



Nottingham
Muslim Women's
Network



2024 ANNUAL REPORT

**EMPOWERING WOMEN AND
UPLIFTING COMMUNITIES**



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www.nmwn.co.uk



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01 About NMWN

The Nottingham Muslim Women's Network (NMWN) is a diverse organisation committed to promoting the inclusion of Muslim women in decision-making and providing tailored support services.

Over the past year, we have delivered legal advice surgeries, educational workshops, and community events addressing issues such as discrimination, harmful practices, and social exclusion.

Through our work, we continue to support Muslim women's active participation in society and help shape more inclusive policies and services.



02 Vision / Mission

At NMWN, we are dedicated to amplifying the voices of Muslim women and placing their lived experiences at the heart of everything we do from policy development to advocacy and community campaigns. We address critical issues such as harmful cultural practices, honour-based abuse, FGM, hate crime, and discrimination. Our aim is to empower Muslim women to take an active role in shaping policies and to support and uplift the next generation to reach their full potential.



03 Foreword from the Chairs

As Co-Chairs of the Nottingham Muslim Women's Network, we are proud to reflect on a year that marked a major milestone in our journey—our ten-year anniversary.

Since our founding in 2014, the Network has grown from a grassroots initiative into a vital force for change, advocacy, and empowerment. This anniversary is not just a celebration of longevity—it is a testament to the strength, resilience, and leadership of Muslim women and girls in Nottingham.

In 2024, we honoured this milestone with a series of events and reflections that brought together our community, partners, and supporters. These celebrations allowed us to look back on a decade of impact: from supporting women through crisis and transition, to nurturing leadership and amplifying voices that are too often unheard.

Our work this year continued to build on that legacy. We delivered targeted programmes that addressed mental health, youth empowerment, and community cohesion. We strengthened our advocacy efforts, ensuring Muslim women's experiences are represented in local policy and decision-making. And we deepened our partnerships with organisations across Nottingham to create more inclusive and responsive services.

The impact of our work is visible in the lives of the women and girls we serve—those who have found confidence, community, and opportunity through the Network. It is also reflected in the growing recognition of our role as a trusted voice and connector within the city.

We are deeply grateful to our staff, volunteers, funders, and supporters. Your dedication and belief in our mission have carried us through ten years of growth and transformation.

As we look ahead to the next decade, we remain committed to listening, leading, and lifting up the voices of Muslim women in Nottingham. The journey continues—and we are more determined than ever to make it count.

With gratitude and hope,

Marsha Brown & Councillor Neghat Khan
Co-Chairs, Nottingham Muslim Women's Network

NMWN

04 Meet Our Trustees



NEGHAT KHAN
CO-CHAIR



MARSHA BROWN
CO-CHAIR



DR SOBIA QAZI
TREASURER



SHAZIA KHAN
TRUSTEE



MAXINE COCKETT
TRUSTEE



DR NAVAB PATEL
TRUSTEE



FARZANA CHAUDRY
TRUSTEE

04 Meet Our Trustees

The strategic development of Nottingham Muslim Women's Network continued to advance under the committed leadership of key individuals. Our Co-Chairs, Councillor Neghat Khan and Marsha Brown (Founder of Bambuuu), provided invaluable guidance and vision, steering the organisation towards its long-term goals. Alongside them, Dr. Sobia Qazi, Lecturer at the University of Nottingham and Treasurer; Maxine Cockett, Founder of Breaking Barriers Building Bridges; Councillor Nayab Patel; Farzana Chaudry, who took on the role of Secretarial Officer at the Network; and Shazia Khan, whom we were delighted to welcome back to the Board, offered their expertise and insight, enriching our strategic planning processes. Together, this dedicated leadership team has played a pivotal role in shaping the organisation's future direction, ensuring our initiatives remain firmly aligned with our mission to empower Muslim women and girls in Nottingham.



05 Meet Our Team



Zaynab Asghar
Manager



Shanaz Din
Office Manager



Asia Asgar
Active Wellbeing Outreach
Worker & Community
Campaigns Officer



Nurgus Khan
Outreach &
case worker



Fatimah Kallis
Administrator



Rahime Ceylan
IT & Social Media
Coordinator



Ferda Ozcan
Community
Campaigns Officer



Malika Miah
Events & Programme
Coordinator



Caroline Mwangi
Case Worker



Parveen Akhtar
Case Worker

Previous Staff

Sawsan El-Rifai
Events & Programme
Coordinator

Naheida Junjua
Case Worker

Haya Odeimati
Case Worker

Marwa Mustafa
Community Campaign
Officer

Aila Ramadan
Case Worker

05 Meet Our Team

2024 was another great year for the Nottingham Muslim Women's Network—a year in which our team truly flourished under the leadership of Zaynab Asghar. Staff members grew in confidence and ownership of their roles, driving the Network's work to new heights.

Asia Asghar led our physical activities outreach, engaging women in movement and wellbeing across Nottingham.

Ferda Ozcan, who joined as Community Campaigns Officer after graduating from our volunteer programme, introduced a bold and creative approach to marking the 16 Days of Activism, energising our advocacy efforts.

Rahime Ceylan, our very own techie who joined as IT & Social Media Coordinator after graduating from our first volunteer programme, has contributed to the team in many ways.

Shanaz Din and Fatimah Khallis provided essential support in office management and HR, ensuring smooth operations and compassionate coordination.

Our case workers, Nurgus Khan, Caroline Mwangi, and former colleague Naheida Junjua continued to provide one-to-one support to women in crisis, offering advocacy in community languages. We welcomed Parveen Akhter to the team, and briefly worked with Haya Qdeimati and Aila Ramadan, who supported Arabic-speaking women with advice and care.

During the latter part of the year, Sawsan El-Rafai went on maternity leave, and we welcomed Malika Miah as our new Events and Programmes Coordinator, ensuring continuity in our community engagement.

In addition to these staffing developments, we are proud to share that several team members completed Level 3 in Using Counselling Skills and Level 2 in Mental Health in the Workplace. These qualifications have strengthened our capacity to provide trauma-informed, empathetic support to the women and families we serve.

This year's staffing achievements reflect the strength, adaptability, and professionalism of our team—and their unwavering commitment to supporting Muslim women and girls in Nottingham.

06 NMWN Services

Legal Advice Clinics



Established in 2014, our legal advice clinics have continued to provide free legal guidance on sensitive matters such as divorce, domestic abuse, child contact, sexual exploitation, forced marriage, and other family law-related issues. Throughout 2024, we hosted 24 free legal surgeries in partnership with the Family Law Group. Notably, our legal surgery clinics are open to all women, not just Muslim women, as reflected in the statistics. Additionally, we formed a new partnership with Ring Rose Solicitors and Evolve CIC, introducing a new legal clinic every third Tuesday of the month.



