



DORCAS

DAUGHTERS, OPTIMISTIC, RESPECT, COURAGE, ASSURANCE & SUPPORT

Trustee Annual Report
2021/2022



Help End FGM

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DORCAS (Daughters, Optimistic, Respect, Courage, Assurance & Support) is a registered charity that was created to promote and protect the human rights of girls and women who are at risk of abuse; in particular those who are at risk of or have undergone Female Genital Mutilation (FGM).

We aim to raise awareness about FGM and work in collaboration with partnership agencies throughout the West Midlands, to help people who are affected by this practice and ultimately help bring an end to this abhorrent crime.

We take a holistic approach, offering advice and support to those who need it most and place their wellbeing at the front of all our services. We also provide FGM awareness programme to primary and secondary school pupils, parent consultations, CPD accredited training to professionals, counselling, advocacy, emotional and practical support and an under 5's activity session called My Body Belongs to Me, which teaches younger children the importance of their body being protected and safe.

We have been successful in securing funding for our children's project, women's support group and therapeutic services. This enables us to provide a service free of charge to victims. Early this year we moved into our new office which has a designated therapy room, for women to access for counselling and support. The office is based in the Black Country area. This provides a safe space and an accessible location to those, who require support. It is also in a central location for easy access, with free car parking and public transport close by.



(Daughters, Optimistic, Respect, Courage, Assurance & Support)

Summary of Objectives

- ## Public Benefit

The map illustrates the ethnic distribution across the Birmingham conurbation. The 'White' population (light grey) is the most widespread, covering most of the area. The 'Black' population (dark grey) is concentrated in a large area in the west, including parts of Wolverhampton, Walsall, Sandwell, and Dudley. The 'Asian' population (red) is primarily located in the east, particularly around Walsall and Sandwell, with smaller pockets elsewhere. Major urban centers like Birmingham, Edgbaston, and the city center are also labeled.



Chief Executive Officer's Report

Covid-19 brought our Nation to a standstill and for many of us the lockdown not only brought heartbreak but many challenges. As we slowly come through what appears to be the end of the pandemic, we do not forget those we have lost, but press forward with a renewed hope that change and unity will now set the precedence. DORCAS was born during the pandemic and overcame many obstacles. This not only strengthen our vision but our purpose, as UNICEF estimated that due to lockdown 4 million cases of FGM will surface by the year 2030.



The Charity was registered 12th April 2021, in response to the need of those who at risk of or have undergone FGM, as there was little to no support available to survivors in the local area. Through consultations, community steering groups and the voices of those with lived experience, we were able to establish the need for our services. Birmingham and the Black Country are culturally diverse and have a high prevalence of FGM practicing communities, but yet, with funding cuts disadvantaged communities were overlooked.

As a team we wanted to put FGM back on the agenda of community leaders and bring this abusive practice to the forefront, so that people are aware of this hidden crime that is affecting many of our community groups. This harmful practice is destroying the lives of so many children and women, who have no choice or voice. DORCAS set out to be that voice! We wanted to establish help to those who are vulnerable and be guided by survivors through their own experiences, to help shape our services. We also wanted to provide access to a safe haven to heal, form friendships, and help those affected to achieve their potential through building a strong sustainable supportive community. This year we have been able to achieve just that. With the doors of DORCAS now open since March 2022, we have created opportunities for conversations, empowering women and men to challenge these deep-rooted traditions that are based on fear and suppression. We are giving women and communities the confidence to say no to FGM and feel they have strong support across their community.

By supporting community groups and educating them about the dangers of FGM, together we will stamp out myths and create a better understanding for those groups who practice FGM. Over time we will start to see an improvement from the impact of FGM on women's mental and physical health, which will make a lasting difference to their lives. It will also change the dynamics between genders in the community and seek to improve a woman's 'value' in the family, home and community.

On behalf of DORCAS, I would like to take the opportunity to thank all the partnership agencies for all of their help and support, in helping us become a community support service and for given us the extra courage to rise up, as well as keep going, even when doors were unfairly closed. We have already made some strong community links and partnerships with other agencies and local authorities, so our vision is to see our services reach more communities and support those at risk, as we believe together, we can end FGM!

