

# INTERNATIONAL CENTER FOR RESEARCH ON WOMEN UK

England & Wales · Charity number 1190328

## Details

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**Other names** ICRW UK

**Status** Registered

**Legal form** CIO

**Registered** 2020-07-09

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

## Contact

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**Address** Bates Wells  
Riverscape  
10 Queen Street Place  
London  
EC4R 1BE

**Phone** 12027421259

**Email** [info@icrw.org](mailto:info@icrw.org)

**Website** <https://www.icrw.org/>

## Activities

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**Objects:** 1) THE ADVANCEMENT OF GENDER EQUALITY AND EQUALITY OF OPPORTUNITIES INCLUDING BY (BUT NOT LIMITED TO):• EDUCATION IN AND RAISING AWARENESS OF GENDER EQUALITY• CONDUCTING RESEARCH AND PUBLICATION OF THE USEFUL RESULTS OF SUCH RESEARCH• PROMOTING PROJECTS TO IMPROVE GENDER EQUALITY IN BUSINESS AND MONITORING, EVALUATING AND ANALYSING THE RESULTS THEREOF• PROMOTING AND ADVISING ON BEST PRACTICE IN BUSINESS TO PROMOTE GENDER EQUALITY• ADVISING ON POLICY DEVELOPMENT2) THE PREVENTION AND RELIEF OF POVERTY PARTICULARLY AMONG SOCIALLY OR ECONOMICALLY DISADVANTAGED WOMEN, GIRLS AND MARGINALISED PEOPLE THROUGH (BUT NOT LIMITED TO) TRAINING AND EDUCATION IN FIELDS SUCH AS HEALTH, NUTRITION, AGRICULTURE AND HOUSING.

**Activities:** Anchored in the principle of human dignity, ICRW advances gender equity, inclusion and shared prosperity. ICRW works with non-profit, government and private sector partners to conduct research, develop and guide strategy and build capacity to promote evidence-based policies, programs and practices. We are thought leaders driven by a passion to alleviate poverty and rectify injustice in the world.

## Classification

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- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

## Geography

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- Bangladesh
- Ghana
- Guatemala
- Honduras
- India
- Jordan
- Kenya
- Lebanon
- Malawi
- Morocco
- Nepal
- Netherlands
- Nigeria
- Pakistan
- South Africa
- Sudan
- Tanzania
- Togo
- Tunisia
- Uganda
- United States
- Vietnam
- Zambia
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30		£0	£0	-
2024-09-30		£0	£0	-
2023-09-30		£0	£0	-
2022-09-30		£0	£0	-
2021-09-30		£0	£0	-

## Trustees

Name	Role	Appointed
VIMI GREWAL-CARR	Chair	2020-07-09
Baroness Mary Goudie		2020-09-29
Guy Oliver		2020-09-29
Prof Naila Kabeer		2020-07-09

**INTERNATIONAL CENTER FOR RESEARCH ON WOMEN UK**

England & Wales - Charity number 1190328

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# Accounts

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## Trustees' Annual Report for the period

From 01/10/2023 To 30/09/2024

Charity name: International Center for Research on Women UK

Charity registration number: 1190328

### Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17 The report provides information intended to help the user understand how the charity's aims fulfil its legal purposes, the activities it undertakes and what it has achieved. All charities must provide a summary of: <ul style="list-style-type: none"> <li>• the purposes of the charity as set out in its governing document; and</li> <li>• the main activities undertaken in relation to those purposes.</li> </ul>	Anchored in the principle of human dignity, ICRW advances gender equity, inclusion and shared prosperity. ICRW works with non-profit, government and private sector partners to conduct research, develop and guide strategy and build capacity to promote evidence-based policies, programs and practices. We are thought leaders driven by a passion to alleviate poverty and rectify injustice in the world.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19 The report should explain the activities, projects or services identified in the accompanying accounts. As far as practicable, numerical information provided in the report about the resources spent on particular activities should be consistent with the analysis provided in the accounts.	General: Provides Advocacy/advice/information Sponsors Or Undertakes Research Acts As An Umbrella Or Resource Body  <b>No activities have taken place during the reporting period.</b>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18 Charities in England and Wales must also: <ul style="list-style-type: none"> <li>• explain the main activities undertaken to further the charity's purposes for the public benefit; and</li> <li>• include in their report a statement confirming whether the trustees have had regard to the Charity Commission's guidance on public benefit.</li> </ul>	<b>No activities have taken place during the reporting period</b>

#### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38 The report must include an explanation of the use the charity makes of the following:	<b>N/A</b>

	<ul style="list-style-type: none"> <li>• Social investment, when this forms a material part of its charitable and investment activities. In particular, the report must provide an explanation of its social investment policies and explain how any programme related investments contributed to the achievement of its aims and objectives.</li> <li>• Grant-making, when this forms a material part of its charitable activities. In particular, the report must explain the charity's grant-making policy and explain how its grant making activities contribute to the achievement of its aims and objectives.</li> <li>• Volunteers, when their contribution is significant to a charity's ability to undertake a particular activity. The explanation should help the user to understand the scale and nature of the activities undertaken. However, measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities (see the SORP module 'Donated goods, facilities and services, including volunteers').</li> </ul>	
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	N/A
Other		N/A

## Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20 The report must contain a summary of the main achievements of the charity. The report should identify the difference the charity's work has made to the circumstances of its beneficiaries and, if practicable, explain any wider benefits to society as a whole.	<b>N/A – No activities have taken place in the reporting period.</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41 In particular, the report must review: <ul style="list-style-type: none"> <li>• the significant charitable activities undertaken;</li> </ul>	N/A
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	<ul style="list-style-type: none"> <li>• the achievements against objectives set;</li> <li>• the performance of material fundraising activities against the fundraising objectives set;</li> <li>• investment performance against the investment objectives set where material financial investments are held; and</li> <li>• if material expenditure was incurred to raise income in the future, the report must explain the effect this expenditure has had, and is intended to have, on the net return from fundraising activities for both the reporting period and future periods.</li> </ul>	
Performance of fundraising activities against objectives set	Para 1.41	N/A
Investment performance against objectives	Para 1.41	N/A
Other		N/A

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21 The report must contain a review of the charity's financial position at the end of the reporting period.	<b>N/A – No financial activity has taken place during the reporting period</b>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22 The charity must explain any policy it has for holding reserves and state the amounts of those reserves and why they are held. If the trustees have decided that holding reserves is unnecessary, the report must disclose this fact and provide the reasons behind this decision.	<b>N/A – No reserves for the reporting period</b>
Amount of reserves held	Para 1.22	<b>\$0</b>
Reasons for holding zero reserves	Para 1.22	<b>No activity during the reporting period</b>
Details of fund materially in deficit	Para 1.24 The report must also identify any fund or subsidiary undertaking that is materially in deficit, explaining the circumstances giving rise to the deficit and the steps being taken to eliminate the deficit.	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23 If, at the date of approving the report and accounts, there are uncertainties about the charity's ability to continue as a going concern, the nature of these uncertainties should be explained.	<b>N/A</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds	Para 1.47 The financial review should also explain:	<b>N/A</b>
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(including any fundraising)	<ul style="list-style-type: none"> <li>• the principal funding sources of the charity in the reporting period and how these resources support the key objectives of the charity;</li> <li>• the impact, if any, of a material pension liability arising from obligations to a defined benefit pension scheme or pension asset on the financial position of the charity; and</li> <li>• where the charity holds material financial investments, the extent (if any) to which it takes social, environmental or ethical considerations into account in its investment policy.</li> </ul>	
Investment policy and objectives including any social investment policy adopted	<p>Para 1.46 The report must also comment on the significant events that have affected the financial performance and financial position of the charity during the reporting period. In particular the report must explain:</p> <ul style="list-style-type: none"> <li>• the financial effect of significant events;</li> <li>• where the charity holds material financial investments, the investment policy and objectives set;</li> <li>• a description of the principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the charity trustees, together with a summary of their plans and strategies for managing those risks; and</li> <li>• any factors that are likely to affect the financial performance or position going forward.</li> </ul>	<b>N/A</b>
A description of the principal risks facing the charity	Para 1.46	<b>N/A</b>
Other		<b>N/A</b>

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	<p>Para 1.25 The report must provide details of:</p> <ul style="list-style-type: none"> <li>• the nature of the governing document (e.g. trust deed, memorandum and articles of association, Charity Commission scheme, Royal Charter, etc.);</li> <li>• how the charity is (or its trustees are) constituted (e.g. limited company, unincorporated association, trustees incorporated as a body, charitable incorporated organisation, community benefit society, industrial and provident or friendly society etc.); and</li> <li>• the methods used to recruit and appoint new charity trustees, including details of any constitutional provisions for appointment, for example election to post. Where any</li> </ul>	Constitution Of International Center for Research on Women UK

	other person or external body is entitled to appoint one or more of the charity trustees, the report should explain this and give the name of that person or body.	
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p><b>Eligibility for trusteeship</b> No one may be appointed as a Trustee if he or she is under the age of 18 years.</p> <p><b>Number of Trustees</b> There must be at least three Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Trustees, or appoint a new Trustee. The maximum number of Trustees is up to nine. The Trustees may not appoint any Trustee if as a result the number of Trustees would exceed the maximum.</p> <p><b>Appointment and retirement of Trustees</b> Any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of clause 11, may be appointed to be a Trustee by a decision of the Member(s).</p> <p><b>Information for new Trustees</b> The Trustees will make available to each new Trustee, on or before his or her first appointment:</p> <ul style="list-style-type: none"> <li>• a copy of this constitution (as subsequently amended); and</li> <li>• a copy of the Charity's latest Trustees' Annual Report and statement of accounts</li> </ul>

**Additional information (optional)**

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	<p>Para 1.51 The report must provide the user with an understanding of how the charity is constituted, its governance and management structures, and how its trustees are trained. In particular, the report must explain:</p> <ul style="list-style-type: none"> <li>• the charity's organisational structure and, where relevant, those of its subsidiary undertakings;</li> <li>• how the charity makes decisions, for example which types of decisions are taken by the charity's trustees and which are delegated to staff;</li> </ul>	N/A
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	<ul style="list-style-type: none"> <li>• the policies and procedures for the induction and training of trustees;</li> <li>• the arrangements for setting the pay and remuneration of the charity's key management personnel and any benchmarks, parameters or criteria used in setting their pay;</li> <li>• if the charity is part of a wider network (for example if it is affiliated with an umbrella group), how, if at all, this impacts on the operating policies adopted by the charity; and</li> <li>• relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it co-operates in the pursuit of its charitable objectives</li> </ul>	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	N/A
Relationship with any related parties	Para 1.51	N/A
Other		N/A

## Reference and Administrative details

Charity name	International Center for Research on Women UK
Other name the charity uses	ICRW UK
Registered charity number	1190328
Charity's principal address	BATES WELLS RIVERSCAPE 10 QUEEN STREET PLACE LONDON EC4R 1BE

## Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Vimi Grewal-Carr	Chair		
2	Naila Kabeer			
3	Guy Oliver			
4	Baroness Mary Goudie			

Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
N/A		

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

**Additional information (optional)**

**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address
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**Name of chief executive or names of senior staff members (Optional information)**

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**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

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**Other optional information**

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**Declarations**

The trustees declare that they have approved the trustees' report above.