Immigration Advice

In 2024, the Network maintained its provision of appointment-based access to free immigration consultations, offering a contribution towards the legal costs of submitting DDVC (Destitute Domestic Violence Concessions) applications. We extend our gratitude to Nazia Ashraf from AMH Solicitors and Masood Khallis from Raiyad Solicitors for their continued support in assisting clients accessing our domestic abuse support service.

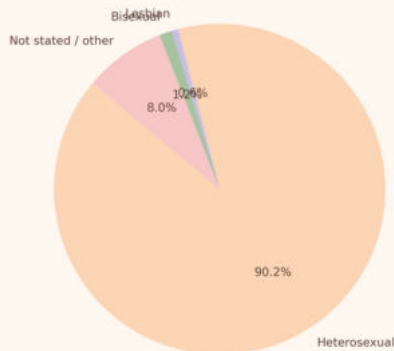
NMWN

NMWN Services

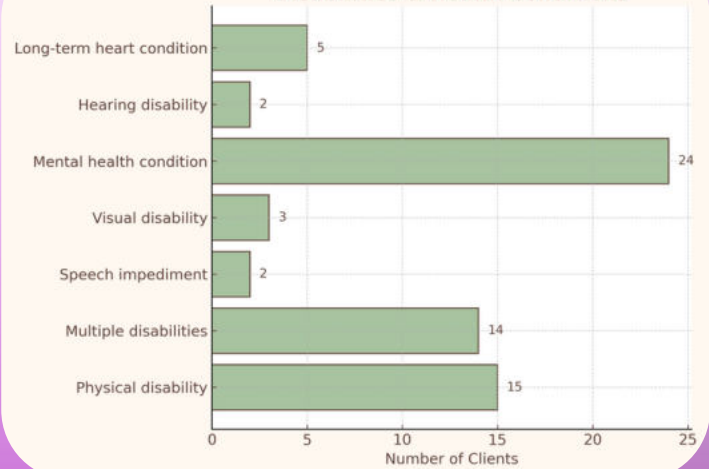
Supporting Women and Children Experiencing Domestic Violence and Outreach Service

In 2024, the Domestic Abuse Support Service worked with 163 clients, offering specialist, survivor-led support to women from diverse backgrounds across our community. The service provided safety planning, emotional support, advocacy, and signposting, ensuring each client received care tailored to their personal circumstances.

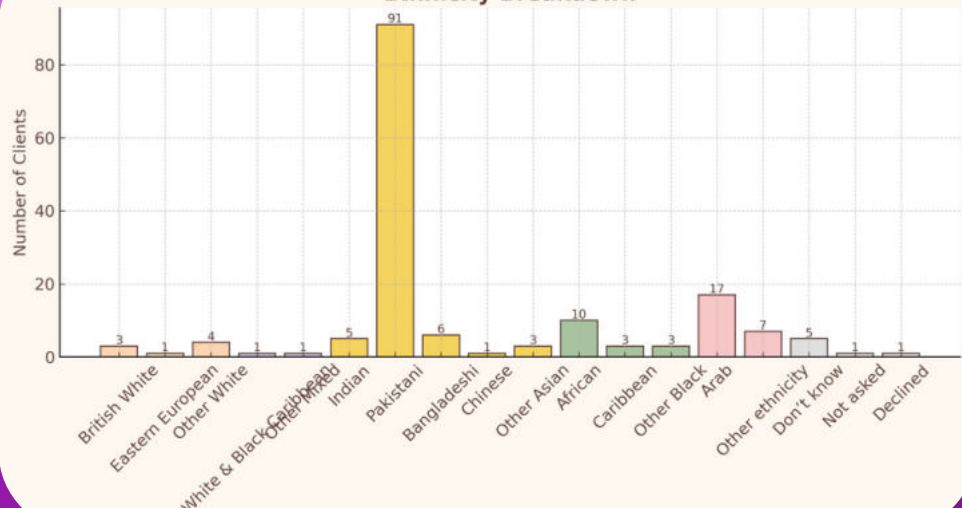
Domestic Abuse Support Service - 2024 Overview
Sexual Orientation



Domestic Abuse Support Service - 2024 Overview
Disabilities & Health Conditions



Domestic Abuse Support Service - 2024 Overview
Ethnicity Breakdown



Volunteer Training Programme

We developed a 12-week volunteer training programme specifically for Muslim women in Nottingham, aimed at addressing skills gaps and introducing participants to the dynamic women's sector. The programme focused on building essential skills, boosting confidence, and helping participants apply their existing abilities in new contexts. By connecting community strengths with city services, we aimed to empower women to play an active and meaningful role.

The training was delivered in three phases: orientation, practical application, and work placement preparation. Orientation sessions offered insights into the women's sector and skills workshops. The practical phase involved organising community projects, while the final phase prepared participants for and supported them through placements with local women's organisations.

The programme resulted in stronger sector knowledge, successful project delivery, and enhanced transferable skills. Participants built valuable networks that could lead to future employment or volunteering opportunities. Notably, one graduate volunteer went on to join NMWN as a Caseworker. Ongoing collaboration with local partners ensured the programme's sustainability and lasting impact.





VOLUNTEER TRAINING PROGRAMME 2024

URDU/ENGLISH



28%

ARABIC/ENGLISH

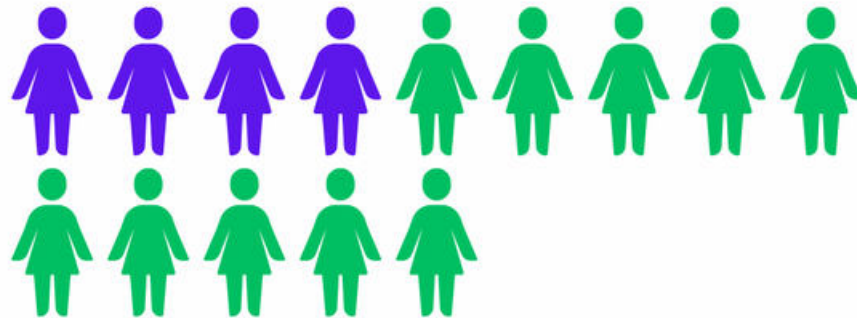


64%

ENGLISH ONLY



7%

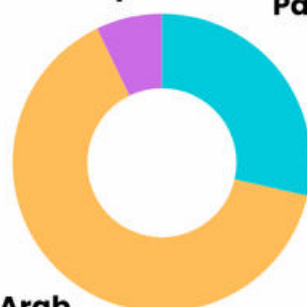


4 OUT OF 14
SOUTH ASIAN

English
1

Pakistani
4

Arab
9



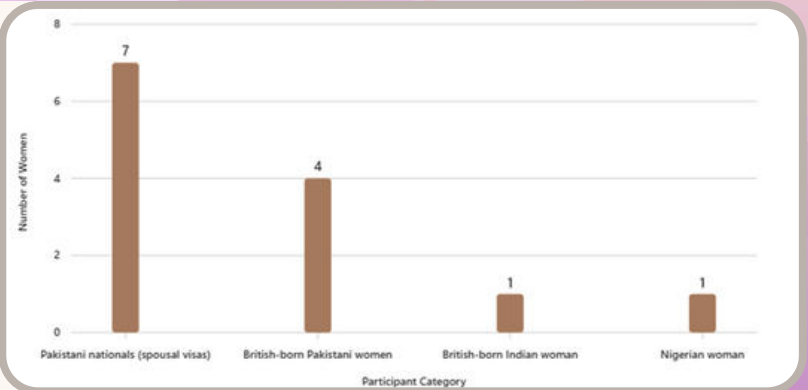
NMWN

07 Programmes

Freedom Programme

The **Freedom Programme** is designed to help women understand the dynamics of healthy and unhealthy relationships, particularly in the context of domestic abuse.