Tessa Clarke,
Chief Executive Officer

What is FGM



Female genital mutilation (FGM) is the partial or total removal of the external female genitalia for non-medical reasons. It's also known as female circumcision or cutting.

FGM is often performed by someone with no medical training – usually a family member such as a grandmother or by the community cutter, who is responsible for cutting all females from that local community.

Instruments such as a knife, scalpel, scissors, glass or razor blade are used.

Children are rarely given anesthetic or antiseptic treatment and are often forcibly restrained; meaning that they are awake during the procedure and are held down by family members while they are being cut.

The bottom Line - FGM is abuse!

The Government has included it into their statutory definition of domestic abuse.

Female genital mutilation has no health benefits, but has terrible lasting: physical, psychological, and emotional consequences.

It is estimated that more than 200 million girls and women alive today have undergone FGM worldwide, with the majority of children cut before the age of 5.



Achievements and Performance

Our services were officially launched in March 2022 after the Covid restrictions were lifted and in just one month, we were delighted to have delivered FGM Awareness raising to 1,000 pupils and linked in with both statutory and voluntary agencies.

We have continued to grow from strength to strength and are currently delivering the below services throughout the Black Country and Birmingham area and are confident that our next year of service will be one of growth, as we have continued to deliver services since we opened our Willenhall offices and have expanded our team to meet the needs of the community.

By working in collaboration with partnership agencies, we are addressing this taboo topic to protect and save lives. Our aim is to challenge the fallacies that are attached to FGM and to those who are persecuted by this practice, to give them a voice, so that they can enjoy community life and access help without feeling stigmatised. Our goal is to tackle FGM head on and reduce the negative impact it has on many lives.

Raising awareness about FGM in educational settings and in the community, will educate about the dangers of FGM, with the view of breaking this tradition. Understanding the health implications of FGM will help families to be fully informed of the risks.

Our target is communities where FGM is still practised. By creating opportunities for survivors to receive support and for communities to be equipped with knowledge, will enable them to not just be better informed about the practice of FGM and the risks it poses, but also it will empower them to act on the information/support and challenge such harmful practices, bringing about a reduction and end to FGM for their own daughter's and other family members.

DORCAS Services:

- ❖ Emotional and practical support to survivors of FGM through our senior practitioner
- ❖ Counselling through an accredited BACP counsellor
- ❖ Advocacy
- ❖ FGM Awareness raising to community groups
- ❖ CPD accredited FGM training to professionals
- ❖ Primary and Secondary school awareness programme
- ❖ FGM women's health care and advice through our FGM Nurse Specialist
- ❖ Community cohesion and engagement
- ❖ Fun activity session to under 5's called My Body Belongs to Me

FGM Awareness Programme

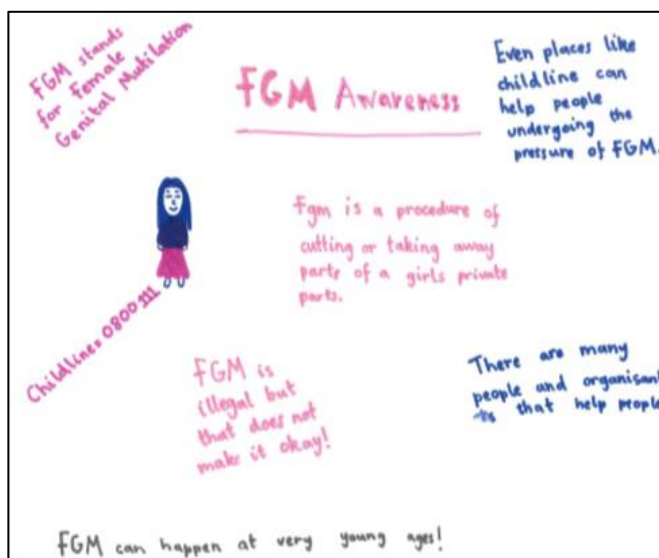
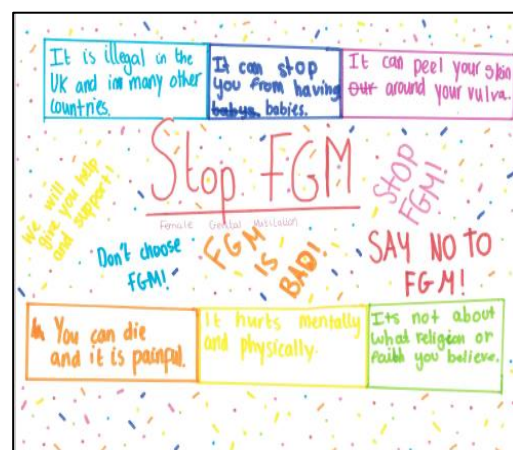