**Signed on behalf of the charity's trustees**

<b>Signature(s)</b>		
<b>Full name(s)</b>	Vimi Grewal-Carr	
<b>Position (eg Secretary, Chair, etc)</b>	Chair	

**Date** 18/08/2025

**INTERNATIONAL CENTER FOR RESEARCH ON WOMEN UK**

England & Wales - Charity number 1190328

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# Accounts

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## Trustees' Annual Report for the period

From 01/10/2022 To 30/09/2023

Charity name: International Center for Research on Women UK

Charity registration number: 1190328

### Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	<p>Para 1.17</p> <p>The report provides information intended to help the user understand how the charity's aims fulfil its legal purposes, the activities it undertakes and what it has achieved. All charities must provide a summary of:</p> <ul style="list-style-type: none"> <li>• the purposes of the charity as set out in its governing document; and</li> <li>• the main activities undertaken in relation to those purposes.</li> </ul>	Anchored in the principle of human dignity, ICRW advances gender equity, inclusion and shared prosperity. ICRW works with non-profit, government and private sector partners to conduct research, develop and guide strategy and build capacity to promote evidence-based policies, programs and practices. We are thought leaders driven by a passion to alleviate poverty and rectify injustice in the world.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	<p>Para 1.17 and 1.19</p> <p>The report should explain the activities, projects or services identified in the accompanying accounts. As far as practicable, numerical information provided in the report about the resources spent on particular activities should be consistent with the analysis provided in the accounts.</p>	<p>General: Provides Advocacy/advice/information Sponsors Or Undertakes Research Acts As An Umbrella Or Resource Body</p> <p><b>No activities have taken place during the reporting period.</b></p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	<p>Para 1.18</p> <p>Charities in England and Wales must also:</p> <ul style="list-style-type: none"> <li>• explain the main activities undertaken to further the charity's purposes for the public benefit; and</li> <li>• include in their report a statement confirming whether the trustees have had regard to the Charity Commission's guidance on public benefit.</li> </ul>	<b>No activities have taken place during the reporting period</b>

#### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	<p>Para 1.38</p> <p>The report must include an explanation of the use the charity makes of the following:</p>	<b>N/A</b>

	<ul style="list-style-type: none"> <li>• Social investment, when this forms a material part of its charitable and investment activities. In particular, the report must provide an explanation of its social investment policies and explain how any programme related investments contributed to the achievement of its aims and objectives.</li> <li>• Grant-making, when this forms a material part of its charitable activities. In particular, the report must explain the charity's grant-making policy and explain how its grant making activities contribute to the achievement of its aims and objectives.</li> <li>• Volunteers, when their contribution is significant to a charity's ability to undertake a particular activity. The explanation should help the user to understand the scale and nature of the activities undertaken. However, measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities (see the SORP module 'Donated goods, facilities and services, including volunteers').</li> </ul>	
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	N/A
Other		N/A

## Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20 The report must contain a summary of the main achievements of the charity. The report should identify the difference the charity's work has made to the circumstances of its beneficiaries and, if practicable, explain any wider benefits to society as a whole.	<b>N/A – No activities have taken place in the reporting period.</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41 In particular, the report must review: <ul style="list-style-type: none"> <li>• the significant charitable activities undertaken;</li> </ul>	N/A
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	<ul style="list-style-type: none"> <li>• the achievements against objectives set;</li> <li>• the performance of material fundraising activities against the fundraising objectives set;</li> <li>• investment performance against the investment objectives set where material financial investments are held; and</li> <li>• if material expenditure was incurred to raise income in the future, the report must explain the effect this expenditure has had, and is intended to have, on the net return from fundraising activities for both the reporting period and future periods.</li> </ul>	
Performance of fundraising activities against objectives set	Para 1.41	N/A
Investment performance against objectives	Para 1.41	N/A
Other		N/A

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21 The report must contain a review of the charity's financial position at the end of the reporting period.	<b>N/A – No financial activity has taken place during the reporting period</b>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22 The charity must explain any policy it has for holding reserves and state the amounts of those reserves and why they are held. If the trustees have decided that holding reserves is unnecessary, the report must disclose this fact and provide the reasons behind this decision.	<b>N/A – No reserves for the reporting period</b>
Amount of reserves held	Para 1.22	<b>\$0</b>
Reasons for holding zero reserves	Para 1.22	<b>No activity during the reporting period</b>
Details of fund materially in deficit	Para 1.24 The report must also identify any fund or subsidiary undertaking that is materially in deficit, explaining the circumstances giving rise to the deficit and the steps being taken to eliminate the deficit.	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23 If, at the date of approving the report and accounts, there are uncertainties about the charity's ability to continue as a going concern, the nature of these uncertainties should be explained.	<b>N/A</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds	Para 1.47 The financial review should also explain:	<b>N/A</b>
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(including any fundraising)	<ul style="list-style-type: none"> <li>• the principal funding sources of the charity in the reporting period and how these resources support the key objectives of the charity;</li> <li>• the impact, if any, of a material pension liability arising from obligations to a defined benefit pension scheme or pension asset on the financial position of the charity; and</li> <li>• where the charity holds material financial investments, the extent (if any) to which it takes social, environmental or ethical considerations into account in its investment policy.</li> </ul>	
Investment policy and objectives including any social investment policy adopted	<p>Para 1.46 The report must also comment on the significant events that have affected the financial performance and financial position of the charity during the reporting period. In particular the report must explain:</p> <ul style="list-style-type: none"> <li>• the financial effect of significant events;</li> <li>• where the charity holds material financial investments, the investment policy and objectives set;</li> <li>• a description of the principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the charity trustees, together with a summary of their plans and strategies for managing those risks; and</li> <li>• any factors that are likely to affect the financial performance or position going forward.</li> </ul>	<b>N/A</b>
A description of the principal risks facing the charity	Para 1.46	<b>N/A</b>
Other		<b>N/A</b>