In 2024, 15 women were referred to the programme through Juno Women's Aid.



OVERVIEW

- Supports women affected by domestic abuse & coercion.
- Tackles cultural & systemic barriers.
- 15 women referred in 2024 via Juno Women's Aid.

KEY ISSUES

- Pakistani nationals faced modern day slavery.
- Forced marriage & coercive control issues.
- Pressure to "put up" with abuse due to honour/izzat.
- Multiple perpetrators reported.
- Male privilege recognised as key factor.

FREEDOM Programme

PROGRAMME IMPACT

- Clearer understanding of relationships.
- Validation & empowerment to seek help.
- Recognition of systemic & cultural pressures

RECOMMENDATIONS

- Continue work with Juno Women's Aid.
- Specialist support for migrant women.
- Raise awareness on honour-based abuse.
- Ensure safe housing & legal advocacy.

NMWN

08

International Women's Day Celebration

International
Women's
Day

We had a fantastic International Women's Day celebration at Trent Bridge during the Trailblazers Sports Night on Friday, 8th March. The evening was a powerful tribute to the incredible women & girls in sports, filled with inspiring stories, engaging discussions, and a strong sense of empowerment. It was a privilege to celebrate the achievements of trailblazing women & girls who are breaking barriers and paving the way for future generations. A huge thank you to everyone who joined us in making this event truly special! And huge thank you for this organization to Asia Asghar, Farah Khan, @trentbridge @theblazecricket.



NMWN

09 10th Year Anniversary



On August 10th, we had the immense joy of celebrating the 10th anniversary of NMWN, a milestone that marks a decade of empowering women and building stronger communities. This special day was made even more meaningful by the presence of our dedicated followers, supportive partners, collaborating institutions, and the incredible women and community members who have been with us on this journey. Your participation, enthusiasm, and shared joy turned this anniversary into an unforgettable event. A heartfelt thank you to everyone who contributed to making this beautiful day even more extraordinary. Your continued support inspires us to keep growing and creating positive change together.



10 Campaigns

THIS GIRL CAN (ACTIVE WOMEN)

This Girl Can Nottingham project has transitioned from mass market to a place-based approach working with different communities and specific demographic to understand the needs. We needed to understand the barriers women face and empowering communities to break them down and remove blockages.

Asia Asghar's role was engaging at a deeper level this project is understanding the community better and support women to happier, healthier lives through physical activity and wellness.





CYCLING SESSIONS

Cycling sessions began with beginners learning to ride and grew into a full confidence-building programme. Ten folding bikes were gifted to women who demonstrated leadership potential. The impact was profound:

- One woman now commutes daily by bike, inspiring her community.
- Another taught her daughters to ride—cycling is now a family activity.
- A third gained independence and overcame social anxiety through cycling.

The ripple effects are clear—families are changing, confidence is rising, and women are reclaiming public spaces.

Weekly Chair Yoga classes have engaged over 18 women aged 50–92—primarily first-generation South Asian women. For many, this is their only outlet for movement and community.

Beyond the physical benefits—mobility, circulation, and reduced pain—the sessions have become emotionally transformative. Previously isolated women now find voice, routine, and belonging. As one 84-year-old participant said, “I wait for this every week—it gives me life.”



CHAIR YOGA

In partnership with The Lenton Centre, the programme created a private, female-only swimming environment, tailored for South Asian and Muslim women. The response was overwhelming, with sessions expanding and becoming financially self-sufficient.

For many women, swimming was once out of reach. Now, it's a source of strength and joy. As one attendee expressed, “I never thought I'd swim again after marriage. Now I come every week—I feel like myself again.”

**Ladies Only
Swim Session**

Join us for a women's only swimming session
with trained instructors on hand to
help in the water!

Fridays 6:30 – 7:30pm

£4 per person
or included in monthly
Swim Membership!

The Lenton Centre Willoughby Street Nottingham NG7 1RQ
0115 9412422 admin@thelentoncentre.org.uk



10 THIS GIRL CAN (ACTIVE WOMEN)



FOOTBALL

The football collaboration with Notts County Foundation has grown into a 58-strong community of women and girls. Designed through co-production, sessions reflect cultural needs and lived experiences.

Highlights include:

- A trip to Port Vale FC, offering a full matchday experience.
- A vibrant Eid celebration hosted at Notts County FC, strengthening bonds among participants and their families.

Feedback has been universally positive, with participants describing pride, excitement, and a newfound sense of belonging.

Nine women were trained through a Walk Leader course, with four continuing to lead vibrant sessions in their own communities:

- Ferda – Leads weekly walks in Wollaton Park, blending local knowledge with a calming, supportive presence.
- Zaynab – Runs Baby Bump and Walk, supporting pregnant women and new mothers in an open, peer-supportive space.
- Sara – Created a virtual walking group to support women with anxiety. Participants log steps, share photos and encouragement via WhatsApp.
- Asia – Leads walks in St Ann's and Sneinton Dale, particularly engaging women from multi-generational, faith-diverse households.

These groups have become pillars of consistency, confidence, and connection.



WALKING

THIS GIRL CAN (ACTIVE WOMEN)



BADMINTON

Cricket sessions, once seen as male-dominated, have become hugely popular. In collaboration with Trent Bridge Cricket, two fully booked International Women's Day events showcased cricket and other community sports to wide acclaim.

A participant summed up the experience: "For the first time, I played cricket—not watched it—and it felt amazing."

Three women trained as Badminton Activators now lead twice-weekly sessions. Initially unsure, they've become respected community leaders, fostering fun, inclusive spaces where women of all skill levels can participate without judgment.



CRICKET



DANCE & FITNESS

Dance, Zumba, and holistic fitness sessions created spaces where women could express themselves freely and joyfully. These sessions offered more than fitness—they became emotional outlets.

One participant noted, "I dance here because it's the only place I can dance like no one is watching."