Our schools FGM awareness programme runs alongside each school's personal, social, health and economic education (PHSE), which is an important part of the children's national curriculum learning.

We explore the issue of FGM in a sensitive and age-appropriate way, helping pupils to understand what FGM is, the impact, identify myths and facts through group engagement/discussions, but most importantly teaching them that FGM is child abuse and how to seek help for themselves or their friends.

With the increase of FGM, schools throughout England and Wales have been encouraged to report concerns regarding FGM. Safeguarding children against FGM is all our responsibility, the key to reducing FGM in the first place is to educate young people about FGM.

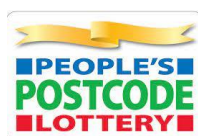
Below are some posters produced by young girls through our schools FGM awareness programme.



Financial Review

We have had a remarkable first year and have been privileged to have been awarded funding from the following organisation; without their support our charity could not have been formed.

- ❖ The National Lottery Community Fund
- ❖ The People's Postcode Lottery
- ❖ Heart of England Community Foundation
- ❖ The Harry Payne Trust
- ❖ Crowdfunder
- ❖ Royal Bank of Scotland



The total income received during 2021-22 was £22,982. Initially, funding received was a donation from our Royal Bank of Scotland and via our Crowdfunder page. Our first grant of £10,000, was awarded in September 2021 from The National Lottery Community Fund. Other grants following over the next three months including £10,000 from The People's Postcode Lottery, £2,000 from Birmingham & Black Country Communities Fund, administered by Heart of England Community Foundation and £200 from The Harry Payne Trust. After locating suitable premises, we moved into our offices in March 2022. Expenditure during 2021-22 was £1,265.

As we have moved into our second financial year, DORCAS has successfully been awarded funding from The Victims Fund, through The West Midlands, Police and Crime Commissioner.



Reserves Policy

The trustees recognise that it is good practice to hold reserves in place for emergencies such as a reduction in funding or the need to increase the delivery of service to meet demand for support. With this in mind, the trustees' goal is to maintain the equivalent of 6 months expenditure as unrestricted reserves.

To achieve this, the financial strategy is to continually review the charity's expenditure to ensure funds are used appropriately and economically. In addition, the charity plans to engage in internal and external fundraising activities including securing funds from charitable trusts and foundations.

At the end of 2021-22, the charity reserves were £21,456, £482 of which were unrestricted.

Structure, Governance and Management

Governing Document

DORCAS is a Charitable Incorporated Organisation (CIO) based in Willenhall in the West Midlands. It is governed by a constitution and was entered on the Register of Charities by the Charity Commission of England and Wales on 12th April 2021.

Organisational Structure

The Trustees delegate the running of the charity to the Chief Executive Officer who is responsible for running the operational aspect of the charity. The charity has a Board of Trustees consisting of at least 4 but no more than 10 individuals. The board consists of a chair, a treasurer, and up to 8 elected trustees. Charity trustees are responsible for the strategic direction and policy of the charity.

Recruitment and Trustee Induction and Training

All potential new trustees must complete an application form and are encouraged to read through literature available on the Charity commission website to ensure they are aware of their responsibilities. New trustee are then invited to attend an informal meeting with two trustees who will discuss the following aspects of the organisation and answer any questions arising.