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	<p>Para 1.25 The report must provide details of:</p> <ul style="list-style-type: none"> <li>• the nature of the governing document (e.g. trust deed, memorandum and articles of association, Charity Commission scheme, Royal Charter, etc.);</li> <li>• how the charity is (or its trustees are) constituted (e.g. limited company, unincorporated association, trustees incorporated as a body, charitable incorporated organisation, community benefit society, industrial and provident or friendly society etc.); and</li> <li>• the methods used to recruit and appoint new charity trustees, including details of any constitutional provisions for appointment, for example election to post. Where any</li> </ul>	Constitution Of International Center for Research on Women UK

	other person or external body is entitled to appoint one or more of the charity trustees, the report should explain this and give the name of that person or body.	
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p><b>Eligibility for trusteeship</b> No one may be appointed as a Trustee if he or she is under the age of 18 years.</p> <p><b>Number of Trustees</b> There must be at least three Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Trustees, or appoint a new Trustee. The maximum number of Trustees is up to nine. The Trustees may not appoint any Trustee if as a result the number of Trustees would exceed the maximum.</p> <p><b>Appointment and retirement of Trustees</b> Any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of clause 11, may be appointed to be a Trustee by a decision of the Member(s).</p> <p><b>Information for new Trustees</b> The Trustees will make available to each new Trustee, on or before his or her first appointment:</p> <ul style="list-style-type: none"> <li>• a copy of this constitution (as subsequently amended); and</li> <li>• a copy of the Charity's latest Trustees' Annual Report and statement of accounts</li> </ul>

**Additional information (optional)**

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	<p>Para 1.51 The report must provide the user with an understanding of how the charity is constituted, its governance and management structures, and how its trustees are trained. In particular, the report must explain:</p> <ul style="list-style-type: none"> <li>• the charity's organisational structure and, where relevant, those of its subsidiary undertakings;</li> <li>• how the charity makes decisions, for example which types of decisions are taken by the charity's trustees and which are delegated to staff;</li> </ul>	N/A
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	<ul style="list-style-type: none"> <li>• the policies and procedures for the induction and training of trustees;</li> <li>• the arrangements for setting the pay and remuneration of the charity's key management personnel and any benchmarks, parameters or criteria used in setting their pay;</li> <li>• if the charity is part of a wider network (for example if it is affiliated with an umbrella group), how, if at all, this impacts on the operating policies adopted by the charity; and</li> <li>• relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it co-operates in the pursuit of its charitable objectives</li> </ul>	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	N/A
Relationship with any related parties	Para 1.51	N/A
Other		N/A

## Reference and Administrative details

Charity name	International Center for Research on Women UK
Other name the charity uses	ICRW UK
Registered charity number	1190328
Charity's principal address	BATES WELLS RIVERSCAPE 10 QUEEN STREET PLACE LONDON EC4R 1BE

## Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Vimi Grewal-Carr	Chair		
2	Naila Kabeer			
3	Guy Oliver			
4	Baroness Mary Goudie			

Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
N/A		

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

**Additional information (optional)**

**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address
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**Name of chief executive or names of senior staff members (Optional information)**

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**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

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**Other optional information**

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**Declarations**

The trustees declare that they have approved the trustees' report above.

**Signed on behalf of the charity's trustees**

<b>Signature(s)</b>		
<b>Full name(s)</b>	Vimi Grewal-Carr	
<b>Position (eg Secretary, Chair, etc)</b>	Chair	

**Date** 18/08/2025

**INTERNATIONAL CENTER FOR RESEARCH ON WOMEN UK**

England & Wales - Charity number 1190328

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# Accounts

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## Trustees' Annual Report for the period

**From 01/10/2021 To 30/09/2022**

**Charity name: International Center for Research on Women UK**

**Charity registration number: 1190328**

### Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	<p>Para 1.17</p> <p>The report provides information intended to help the user understand how the charity's aims fulfil its legal purposes, the activities it undertakes and what it has achieved. All charities must provide a summary of:</p> <ul style="list-style-type: none"> <li>• the purposes of the charity as set out in its governing document; and</li> <li>• the main activities undertaken in relation to those purposes.</li> </ul>	<p>Anchored in the principle of human dignity, ICRW advances gender equity, inclusion and shared prosperity. ICRW works with non-profit, government and private sector partners to conduct research, develop and guide strategy and build capacity to promote evidence-based policies, programs and practices. We are thought leaders driven by a passion to alleviate poverty and rectify injustice in the world.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	<p>Para 1.17 and 1.19</p> <p>The report should explain the activities, projects or services identified in the accompanying accounts. As far as practicable, numerical information provided in the report about the resources spent on particular activities should be consistent with the analysis provided in the accounts.</p>	<p>General: Provides Advocacy/advice/information Sponsors Or Undertakes Research Acts As An Umbrella Or Resource Body</p> <p><b>No activities have taken place during the reporting period.</b></p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	<p>Para 1.18</p> <p>Charities in England and Wales must also:</p> <ul style="list-style-type: none"> <li>• explain the main activities undertaken to further the charity's purposes for the public benefit; and</li> <li>• include in their report a statement confirming whether the trustees have had regard to the Charity Commission's guidance on public benefit.</li> </ul>	<p><b>No activities have taken place during the reporting period</b></p>

#### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	

Policy on grant making	<p>Para 1.38</p> <p>The report must include an explanation of the use the charity makes of the following:</p> <ul style="list-style-type: none"> <li>• Social investment, when this forms a material part of its charitable and investment activities. In particular, the report must provide an explanation of its social investment policies and explain how any programme related investments contributed to the achievement of its aims and objectives.</li> <li>• Grant-making, when this forms a material part of its charitable activities. In particular, the report must explain the charity's grant-making policy and explain how its grant making activities contribute to the achievement of its aims and objectives.</li> <li>• Volunteers, when their contribution is significant to a charity's ability to undertake a particular activity. The explanation should help the user to understand the scale and nature of the activities undertaken. However, measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities (see the SORP module 'Donated goods, facilities and services, including volunteers').</li> </ul>	<b>N/A</b>
Policy on social investment including program related investment	Para 1.38	<b>N/A</b>
Contribution made by volunteers	Para 1.38	<b>N/A</b>
Other		<b>N/A</b>

## Achievements and Performance

	SORP reference	
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Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20 The report must contain a summary of the main achievements of the charity. The report should identify the difference the charity's work has made to the circumstances of its beneficiaries and, if practicable, explain any wider benefits to society as a whole.	<b>N/A - No activities have taken place in the reporting period.</b>
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### **Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41 In particular, the report must review: <ul style="list-style-type: none"> <li>• the significant charitable activities undertaken;</li> <li>• the achievements against objectives set;</li> <li>• the performance of material fundraising activities against the fundraising objectives set;</li> <li>• investment performance against the investment objectives set where material financial investments are held; and</li> <li>• if material expenditure was incurred to raise income in the future, the report must explain the effect this expenditure has had, and is intended to have, on the net return from fundraising activities for both the reporting period and future periods.</li> </ul>	<b>N/A</b>
Performance of fundraising activities against objectives set	Para 1.41	<b>N/A</b>
Investment performance against objectives	Para 1.41	<b>N/A</b>
Other		<b>N/A</b>

### **Financial Review**

Review of the charity's financial position at the end of the period	Para 1.21 The report must contain a review of the charity's financial position at the end of the reporting period.	<b>N/A - No financial activity has taken place during the reporting period</b>
Statement explaining the policy for holding reserves stating why	Para 1.22 The charity must explain any policy it has for holding reserves and state the	<b>N/A - No reserves for the reporting period</b>

they are held	amounts of those reserves and why they are held. If the trustees have decided that holding reserves is unnecessary, the report must disclose this fact and provide the reasons behind this decision.	
Amount of reserves held	Para 1.22	<b>\$0</b>
Reasons for holding zero reserves	Para 1.22	<b>No activity during the reporting period</b>
Details of fund materially in deficit	Para 1.24 The report must also identify any fund or subsidiary undertaking that is materially in deficit, explaining the circumstances giving rise to the deficit and the steps being taken to eliminate the deficit.	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23 If, at the date of approving the report and accounts, there are uncertainties about the charity's ability to continue as a going concern, the nature of these uncertainties should be explained.	<b>N/A</b>

### **Additional information (optional)**

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47 The financial review should also explain: <ul style="list-style-type: none"> <li>• the principal funding sources of the charity in the reporting period and how these resources support the key objectives of the charity;</li> <li>• the impact, if any, of a material pension liability arising from obligations to a defined benefit pension scheme or pension asset on the financial position of the charity; and</li> <li>• where the charity holds material financial investments, the extent (if any) to which it takes social, environmental or ethical considerations into account in its investment policy.</li> </ul>	<b>N/A</b>
Investment policy and objectives including any social investment policy adopted	Para 1.46 The report must also comment on the significant events that have affected the financial performance and financial position of the charity during the reporting period. In particular the report must explain: <ul style="list-style-type: none"> <li>• the financial effect of significant events;</li> <li>• where the charity holds material financial investments, the investment policy and objectives set;</li> <li>• a description of the principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by</li> </ul>	<b>N/A</b>

	the charity trustees, together with a summary of their plans and strategies for managing those risks; and <ul style="list-style-type: none"> <li>any factors that are likely to affect the financial performance or position going forward.</li> </ul>	
A description of the principal risks facing the charity	Para 1.46	N/A
Other		N/A

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25 The report must provide details of: <ul style="list-style-type: none"> <li>the nature of the governing document (e.g. trust deed, memorandum and articles of association, Charity Commission scheme, Royal Charter, etc.);</li> <li>how the charity is (or its trustees are) constituted (e.g. limited company, unincorporated association, trustees incorporated as a body, charitable incorporated organisation, community benefit society, industrial and provident or friendly society etc.); and</li> <li>the methods used to recruit and appoint new charity trustees, including details of any constitutional provisions for appointment, for example election to post. Where any other person or external body is entitled to appoint one or more of the charity trustees, the report should explain this and give the name of that person or body.</li> </ul>	Constitution Of International Center for Research on Women UK
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<b>Eligibility for trusteeship</b> No one may be appointed as a Trustee if he or she is under the age of 18 years. <b>Number of Trustees</b> There must be at least three Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Trustees, or appoint a new Trustee. The maximum number of Trustees is up to