THIS GIRL CAN (ACTIVE WOMEN)



Key Collaborations & Strategic Partnerships
A wide-reaching network of partnerships has been central to the success of the programme:

- Badminton England – Delivered women-only and family sessions; trained three women as Badminton Activators.
- The Lenton Centre – Developed bespoke, culturally sensitive swimming sessions for South Asian and Muslim women; sessions are now self-sustaining.
- Cycling UK (Big Bike Revival, Women in Tandem) – Facilitated Learn to Ride sessions, trained Ride Leaders, and secured ten folding bikes through Travel Well funding.
- Active Notts – Co-created the South Asian Women Insight Report, showcased nationally by Sport England.
- Trent Cricket – Ran women-only cricket sessions and hosted impactful International Women's Day events.
- Notts County Foundation – Co-designed football-based activities, including matchday experiences for women and girls.
- Canal & River Trust – Delivered canoeing and narrowboat sessions—first-time experiences for many participants.

HIGHLIGHT PROJECTS

- Ramadan Recharge – Spiritual walking, filmed yoga, and an online Talking Space with 8+ partner organisations.
- Water Sports – Canoeing and narrowboat trips, expanding outdoor sport access.
- This Girl Can Awards – Celebrated local changemakers, including Special Recognition for the frontline community lead.
- Media Engagement – Features on BBC, Women in Football, Sport England, and local radio stations.
- National Presence – Involvement in the Be Inspired Conference at Wembley and EFL Community Hero recognition via Notts County.



RECOGNITION & ADVOCACY

- The programme has been widely recognised across national and local platforms:
- Published Articles:
 - South Asian Women and the Stereotype Struggle – Women in Football
 - TGC Nottingham Feature
 - EFL Community Hero write-up
- Media Appearances:
 - BBC Radio Nottingham, BBC National News
 - Radio Faza, Dawn FM
- Speaking Engagements:
 - Women in Football Conference (Wembley)
 - Talking Spaces & Making Our Move forums

1875

**SOUTH ASIAN
WOMEN ENGAGED
WITH THIS GIRL
CAN**

120

**SESSION
DELIVERED**

2000

**HOURS
OF CONTACT**

10 Campaigns

Supporting Maternity Care

In 2024, we continued our valued partnership with Support Me CIC and Muslim Village through a listening group that provided an important platform for dialogue between Nottingham Maternity Services and Muslim women. We were delighted to be part of the launch of Support Me's Muslim Village Hub in June 2024, which further strengthened our collaborative work. This partnership blossomed with the launch of our new Bump, Baby and Beyond walking group at the Forest Recreation Ground—an idea born from discussions with Ride Wise, a local charity with whom we successfully trained volunteer walk leaders. One of these leaders, our own Zaynab Asghar, was inspired to give back to the community and, after conversations with Ride Wise, identified a dedicated walk for pregnant women at risk of gestational diabetes as the best way to do so. With many Muslim women already using the Forest Recreation Ground for regular walks, we aimed not to reinvent the wheel but to enhance and extend the City's wellbeing offer.



10 Campaigns

16 DAYS OF ACTIVISM

AGAINST GENDER-BASED VIOLENCE

This day kicked off the 16 Days of Activism Against Gender-Based Violence, running through to December 10th, which is Human Rights Day.

As NMWN, we wanted to support Juno and help advance the campaign further.

It was the first time the Network participated in such a large campaign.

Going ORANGE on
Monday, November 25th

16 Days of Skills
Auction

16 Friends Challenge

Social Media Activity

GOING ORANGE

- Started to share the poster on Friday, November 1
- Shared in 4 languages; English, Urdu, Arabic and Turkish.



Backdrop for online meetings



Email signature

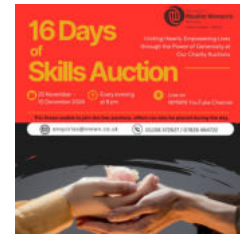


SKILLS AUCTION

- Hosted 5 live auctions on NMWN's YouTube Channel
- Received 24 donated items from individuals and businesses, all of which were sold.
- A total of £505 was raised through five auctions.
 - Lowest-priced item: £5 (Hungrilla gift card)
 - Highest-priced item: £100 (celebration cake)
- Increased our YouTube subscribers from 3 to 33 during the campaign.



LIVE AUCTION



DAILY AUCTION ITEMS



FRIENDS CHALLENGE

STEP I.

- Asked people to check in on one of their female friends, neighbours, relatives, or family members each day for 16 days.
 - Whether through a visit, phone call, or message,
- These small interactions would remind them they were valued and supported.

STEP II.

- As a second step, asked people to sign in via LaunchGood - Crowdfunding platform
- Each participant would aim to get 16 friends or family members to donate a small amount (e.g., £5 each), helping raise both awareness and funds for the cause.



- Raised £230 through this initiative.
- No clear indication of whether participants called their female friends, relatives, or neighbours for the campaign.

DAILY QUOTES

We shared sources of advice and information with the public, service users, family, friends and colleagues every day for the duration of 16 days.



16 DAYS OF ACTIVISM

AGAINST GENDER-BASED VIOLENCE

MEDIA COVERAGE

- Released a press statement.
 - BBC Radio Nottingham
 - Nottingham Post
 - Radio Faza
- Reached out to contacts at other organisations to request their support.

facebook.com/nottinghamshirelive/

THURSDAY, DECEMBER 5, 2024 NOTTINGHAM POST 11

News

Abuse survivor says network helped her to reclaim her life

ORGANISATION IS CURRENTLY SUPPORTING MORE THAN 70 WOMEN IN THE CITY

By RUCSANDRA MOLDOVEANU

AN abuse survivor has told how she escaped her perpetrator and reclaimed her life with the help of a Nottingham charity.

The woman, who wishes to remain anonymous, says Nottingham Muslim Women's Network (NMWN) supported her emotionally, spiritually and practically.

The charity, on Fushall Road, Forest Fields, is currently conducting a 16-day campaign following the International Day for the Elimination of Violence Against Women on November 25.

The campaign will end on Tuesday, Human Rights Day. The survivor said the Post that taking the first step was not easy, but now feels that she has reclaimed her life back.

"Reaching out for help required breaking down the facade of pretending that life was perfect and courageously opening up about the struggles and adversity I faced."

"Despite this challenge, NMWN's trustworthiness and genuine care encouraged me to share my story and seek justice through their support."

The woman said that the charity supported her with preliminary legal meetings, guiding her through family law workshops and even provided support workers to accompany her to court.

"She was also connected with Shariah law organisations and helped complete her divorce (khula) forms. Khula is a type of Islamic divorce that allows a wife to initiate the process."

The survivor said: "Beyond legal and emotional support, NMWN also signposted me to charities for additional assistance and offered courses that empowered me to upskill and rebuild my confidence. These courses helped me regain a sense of achievement and improved my overall well-being."

The woman explained that she found out about the charity through social media, adding that, as she struggles with text, the clarity of the posts was crucial in helping her take the first steps.

"Shame is like contaminated food - don't tolerate it, not even for three seconds."