- The role, responsibility and obligations of the charity trustees
- The main documents which set out the operational framework for the charity
- The current financial position as set out in the latest published accounts
- Future plans and objectives of the charity

If appropriate the new trustee will be invited to attend a trustee meeting as a guest in order to gain an understanding of trustee meetings and if all parties are happy to proceed, the new trustee will be formally appointed at the following trustee meeting.

In addition to the above, a copy of the latest Trustee Annual Report is given to anew trustees along with a charity trustee role description, a copy of the constitution, the Charity Commission's Trustee Handbook, the charity's main policy documents and the latest financial statement. Where appropriate and required, training for trustees is provided.

Risk Management

The trustees monitor and review risk during the course of the year. A risk register is maintained describing the major risks to which the charity may be exposed and outlining the systems that have been established to help mitigate any identified risks. The main risks to the charity are lack of adequate funding, health and safety and safeguarding.

To help reduce these risks, a reserves policy is in place as well as health and safety procedures to ensure compliance with Health and Safety for all visitors to the charity offices. Disclosure and Barring checks are made on all staff and potential new volunteers where appropriate prior to them supporting service users. General Data Protection Regulations, Safeguarding Adults and Child Protection and Prevent policies are all adhered to.

Responsibilities of the Trustees

The charity must hold a minimum of 6 meetings a year and there must be a quorum of 3 elected trustees at each meeting.

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial position at the end of that year. In preparing these financial statements the Trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will not continue in existence.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charity (Accounts Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustee Annual Report was approved by the Board of Trustees on the 14th October 2022 and were signed on their behalf by

.....
Seema Poleon, Chair

***Our behalf of DORCAS, we would like to thank our funders
for all of their support and help!***

***In addition, the trustees would like to say a massive thank you to all of
the staff for their support and hard work during this amazing first year.***

LEGAL AND ADMINISTRATIVE INFORMATION

DORCAS is a Constitution of a Charitable Incorporated Organisation (CIO), whose only voting members are its charity trustees.

The Charities Act 2011 creates the basic legal framework for the CIO. This framework is completed by regulations:

- The Charitable Incorporated Organisations (General) Regulations 2012 ('General Regulations') and
- The Charitable Incorporated Organisations (Insolvency and Dissolution) Regulations 2012 ('Dissolution Regulations').

DORCAS is overseen by the Charity Commission for England and Wales.

Charity Details:

Charity Name:	DORCAS Daughters, Optimistic, Respect, Courage, Assurance & Support
Charity Status:	Charitable Incorporated Organisation
Registered Charity Number:	1194064
Registered Office and Operational Address:	West Midlands House Gipsy Lane Willenhall WV13 2HA
Telephone or Text:	07462837349
Telephone:	0121 667 9496
Email Address:	dorcas@gmx.com
Website:	www.dorcasuk.com

Charity Trustees:

Chair	Seema Poleon (appointed Mar 2021)
Treasurer	Cyrellia Augustin (appointed Mar 2021)
Trustee	Nigel Oram (appointed Mar 2021)
Trustee	Nathalie Neza Bigimbi (appointed Mar 2021)

Independent Examiner:

Bev Richardson M.A.A.T.
Charity AID Accountancy Services,
Woodland Lodge, Dunston Business Village,
Stafford Road, Dunston, Staffordshire, ST18 9AB

Bank:

Royal Bank of Scotland
46 – 48 Deansgate
Bolton
Lancashire
BL1 1BH

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DORCAS

I report on the financial statements of DORCAS for the year ended 31 March 2022 which are set out on pages 11 to 14

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 ('the 2011 Act') and that an independent examination is required.

It is my responsibility to:

- Examine the accounts under Section 145 of the 2011 Act 2011
- To follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- To state whether any particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the 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 you as the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

(1) Which gives me reasonable cause to believe that, in any material respect, the requirements

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

have not been met; or

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

Bev Richardson M.A.A.T.

