A Cranbrook Road, Ilford, Essex, IG1 4LZ



**BEING WOMAN (Charity Registration Number: 1189008)**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 30 APRIL 2021**

		Year 2021
	Notes	
<b>FIXED ASSETS</b>		
Tangible assets		£0
		<b>£0</b>
<b>CURRENT ASSETS</b>		
Other debtors		£0
Cash at bank		£39,395
<b>TOTAL CURRENT ASSETS</b>		<b>£39,395</b>
<b>CREDITORS</b>		
<b>Amount falling due within one year</b>		
Accruals		£0
<b>TOTAL ASSETS LESS LIABILITIES</b>		<b>£39,395</b>
<b>FUNDS</b>		
Restricted		£39,049
Unrestricted		£346
<b>TOTAL FUNDS</b>		<b>£39,395</b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 April 2021 in accordance with Section 476 of the Companies Act 2006.

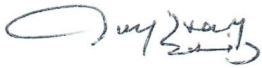
The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394

and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 07 December 2021 and were signed on its behalf by:

Name: (Director)  
IMRAN ZAHID  
Signature:   
Date: 18-01-2022

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2021.

### 1. ACCOUNTING POLICIES:

#### **Basis of preparing the financial statements:**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

#### **Income**

All income is recognized in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

#### **Expenditure**

Liabilities are recognized as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

#### **Taxation**

All the charity's income is charitable and is applied for charitable purpose, and therefore the income of the charity is not chargeable to corporation tax.

#### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### **Trustees**

No trustee received any remuneration in the period under review.

**NOTES TO THE FINANCIAL STATEMENTS – continued**  
**FOR THE YEAR ENDED 30 APRIL 2021.**

**2. GRANTS & DONATIONS**

	Incoming resources	Resources expenses	Movement in funds
	£	£	£
<b>Donations</b>			
Paypal	365	258.24	107
<b>Unrestricted Funds</b>			
Good Things Foundation	3,200	3200	0
Ashington Town Council	2,000	2000	0
Girl Dreamer	500	500	0
GTF-Connected Families	2,250	2250	0
Other Income	210	210	0
<b>Total</b>	<b>8,160</b>	<b>8,160</b>	<b>0</b>
<b>Totals Unrestricted Funds</b>	<b>8,525</b>	<b>8,418</b>	<b>107</b>

<b>Restricted Funds</b>			
CCSF - The National Lottery	45,000	45,000	0
PCC-Moj Covid19 Extraordinary Ministry Of Justice	12,492	12,492	0
RISE NE	7,000	5,958	1,042
The Tudor Trust	37,000	15,400	21,600
Northumberland County Council - VCS	7,000	7,000	0
NHCT Northumbria Healthcare Trust	2,000	1,852	148
NCT - Northumberland Communities Together	500	500	0
Income ( Census Support Centre) Good Things Foundation	10,411	8,454	1,957
Northumberland County Council	500	500	0
The Coalfield Regeneration Trust	3,560	3,560	0
Bt-Skills For Tomorrow	7,500	7,500	0
GTF - Grant For Data	400	400	0
GTF - NE LEP	1,000	1,000	0
NPS-National Probation Services	10,000	1,396	8,604
<b>Total Restricted Funds</b>	<b>144,363</b>	<b>111,012</b>	<b>33,351</b>

<b>Total Funds</b>	<b>152,888</b>	<b>119,430</b>	<b>33,458</b>
--------------------	----------------	----------------	---------------

### 3. SUPPORTS COST

	Governance cost
	£
Legal, accountancy and professional fees	3,840

### 4. TRUSTEE'S REMUNERATION AND BENEFITS

There were no trustee's remuneration or the other benefits for the year ended 30 April 2021 nor for the year ending 30 April 2019. However, an employee connected to trustee was full time employee of the company. Total salary paid during the year was £23,589 for period ending 30 April 2021.

#### Trustee's expenses

There were no trustee's expenses paid for the year ended 30 April 2021 nor for the year ending 30 April 2019.

### 5. STAFF COSTS

	30 April 2021
	£
Staff costs	53,072

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

	30 April 2021
Operation staff	<u>7</u>

No employees received emoluments in excess of £60,000.

### 6. RELATED PARTY DISCLOSURE

An employee connected to trustee was full time employee of the company. Total salary paid during the year was £23,589 for period ending 30 April 2021. Legal consent has been obtained from Charity Commission.

### 7. LEGAL STATUS

Being Women is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within the Reference and Administrative Details.

The liability of each member in the even of winding-up is limited to £1.

**BEING WOMAN**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 30 APRIL 2021**

Total Grants Received	Year 2021
Total Grants	£152,523
Donations	£365
<b>Totals Received</b>	<b>£152,888</b>
less expenses	
Accountancy	£984
Travel by Service user and Volunteers	£1,822
Equipment purchase	£10,554
General expenses	£2,986
Insurance	£1,506
Marketing	£1,375
Sundry expenses	£1,961
Phone/data/Wifi	£1,787
Professional / Legal / HR	£2,856
Project and activity costs	£7,297
Rent	£15,970
Stationary	£992
Subscription	£2,602
Training	£3,965
Salaries and Wages	£53,072
Food & Emergency Food Supply	£2,415
Bank charges	£97
Volunteer Expense & Delivery Cost	£7,126
Help Line	£62
<b>Total Expenses</b>	<b>£119,430</b>
<b>Total Surplus</b>	<b>£33,458</b>

**RESTRICTED FUNDS AND SURPLUS BALANCE**

Restricted balance as at 30 April 2021	£39,049
Surplus as at 30 April 2021	£346
Total Restricted and surplus balance	£39,395