"Just as you wouldn't consume something harmful, don't allow abuse to infiltrate your life. Speak up and call it out immediately because abuse, if tolerated, can be deeply damaging and even fatal. There is no



Recruit for abuse: Cheryl. (From left) NMWN's community campaign officer Fenda Ozcan, office manager Shanaz Din and network manager Zaynah Asghar.

to find out about us and they didn't know about the work that we do.

"Now we have people referred to us by those professionals. We don't just help one group of people."

"They don't even have to be Muslim - if they need help, we'll support them as best as we can."

The charity mainly deals with victims of domestic violence, hate crime and gender-based discrimination, also providing courses and awareness sessions to "support women to stand on their feet" by gaining social and employability skills.

Outreach worker Nurgun Khan said: "If it's a domestic violence victim, we give them a safety plan including locking doors, being vigilant, not sharing social media accounts and passwords. The plan also includes tips on how to stay safe in the house if the victim still lives with the perpetrator."

"Domestic violence isn't always physical. Some women say 'he didn't hit me, so I've not been abused' but they don't realise that their finances are controlled, that they're isolated from family and friends, timed when they're out. That's all abuse."

The charity is also working closely with This Girl Can Nottingham, with the collaboration led by Asia Jaleel, an advocate for change who has helped establish a women and girls football session for South Asian

women and girls.

The sessions also help women improve their mental and physical wellbeing through activities such as cycling.

The charity has helped build countless success stories by growing their reputation about the confidentiality of their services.

Shanaz said: "Sometimes, some people think that because we're from the same community, people will find out about their problems. Over the past decade, we've built our reputation about confidentiality and women are now more willing to come to us."

"We only contact other agencies if there are safeguarding concerns. Otherwise, we just look at that woman and at how we can support her. We also never make contact with partners."

She added: "It's great when people come back and tell us how much we've helped them in their journey. Hearing all these success stories makes it all worthwhile."

"We had someone who couldn't even get a bus on her own but we kept encouraging her and supporting her and now she has her own job and she's doing courses."

In current campaign aims to raise awareness and funds around violence against women. It includes wearing orange, the colour of the campaign originally launched by the United Nations, auctions and checking in on friends through the 16

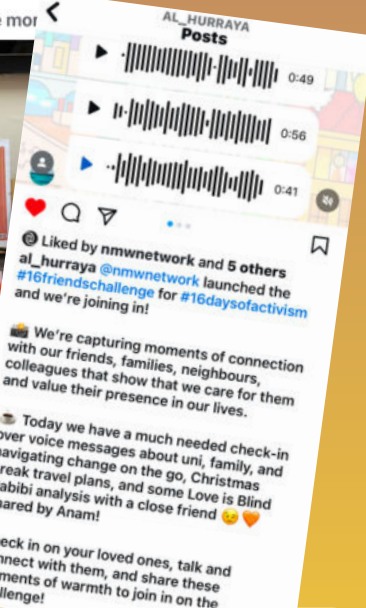
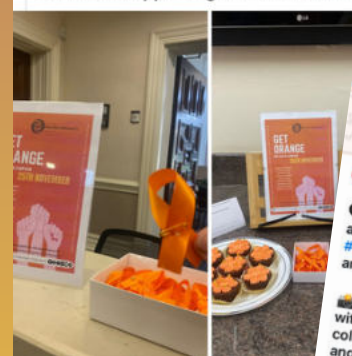
Juno Women's Aid Nov 25, 2024 · 🌍

#orange4juno

Nottingham Muslim Women's Network is with Juno Women's Aid and 8 others. Nov 25, 2024 · 🌍

We Are Going Orange! 🍊

Join us in supporting the Ge... See more



POSITIVE OUTCOMES

- Increased Awareness:
 - 16 Days of Activism Campaign and NMWN's activities gained visibility on social media and press.
- Media Engagement:
 - The Nottingham Post interview boosted our community presence.
- YouTube Growth:
 - Subscribers to our channel grew from 3 to 33.
- Funds:
 - We raised £752 to support NMWN's services for women impacted by gender-based violence.

CHALLENGES

- Finding the right platform for online auctions was a challenge. Thankfully, Rahime came up with a clever solution—hosting a live auction on Zoom while streaming it simultaneously on YouTube.
- The campaign was planned and executed within a very short timeframe, which put a lot of pressure on me. A well-planned campaign in advance would allow for more effective management.

11 Testimonial

Swimming Session-- “ I started learning to swim with the Nottingham Muslim Women’s Network & This Girl Can and I am truly grateful for everything. I was really scared Of water and swimming to the point that the first time I went to the swimming pool I used one of the This Girl Can officers as a shield to create a barrier between myself and the pool. I was shaking. It took a few sessions to even get into the pool and to then have the confidence to learn things in the pool. I never ever, ever would’ve thought that I could say that I feel comfortable in the water and its only thanks to TGC and NMWN that I now can. I recently went on a holiday and it was the first time ever I felt comfortable in the water. For someone like me that is a huge, huge step. I had to stop the lessons for a little while due to health issues but I am looking forward to starting them again. I actually look forward to lessons now. I can’t fault anything from the lessons to the instructions to the lifeguards to the Venus. I’m so so grateful, and always will be.”

DV--Client said that she is happy and very grateful with the support that has been given and really happy with the service she has received from everyone as it has helped gain her more confidence in supporting herself and her children

DV--Client: “I experienced abuse from my ex-husband, and after reporting him to the police, he was arrested but was later released on bail. He then started following me and tried to see our children, falsely telling his family that I was deliberately meeting him. I reported this to the police, and they are handling the issue. The police also referred me to the Nottingham Muslim Women's Network, who has provided vital support by helping me access a solicitor who issued him a warning letter. They also connected me with two more solicitors: one for support with my indefinite leave to remain application as a domestic abuse victim, and the other to start a civil divorce. Since I have limited understanding of English, the network has consistently arranged interpreters for my appointments. I am extremely grateful for their support.”