Date: 14th October 2022

On Behalf of

Charity AID Accountancy Services

Woodland Lodge, Dunston Business Village,
Stafford Road, Dunston, Staffordshire, ST18 9AB

DORCAS

Receipts and Payments Account for the period 12th April 2021 – 31st March 2022

	Note	Unrestricted	Restricted	2022	2021
		£	£	£	£
<u>RECEIPTS</u>					
Donations	1	100	0	100	0
Charitable Activities	2	0	22,500	22,500	0
Fundraising	3	382	0	382	0
Investments	4	0	0	0	0
Other Receipts	5	0	0	0	0
TOTAL RECEIPTS		482	22,500	22,982	0
<u>PAYMENTS</u>					
Raising Funds	6	0	0	0	0
Charitable Activities	7	0	0	0	0
Staff Costs	8	0	0	0	0
Charity Running Costs	9	0	1,517	1,517	0
Governance	10	0	0	0	0
Other Payments	11	0	0	0	0
		0	1,517	1,517	0
<u>ASSETS & INVESTMENTS</u>					
Fixed Assets		0	0	0	0
Investment		0	0	0	0
		0	0	0	0
TOTAL PAYMENTS		0	1,517	1,517	0
Net incoming resources		482	20,983	21,465	0
Transfer between funds		0	0	0	0
Cash funds from last year		0	0	0	0
TOTAL CASH FUNDS		482	20,983	21,465	0

DORCAS

Statement of Assets and Liabilities as at 31st March 2022

ASSETS AND LIABILITIES

	Unrestricted	Restricted	Total
CASH FUNDS			
Business Current Account	482	20,983	21,465
OTHER MONETARY ASSETS	0	0	0
INVESTMENT ASSETS	0	0	0

ASSETS RETAINED FOR THE CHARITY'S OWN USE

The Charity does not currently own any assets of monetary value

LIABILITIES

Independent Examination	200
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The financial statements were approved by the Board of Trustees on 14th October 2022 and were signed on their behalf by

.....
Seema Poleon, Chair

.....
Cyrillia Augustin, Treasurer

Notes to the Accounts

	Unrestricted £	Restricted £	2022 £	2021 £
1 Donations				
Gift Aid Donations	0	0	0	0
Other Donations	100	0	100	0
Gift Aid Inland Revenue	0	0	0	0
Charitable Donations	0	0	0	0
	100	0	100	0
2 Charitable Activities				
Contracts	0	0	0	0
Grants	0	22,500	22,500	0
	0	22,500	22,500	0
3 Fundraising				
Crowdfunder	382	0	382	0
General Fundraising	0	0	0	0
	382	0	382	0
4 Investments				
Bank Interest	0	0	0	0
	0	0	0	0
5 Other Income				
Miscellaneous	0	0	0	0
	0	0	0	0

Notes to the Accounts continued

	Unrestricted	Restricted	2022	2021
6 Raising Funds				
Fundraising Costs	0	0	0	0
Community Events	0	0	0	0
	0	0	0	0
7 Charitable Activities				
Counselling	0	0	0	0
Activities	0	0	0	0
Resources	0	0	0	0
Materials	0	0	0	0
Refreshments	0	0	0	0
	0	0	0	0
8 Staff Costs				
Sessional Staff	0	0	0	0
Volunteers	0	0	0	0
Mobile Phone	0	0	0	0
Supervision	0	0	0	0
Travel	0	0	0	0
Training	0	0	0	0
DBS	0	0	0	0
	0	0	0	0
9 Charity Running Costs				
Office Rent	0	1,265	1,265	0
Office Utilities	0	0	0	0
Room Hire	0	0	0	0
IT & Telephone	0	0	0	0
Stationery, Printing, Postage	0	0	0	0
Office Equip	0	219	219	0
Insurance	0	0	0	0
Health & Safety	0	0	0	0
Publicity	0	33	33	0
Annual Fees	0	0	0	0
	0	1,517	1,517	0
10 Governance				
Governance Costs	0	0	0	0
Independent Examination	0	0	0	0
Professional Fees	0	0	0	0
	0	0	0	0
11 Other Payments				
Miscellaneous	0	0	0	0
	0	0	0	0