		<p>nine. The Trustees may not appoint any Trustee if as a result the number of Trustees would exceed the maximum.</p> <p><b>Appointment and retirement of Trustees</b> Any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of clause 11, may be appointed to be a Trustee by a decision of the Member(s).</p> <p><b>Information for new Trustees</b> The Trustees will make available to each new Trustee, on or before his or her first appointment:</p> <ul style="list-style-type: none"> <li>• a copy of this constitution (as subsequently amended); and</li> <li>• a copy of the Charity's latest Trustees' Annual Report and statement of accounts</li> </ul>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

<p>Policies and procedures adopted for the induction and training of trustees</p>	<p>Para 1.51 The report must provide the user with an understanding of how the charity is constituted, its governance and management structures, and how its trustees are trained. In particular, the report must explain:</p> <ul style="list-style-type: none"> <li>• the charity's organisational structure and, where relevant, those of its subsidiary undertakings;</li> <li>• how the charity makes decisions, for example which types of decisions are taken by the charity's trustees and which are delegated to staff;</li> <li>• the policies and procedures for the induction and training of trustees;</li> <li>• the arrangements for setting the pay and remuneration of the charity's key management personnel and any benchmarks, parameters or criteria used in setting their pay;</li> <li>• if the charity is part of a wider network (for example if it is affiliated with an umbrella group), how, if at all, this impacts on the operating policies adopted by the</li> </ul>	<p><b>N/A</b></p>
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	charity; and • relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it co-operates in the pursuit of its charitable objectives	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	<b>N/A</b>
Relationship with any related parties	Para 1.51	<b>N/A</b>
Other		<b>N/A</b>

## Reference and Administrative details

Charity name	International Center for Research on Women UK
Other name the charity uses	ICRW UK
Registered charity number	1190328
Charity's principal address	BATES WELLS RIVERSCAPE 10 QUEEN STREET PLACE LONDON EC4R 1BE

## Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Vimi Grewal-Carr	Chair		
2	Naila Kabeer			
3	Guy Oliver			
4	Baroness Mary Goudie			
5	Marijke Jurgens-Dupree			

Corporate trustees - names of the directors at the date the report was approved

<b>Director name</b>		
<b>N/A</b>		

Name of trustees holding title to property belonging to the charity

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	
<b>N/A</b>		

## Funds held as custodian trustees on behalf of others

Description of the assets	N/A
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held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

**Additional information (optional)**

**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address
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**Name of chief executive or names of senior staff members (Optional information)**

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**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

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**Other optional information**


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**Declarations**

**The trustees declare that they have approved the trustees' report above.**

**Signed on behalf of the charity's trustees**

**Signature(s)**

	
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**Full name(s)**

Vimi Grewal-Carr

**Position (eg  
Secretary, Chair, etc)**

Chair

**Date**

6<sup>th</sup> June 2023

# Charity Commission Annual Return 2022

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN UK

Charity registration number: 1190328

**Most of the information you give in this form will become publicly available on the Register of Charities. Any field that the Charity Commission will not display will be clearly marked.**

**This document is a record of the information provided in the Annual Return 2022.**

## Financial period

**Financial period start date**

01/10/2021

**Financial period end date**

30/09/2022

## Income and spending

**Income £**

£0

**Spending £**

£0

## Fundraising - professional fundraiser

**Did your charity raise funds from the public?**

No

## Government contracts

**During the financial period for this annual return, did the charity receive income from contracts (other than grant agreements) with central government or local authorities?**

No

## Government grants

**During the financial period for this annual return, did the charity receive income from grants from central government or local authorities?**

No

## Income from outside the UK

**Did your charity receive income from outside the UK ?**

No

## Spending outside England & Wales

**Did your charity operate outside England and Wales?**

No

## Trading subsidiaries

**Did the charity have any subsidiaries?**

No

## Trustee payments

Did any of the trustees receive any remuneration, payments or benefits from the charity other than refunds of legitimate trustee expenses?

No

Did any of the trustees resign and then take up employment with the charity?

No

## Employees' salaries

Did any of your charity's staff receive total employee benefits of £60,000 or more?  
Select No if your charity does not have any staff , or does not pay any staff.

No

For your highest paid member of staff only, what was the total value of their employee benefits?

(For example if your highest paid member of staff received £35,000 enter 35000). If you do not have any staff or did not pay any staff, enter 0 (zero)

£0

## Volunteers

How many UK volunteers, excluding trustees, did the charity have during the financial period?

0

## Financial controls

Did your charity review its internal financial controls?