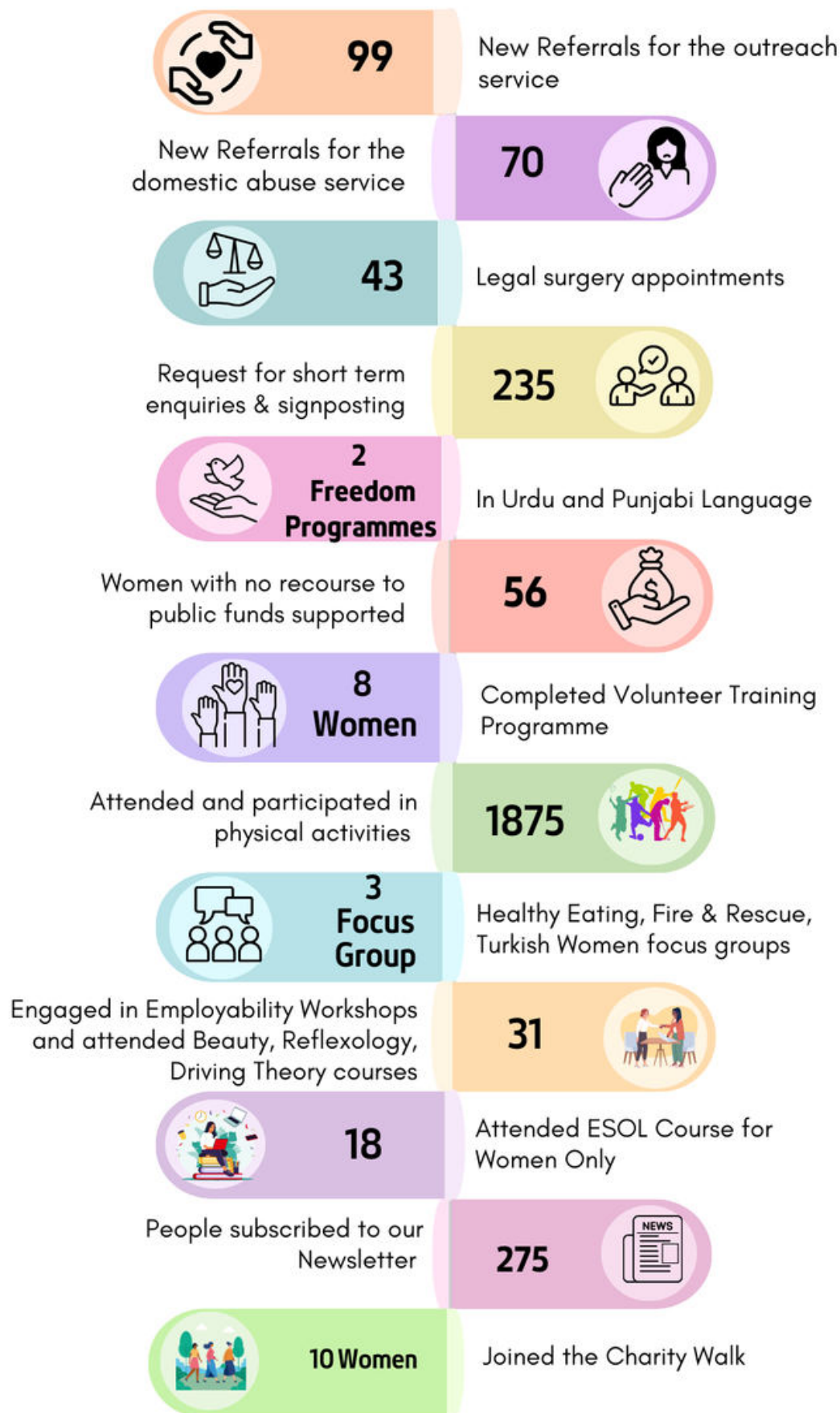
Cycling-- “Joining this cycling group has been a transformative experience for me, as I’ve always been passionate about learning to ride a bike, especially to go to work in a more sustainable way. Each week, I make the hour-long bus journey to attend the sessions, and the effort has truly paid off. Recently, I was thrilled to win a free bike from the program, which has been incredibly freeing and exhilarating. Having my own bike has given me a new sense of independence and confidence, and I’m excited to keep building my skills with the support of this amazing community of women.”

Cycling-- “I would like to express my sincere gratitude for the invaluable support from Asia Asghar and the NMWN. I am truly excited to have acquired my own bike, which now enables me to ride. The NMWN, and especially Asia, have been a significant source of motivation for all the participants. Thank you so much. I am incredibly grateful, and this support has made a real difference in my life.”

Cycling-- “Thanks a lot for bicycle. This has encouraged me. That I can do anything in life your little help by you have given me a chance to move forward in life, you have given me courage you are successful everywhere , Allah bless you”

Football Session-- “This experience I would never be able experience and get access to as my family wouldn’t know how to book or get access to things like this ,pulse we don’t do stuff ;like this as a family. Thank you so much for giving me this opportunity I always look forward to this session all week.”

NOTTINGHAM MUSLIM WOMEN'S NETWORK NUMBERS-2024



NMWN

13

Event Gallery- 2024



Registered Charity Number - 1195648

Cycling Session

Wednesday's
Time :
Session1 : 11.30am - 12.30pm
Session2 : 12.45pm - 1.45pm

Location : Near the Café, Forest Recreation Ground Park,
Gregory Boulevard., Nottingham, NG7 6HB

Bikes will be provided.
and instructors teaching you how to cycle and build your confidence

0115 837 2627 / 07826464722 | enquires@nmwn.co.uk
hammuslimwomensnetwork.co.uk

JOIN US TO
**WALK FOR CHARITY
IN WOLLATON PARK**

Join us for a 3 mile walk to support Nottingham women who are in need. Each step you take helps "Sisters In Solidarity".

**Monday 4th March 2024
11:00am to 1:00pm**

**£50
Fundraising
Target**

0115 837 2627 / 07826464722 | enquires@nmwn.co.uk

WOMEN'S GOLF

**Booking Required
Every Thursdays**

Begins
April 18th
2024
11.15-12.15 PM
Ends
May 23rd

location
At Edwalton Golf Centre Wellin Ln
Edwalton, Nottingham

Number - 1195648

To Book scan here

FOR ALL WOMEN

BOOKING IS NECESSARY. JUST TURN UP ON THE DAY

STARTING TUESDAY 23RD APRIL 2024
1.30 PM TILL 2.45PM

LOCATION: Old Sneinton Library
Sneinton Boulevard
Sneinton

CONTACT US
0115 837 2627 / 07826464722
enquires@nmwn.co.uk

JOIN US FOR
**CHAIR
YOGA**
TEA AND SOCIALIZING

REGISTERED CHARITY NUMBER - 1195648

13 Event Gallery- 2024



Community Iftar Event

Come together for an evening of celebration and unity with our wider community!

Free Henna Art

Delicious Biryani

Puppet Show

Prizes for Kids

Soulful Nasheed

Art and Crafts

Ramadan Stories

Cookies Art

رمضان كريم

3rd April 2024 - 5:30pm to 8:30pm

St Leonard's Community Centre, 4 Bramcote Lane, Nottingham, NG8 2ND

Please bring a traditional dish and wear traditional clothing for the event.

For more information, contact us on 01158372627/ 07826464722

Please ensure to reserve your spot only when you are certain that you will attend.

Women and kids only

Book Now

CAREER ADVICE

Drop by for personalised career advice, next steps, and IAG (Information, Advice, and Guidance) Support.



TIME

Start at

10:00 AM - 15:00 PM

Nottingham
Muslim Women's
Network

Nov 4th, 2024

Location

St. Ann's Library
St. Ann's Valley Centre
2 Livingstone Road
Nottingham,
NG3 3GG

Requirements

- Aged 16+
- Resident of the UK or EU for three years or more,
- Refugee or Asylum status.

