

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 develop 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.

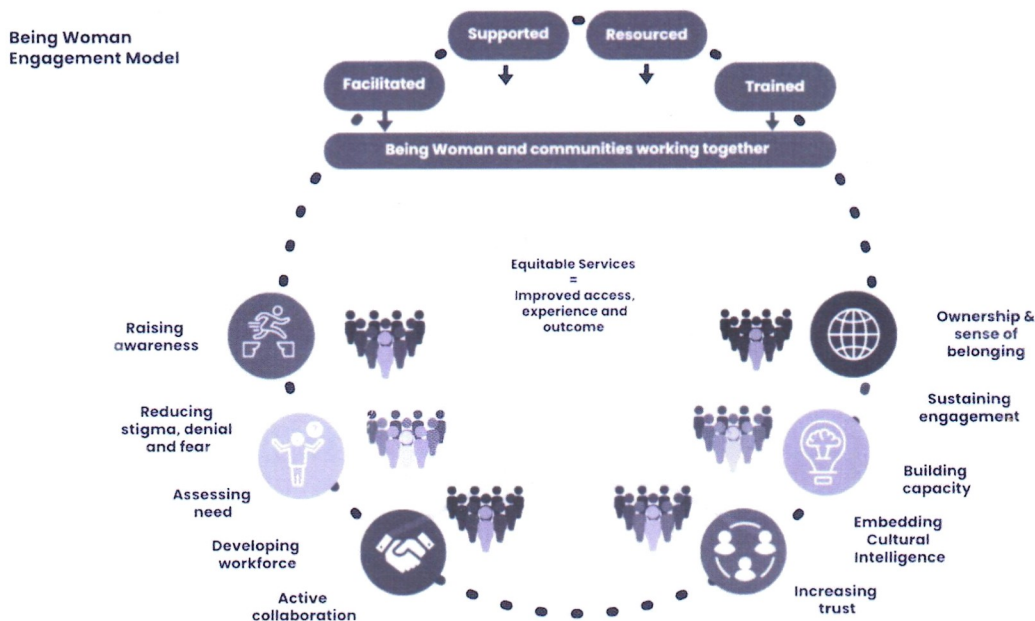
We are committed to a culture where diverse voices are amplified, legal and personal rights are honoured, and marginalized groups are safe, respected, and empowered. Our advocacy campaigns elevate meaningful conversations around women and ethnically diverse communities, challenging stereotypes and spotlighting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

INCOME	Unrestricted Funds	Restricted Funds	2024 Total Funds	2023 Total Funds
	£	£	£	£
Current Year Grants & Donations	13,796	145,900	159,696	143,847
Total Grants & Donations	13,796	145,900	159,696	143,847
Expenditure on Charitable Activities				
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
Total Expenditure on Charitable Activities	4,282	104,044	108,325	96,566
Net Income (Expenditure)	9,514	41,856	51,371	47,281
Reconciliation of Funds				
Total Funds Brought Forward from previous year	15,799	34,550	50,349	60,742
Less Spent in the Year	10,090	34,550	44,640	57,520
Net Previous Year Funds	5,709	0	5,709	3,222
Total Funds Carried Forward	15,224	41,856	57,080	50,503

**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.

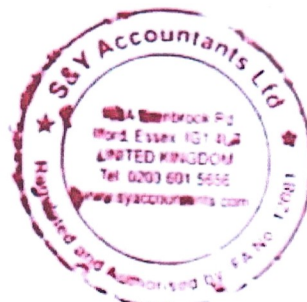
Independent examiner's statement

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

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

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.

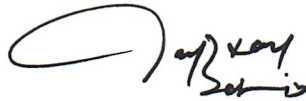
The financial statements were approved by the Board of Trustees and authorised for issue on 27 February 2025 and were signed on its behalf by:

Name:

(Director)

IMRAN ZAHID

Signature:

A handwritten signature in black ink, appearing to read 'Imran Zahid', written over a large, loopy circular flourish.

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
	£	£	£
Donations			
Cash Back	220	0	220
Donation - Recycle4charity	48	0	48
PayPal	628	628	0
Unrestricted Funds			
Multiply Unrestricted	12,500	3,634	8,866
Totals Unrestricted Funds	13,396	4,262	9,134
Restricted Funds			
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
Total Restricted Funds	146,300	104,043	42,257
Total Funds	159,696	108,305	51,391

Previous Year Balance Carry Forward	£	£	£
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
Total Balance from Previous Year	50348	44639	5709

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**

INCOME		
	2024	2023
Total Grants Received	£158,800	£135,809
Other Income & PayPal	£896	£8,038
Total Income Received	£159,696	£143,847
EXPENDITURE		
Charitable activities		
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
Total Expenses	£152,945	£153,841
Total Surplus / Deficit	£6,751	-£9,994

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