No

## Privacy statement

**Any information you give us will be held securely and processed only in accordance with the rule on data protection. We will not disclose your personal details to anyone unconnected to the Charity Commission unless:**

- you have consented to their release; or**
- we are legally obliged to disclose them; or**
- we regard disclosure as either (a) necessary so that we can properly carry out our statutory functions or (b) necessary in the public interest.**

**We may share and disclose information about you with relevant public authorities, regulatory bodies and agencies, outside the Charity Commission but only if:**

- we can lawfully do so; and**
- we decide that disclosure is necessary for national security, crime detection, prevention, and law enforcement, or other issues in the public interest**

**Information we collect about you**

**We will use this information:**

**To enable us to carry out our statutory functions and duties;**

**This will include the following actions:**

- (a) update, consolidate, and improve the accuracy of our records;**
- (b) undertake crime detection and prevention and law enforcement and assist the third parties specified above to investigate or prevent crime and carry out law enforcement;**
- (c) data analysis, testing, research, statistical and survey purposes**

**Information we receive from other sources.**

**Information we receive from other sources**

**We may combine this information with information you give to us and information we collect about you.**

**We may use this information and the combined information for the purposes set out above (depending on the types of information we receive).**

**We will ensure that any such disclosure and use is proportionate; considers your right to respect for your private life; and is done fairly and lawfully in accordance with the data protection principles of the Data Protection Act.**

**The Data Protection Act 1998 regulates the use of 'personal data', which is essentially any information, however stored, about identifiable living individuals.**

**As a 'data controller' under the Act, the Charity Commission must comply with it. Any changes we may make to our privacy statement in the future will be set out in the replacement version of this form.**

**Please check back frequently to see any updates or changes to our privacy policy.**

## Declaration

Your role at the charity (select one):

Other

Given names

Louise

Family name

Erskine

Telephone  
number

2022907975

Email

lerskine@icrw.org

Date submitted

20/04/2023

**It is a criminal offence under section 60 of the Charities Act 2011 for anyone to knowingly or recklessly provide false or misleading information to the commission; this includes suppressing, concealing or destroying documents.**

**INTERNATIONAL CENTER FOR RESEARCH ON WOMEN UK**

England & Wales - Charity number 1190328

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# Accounts

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**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## Trustees' Annual Report for the period

From **9 July 2020** Period start date To **30 Sept 2021** Period end date

Charity name: **International Center for Research on Women UK**

Charity registration number: **1190328**

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17 The report provides information intended to help the user understand how the charity's aims fulfil its legal purposes, the activities it undertakes and what it has achieved. All charities must provide a summary of: <ul style="list-style-type: none"> <li>• the purposes of the charity as set out in its governing document; and</li> <li>• the main activities undertaken in relation to those purposes.</li> </ul>	Anchored in the principle of human dignity, ICRW advances gender equity, inclusion and shared prosperity. ICRW works with non-profit, government and private sector partners to conduct research, develop and guide strategy and build capacity to promote evidence-based policies, programs and practices. We are thought leaders driven by a passion to alleviate poverty and rectify injustice in the world.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19 The report should explain the activities, projects or services identified in the accompanying accounts. As far as practicable, numerical information provided in the report about the resources spent on particular activities should be consistent with the analysis provided in the accounts.	General: Provides Advocacy/advice/information Sponsors Or Undertakes Research Acts As An Umbrella Or Resource Body  <b>No activities have taken place during the reporting period.</b>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18 Charities in England and Wales must also: <ul style="list-style-type: none"> <li>• explain the main activities undertaken to further the charity's purposes for the public benefit; and</li> <li>• include in their report a statement confirming whether the trustees have had regard to the Charity Commission's guidance on public benefit.</li> </ul>	<b>Trustees reviewed PB1 – PB3 prior to the first Trustee meeting on 29 Sept 2020 and again prior to the meeting on 24 Mar 2022</b>  <b>No activities have taken place during the reporting period</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38 The report must include an explanation of the use the charity makes of the following:	<b>N/A</b>

	<ul style="list-style-type: none"> <li>• Social investment, when this forms a material part of its charitable and investment activities. In particular, the report must provide an explanation of its social investment policies and explain how any programme related investments contributed to the achievement of its aims and objectives.</li> <li>• Grant-making, when this forms a material part of its charitable activities. In particular, the report must explain the charity's grant-making policy and explain how its grant making activities contribute to the achievement of its aims and objectives.</li> <li>• Volunteers, when their contribution is significant to a charity's ability to undertake a particular activity. The explanation should help the user to understand the scale and nature of the activities undertaken. However, measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities (see the SORP module 'Donated goods, facilities and services, including volunteers').</li> </ul>	
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	N/A
Other		N/A

## Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20 The report must contain a summary of the main achievements of the charity. The report should identify the difference the charity's work has made to the circumstances of its beneficiaries and, if practicable, explain any wider benefits to society as a whole.	<b>N/A – No activities have taken place in the reporting period.</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41 In particular, the report must review: <ul style="list-style-type: none"> <li>• the significant charitable activities undertaken;</li> </ul>	N/A
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	<ul style="list-style-type: none"> <li>• the achievements against objectives set;</li> <li>• the performance of material fundraising activities against the fundraising objectives set;</li> <li>• investment performance against the investment objectives set where material financial investments are held; and</li> <li>• if material expenditure was incurred to raise income in the future, the report must explain the effect this expenditure has had, and is intended to have, on the net return from fundraising activities for both the reporting period and future periods.</li> </ul>	
Performance of fundraising activities against objectives set	Para 1.41	N/A
Investment performance against objectives	Para 1.41	N/A
Other		N/A