Contact us

0115 8372627/ 07826464722

enquiries@nmwn.org.uk

Event Gallery- 2024



Nottingham Muslim Women's Network

VOLUNTEER PROGRAM
FOR FREE 10 WEEK TRAINING SESSIONS.

WHY NOT JOIN US FOR FREE TRAINING?
EXPAND YOUR SKILLS, BOOST YOUR CONFIDENCE, AND DISCOVER YOUR TRUE POTENTIAL

CERTIFICATES ON COMPLETION OF THE COURSE

GAIN AN INSIGHT INTO COMMUNITY DEVELOPMENT, BUDGETING AND ORGANISING COMMUNITY EVENTS

DOMESTIC VIOLENCE * FGM * HATE CRIME

CV WORKSHOP
EXTRA SUPPORT WITH WRITING YOUR CV

FOR MORE INFORMATION ABOUT THIS EXCITING PROGRAM, CONTACT US OR BOOK VIA EVENTBRITE:
enquiries@nmwn.co.uk
077 or 07826 464722
nmwnetwork.co.uk

EVERY MONDAY
13TH MAY - 22ND JULY
10 AM TO 1PM
St Ann's Valley Centre
Livingstone Road
NG3 2DQ



NMWN

13 Event Gallery- 2024



14 Future Plans



Expanding Active Travel

Walking and cycling sessions across Nottingham will grow, helping more women and girls get active.



Building Volunteer Leaders

More volunteer leaders trained to inspire and support their communities.



Broadening Physical Activities

New Activities designed to engaged and empower women and girls.



Listening to Young Women

Youth provision shaped by the voices and ideas of young women we represent.



Bespoke Domestic Abuse Support

Continuing our trauma-informed, trusted service in multiple community languages.



Expanding Cultural Reach

New Turkish staff members helping us connect with more Muslim women and girls.



More Listening Groups

Additional community-language listening group across Nottingham to ensure every voice is heard.



Targeted Outreach & Innovation

Piloting wellbeing programmes for women with gestational diabetes and forging stronger partnership to reach those most at risk.

15 Appreciation

NMWN extends heartfelt thanks to all the women, children, and young people who have taken part in our activities over the past year. We also sincerely appreciate our partners, collaboration is key to delivering our services effectively and efficiently, and your support strengthens our work. We're equally thankful to our founders for their continued support.

*So
Grateful
for Your
Support!*

16 Funders & Supporters -2024

We are deeply grateful to the funders and partners who supported Nottingham Muslim Women's Network throughout 2024. Their investment in our mission has enabled us to expand our services, strengthen our team, and deepen our impact with Muslim women and girls across Nottingham.

- Reaching Communities Fund

Provided core funding to sustain the Network's operations, including the creation of two new posts: a Manager and a Community Campaigns Officer. It also supported the delivery of a 12-week Volunteer Programme, helping to build capacity and leadership within the community.

- Make Notts Safe 2022–2025

Funded our Community Activism Programme and Freedom Programmes, as well as our Domestic Violence Advocacy work. It also contributed to essential office costs, including the Oasis license.

- Ministry of Justice

Supported our Domestic Abuse Service, including provision for clinical supervision for staff—ensuring safe, trauma-informed care for survivors.

- Women United

Enabled targeted work with women in Aspley, raising awareness of Prevent and equipping participants with tools to identify signs of online grooming and radicalisation.

16 Funders & Supporters -2024

- The Big Bike Revival

Funded cycling sessions that taught Muslim women how to ride bikes and build confidence navigating Nottingham's streets—promoting physical wellbeing and independence.

- Community Champions / Nottingham City Council / PCT

Supported healthy eating workshops and cooking sessions, helping women explore nutrition and wellbeing in culturally relevant ways.

- Awards4All – Youth Inspired

Funded a youth project aimed at young Muslim women and girls, helping them build confidence and challenge harmful cultural practices through creative and empowering activities.

- Nottingham City Council & Active Notts – This Girl Can

Enabled the development of culturally appropriate and safe health and wellbeing activities, encouraging Muslim women to engage in physical activity in inclusive environments.

We thank each of these funders for their belief in our work and their commitment to equity, empowerment, and community-led change.

17 Help Us

Your support can take many forms, and every contribution helps NMWN make a difference for others.



Donate

As a registered charity, your support helps us continue our work.

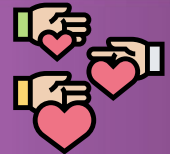
You can donate by:
PayPal: visit www.nmwn.co.uk and click on Donate

BACS Payment:
Nottingham Muslim Women's Network
Sort code:206328
Account #:83222578



Spread the Word

Help raise awareness about what we do:
Invite others to get involved
Share and engage with our content
Connect with us and repost on social media



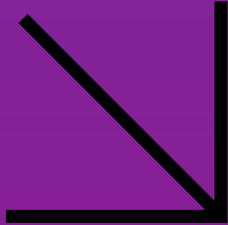
Fundraise

Get creative and raise funds to support our work:
Take part in a sponsored challenge
Host an event or activity in your community

NMWN

18

Contact Information



WWW.NMWN.CO.UK



ENQUIRIES@NMWN.CO.UK



FOXHALL LODGE, FOXHALL
ROAD, NG7 6LH



01158-372-627



Charity registration number: 1195648

Nottingham Muslim Women's Network

Annual Report and Financial Statements

for the Year Ended 31 December 2024

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Nottingham Muslim Women's Network

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Nottingham Muslim Women's Network

Reference and Administrative Details

Trustees	Neghat Khan, Co-Chair
	Marsha Brown, Co-Chair
	Sobia Qazi, Treasurer
	Farzana Chaudry, Secretary
	Maxine Cockett
	Nayab Patel
	Shazia Khan
Charity Registration Number	1195648
Principal Office	Foxhall Lodge Foxhall Road Nottingham NG7 6LH
Independent Examiner	John O'Brien, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL
Accountants	Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

Nottingham Muslim Women's Network

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 December 2024.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Neghat Khan, Co-Chair
	Marsha Brown, Co-Chair
	Sobia Qazi, Treasurer
	Farzana Chaudry, Secretary (appointed 24 May 2024)
	Maxine Cockett
	Nayab Patel
	Shazia Khan (appointed 12 September 2024)
	Simah Hussain (resigned 13 June 2024)

Structure, governance and management

Nature of governing document

The charity is operated under the rules of its constitution adopted 27 August 2021.

Recruitment and appointment of trustees

A person interested on becoming a Trustee will have to complete an application form. They will then be interviewed and it will be discussed at the next Management Committee meeting and if suitable be voted in.

Objectives and activities

Objects and aims

- Relieving the needs and suffering of Muslim women in need of such relief due to conditions related to domestic violence and the resulting distress and hardship. In particular, through the provision of counselling, public education, advice and advocacy;
- Promoting social inclusion for the public benefit by working with Muslim women who are socially excluded on the grounds of their ethnic origin, religion, belief, gender and creed to relieve the needs of Muslim women and assist them to integrate into society, in particular by;
 - o Providing a local network of support that encourages and enables Muslim women to participate more effectively with and within the wider community;
 - o Increasing or co-ordinating opportunities for Muslim women to engage with service providers, to enable those service providers to adapt services to better meet their needs and to encourage community safety.