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21 The report must contain a review of the charity's financial position at the end of the reporting period.	<b>N/A – No financial activity has taken place during the reporting period</b>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22 The charity must explain any policy it has for holding reserves and state the amounts of those reserves and why they are held. If the trustees have decided that holding reserves is unnecessary, the report must disclose this fact and provide the reasons behind this decision.	<b>N/A – No reserves for the reporting period</b>
Amount of reserves held	Para 1.22	<b>\$0</b>
Reasons for holding zero reserves	Para 1.22	<b>No activity during the reporting period</b>
Details of fund materially in deficit	Para 1.24 The report must also identify any fund or subsidiary undertaking that is materially in deficit, explaining the circumstances giving rise to the deficit and the steps being taken to eliminate the deficit.	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23 If, at the date of approving the report and accounts, there are uncertainties about the charity's ability to continue as a going concern, the nature of these uncertainties should be explained.	<b>N/A</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds	Para 1.47 The financial review should also explain:	<b>N/A</b>
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(including any fundraising)	<ul style="list-style-type: none"> <li>• the principal funding sources of the charity in the reporting period and how these resources support the key objectives of the charity;</li> <li>• the impact, if any, of a material pension liability arising from obligations to a defined benefit pension scheme or pension asset on the financial position of the charity; and</li> <li>• where the charity holds material financial investments, the extent (if any) to which it takes social, environmental or ethical considerations into account in its investment policy.</li> </ul>	
Investment policy and objectives including any social investment policy adopted	<p>Para 1.46 The report must also comment on the significant events that have affected the financial performance and financial position of the charity during the reporting period. In particular the report must explain:</p> <ul style="list-style-type: none"> <li>• the financial effect of significant events;</li> <li>• where the charity holds material financial investments, the investment policy and objectives set;</li> <li>• a description of the principal risks and uncertainties facing the charity and its subsidiary undertakings, as identified by the charity trustees, together with a summary of their plans and strategies for managing those risks; and</li> <li>• any factors that are likely to affect the financial performance or position going forward.</li> </ul>	N/A
A description of the principal risks facing the charity	Para 1.46	N/A
Other		N/A

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	<p>Para 1.25 The report must provide details of:</p> <ul style="list-style-type: none"> <li>• the nature of the governing document (e.g. trust deed, memorandum and articles of association, Charity Commission scheme, Royal Charter, etc.);</li> <li>• how the charity is (or its trustees are) constituted (e.g. limited company, unincorporated association, trustees incorporated as a body, charitable incorporated organisation, community benefit society, industrial and provident or friendly society etc.); and</li> <li>• the methods used to recruit and appoint new charity trustees, including details of any constitutional provisions for appointment, for example election to post. Where any</li> </ul>	Constitution Of International Center for Research on Women UK

	other person or external body is entitled to appoint one or more of the charity trustees, the report should explain this and give the name of that person or body.	
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p><b>Eligibility for trusteeship</b> No one may be appointed as a Trustee if he or she is under the age of 18 years.</p> <p><b>Number of Trustees</b> There must be at least three Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Trustees, or appoint a new Trustee. The maximum number of Trustees is up to nine. The Trustees may not appoint any Trustee if as a result the number of Trustees would exceed the maximum.</p> <p><b>Appointment and retirement of Trustees</b> Any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of clause 11, may be appointed to be a Trustee by a decision of the Member(s).</p> <p><b>Information for new Trustees</b> The Trustees will make available to each new Trustee, on or before his or her first appointment:</p> <ul style="list-style-type: none"> <li>• a copy of this constitution (as subsequently amended); and</li> <li>• a copy of the Charity's latest Trustees' Annual Report and statement of accounts</li> </ul>

**Additional information (optional)**

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	<p>Para 1.51 The report must provide the user with an understanding of how the charity is constituted, its governance and management structures, and how its trustees are trained. In particular, the report must explain:</p> <ul style="list-style-type: none"> <li>• the charity's organisational structure and, where relevant, those of its subsidiary undertakings;</li> <li>• how the charity makes decisions, for example which types of decisions are taken by the charity's trustees and which are delegated to staff;</li> </ul>	N/A
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	<ul style="list-style-type: none"> <li>• the policies and procedures for the induction and training of trustees;</li> <li>• the arrangements for setting the pay and remuneration of the charity's key management personnel and any benchmarks, parameters or criteria used in setting their pay;</li> <li>• if the charity is part of a wider network (for example if it is affiliated with an umbrella group), how, if at all, this impacts on the operating policies adopted by the charity; and</li> <li>• relationships between the charity and related parties, including its subsidiary undertakings, and with any other charities and organisations with which it co-operates in the pursuit of its charitable objectives</li> </ul>	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	<b>N/A</b>
Relationship with any related parties	Para 1.51	<b>N/A</b>
Other		<b>N/A</b>

## Reference and Administrative details

Charity name	International Center for Research on Women UK
Other name the charity uses	ICRW UK
Registered charity number	1190328
Charity's principal address	BATES WELLS RIVERSCAPE 10 QUEEN STREET PLACE LONDON EC4R 1BE

## Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Vimi Grewal-Carr	Chair		
2	Naila Kabbeer			
3	Guy Oliver		29 Sept 2020	
4	Baroness Mary Goudie		29 Sept 2020	
5	Marijke Jurgens-Dupree		29 Sept 2020	

## Corporate trustees – names of the directors at the date the report was approved

Director name		
<b>N/A</b>		

## Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
<b>N/A</b>		

**Funds held as custodian trustees on behalf of others**

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

**Additional information (optional)****Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address

**Name of chief executive or names of senior staff members (Optional information)****Exemptions from disclosure**

Reason for non-disclosure of key personnel details

**Other optional information****Declarations**

The trustees declare that they have approved the trustees' report above.

**Signed on behalf of the charity's trustees**

<b>Signature(s)</b>	<small>DocuSigned by:</small> <i>Vimi Grewal-Carr</i>	
<b>Full name(s)</b>	<small>CBEE3FC90CF64F3...</small> Vimi Grewal-Carr	
<b>Position (eg Secretary, Chair, etc)</b>	Chair	
<b>Date</b>	6/4/2022	