Nottingham Muslim Women's Network

Trustees' Report (continued)

Objectives, strategies and activities

Our main activities include;

- Monthly legal surgeries covering family law, domestic abuse, honour based abuse, child contact, financial matters and divorce;
- Bi monthly drop-ins providing women with advocacy and support around issues that affect their daily life such as housing, benefits, employment and training etc;
- Black Minoritised and Ethnic specialist domestic abuse service, which provides Muslim women and girls with advocacy and support related to domestic abuse and harmful cultural practices. This service is provided in community languages, so women accessing it feel heard and supported. The domestic abuse support worker can assist women in court and has helped many Muslim women on spouse visas access timely immigration support as well as support to access to Islamic divorces;
- The Network has developed and delivers a culturally competent Freedom Programme in Urdu and other community languages. Providing women and children who have experienced domestic abuse with recreational opportunities such as trips to London and a retreat to Buxton;
- Providing women who have experienced domestic abuse access to sports activities as a means of tackling social isolation and developing positive mental health.

Public benefit

All of NMWN activities are geared around 'engaging, informing and empowering' Muslim women and girls. Although all of our activities are primarily targeting Muslim women, they are also open and welcoming to all women. NMWN's activities benefit the public as we provide support to women who often do not feel able to seek help from mainstream services due to language and cultural barriers. Sometimes women who have no recourse to public funds are referred to the Network so we can support them with money we have raised from the wider Muslim community.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

2024 was a year of resilience, impact, and growth for Nottingham Muslim Women's Network (NMWN). As a By and For charity, we continued to provide vital support to Muslim women and girls, expanding our services, strengthening partnerships, and increasing our presence in the community.

1. Expanding Domestic Violence and Legal Support

- Between April and September 2024, we received 91 referrals, with 49 new cases for domestic violence support, making the final total of 197 referrals for the year.
- We recruited three additional part-time caseworkers to meet growing demand.
- Delivered 13 Ring Rose legal appointments and 20 family law appointments, providing critical legal guidance.
- Adapted the Freedom Programme to be more trauma-informed.

2. Strengthening Community Engagement & Visibility

- Hosted a successful Iftari event, with 100 tickets booked within hours.
- Held an Open Day on 10th August, achieving a strong turnout despite external challenges.
- Established monthly drop-in sessions at Strelley and Meadows Community Hubs, offering women a safe space for support and conversation.
- Increased our presence across social, radio, and print media, with Asia leading on key interviews, a podcast collaboration with Himmah, and a feature in the Nottingham Post.

Nottingham Muslim Women's Network

Trustees' Report (continued)

3. Volunteer & Leadership Development

- Launched the second Volunteer group, delivering sessions on various topics including awareness raising of domestic abuse and other harmful cultural practices.

4. Investing in Mental Health & Professional Development

- Every team member completed significant training courses, including:
 - o Level 2 Certificate in Understanding Mental Health First Aid and Mental Health Advocacy in the Workplace
 - o Level 3 Diploma in Counselling Skills
- Caseworkers continued to receive clinical supervision every six weeks to support their wellbeing.

5. Celebrating a Decade of Impact & Key Campaigns

- Marked 10 years of NMWN as a trusted community organisation.
- Led activities for 16 Days of Activism Against Gender-Based Violence, reinforcing our commitment to ending violence against women.

6. Building Strong Partnerships & Securing Funding

- Collaborated with Notts County, the Lenton Centre, and Nottingham College to deliver sessions for women.
- Continued our Travel Well project, promoting active travel for Muslim women.

The This Girl Can project in partnership with Active Notts and Nottingham City Council broke many glass ceilings for Muslim women and girls by introducing learning to ride a bike sessions, football sessions, chair yoga, walking and many more. The partnership with Ridewise enabled us to train 5 members of our team and 4 volunteers. The project also produced guidance on how to engage Muslim women in sports. This was widely shared across different platforms including Sports England and the Football Association of the UK.

Financial review

2024 was year 2 for our Reaching Communities Fund, the Hidden Harms funding and the funding from the Ministry of Justice via the Office of the Police and Crime Commissioner. It has been a strong year in terms of funding and it has allowed us to expand our reach and work in Nottingham.

Nottingham City Council's Communities of Identity funding has finished and has meant our core outreach work has now been funded via the Reaching Communities fund.

Major risks and management of those risks

Financial risks.

Reaching Communities fund is funding our core costs, if we do not secure more core funding post 2025 then we will need to scale back the project and services. In 2024, we were in a good place, into year 2 of our funding with the Reaching Communities grant. We are confident that the funding will be extended post December 2025.

Policy on reserves

We are in the process of updating our reserves policy, historically, we have always aimed to hold in reserves funds for 3 months of operational costs. With the monthly costs having considerably increased we are no longer in the position to hold 3 months worth of running costs. We aiming to address this challenge in the near future by looking at applying for non restricted funds from funders such as the Lloyds Foundation.

Nottingham Muslim Women's Network

Trustees' Report (continued)

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees 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 trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 30 June 2025 and signed on its behalf by:

.....
Neghat Khan
Trustee

Nottingham Muslim Women's Network

Independent Examiner's Report to the trustees of Nottingham Muslim Women's Network

Independent examiner's report to the trustees of Nottingham Muslim Women's Network

I report to the trustees on my examination of the accounts of Nottingham Muslim Women's Network (the Charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....
John O'Brien MSc, FAIA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date:.....

Nottingham Muslim Women's Network

Statement of Financial Activities for the Year Ended 31 December 2024

	Note	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	2	5,974	-	5,974	2,315
Charitable activities	3	550	208,218	208,768	156,895
Total Income		<u>6,524</u>	<u>208,218</u>	<u>214,742</u>	<u>159,210</u>
Expenditure on:					
Charitable activities	5	(2,599)	(213,141)	(215,740)	(156,672)
Total Expenditure		<u>(2,599)</u>	<u>(213,141)</u>	<u>(215,740)</u>	<u>(156,672)</u>
Net income/(expenditure)		3,925	(4,923)	(998)	2,538
Gross transfers between funds		<u>5,117</u>	<u>(5,117)</u>	<u>-</u>	<u>-</u>
Net movement in funds		9,042	(10,040)	(998)	2,538
Reconciliation of funds					
Total funds brought forward		<u>22,269</u>	<u>55,963</u>	<u>78,232</u>	<u>75,694</u>
Total funds carried forward	15	<u><u>31,311</u></u>	<u><u>45,923</u></u>	<u><u>77,234</u></u>	<u><u>78,232</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 15.

Nottingham Muslim Women's Network

Statement of Financial Activities for the Year Ended 31 December 2024 (continued)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Donations and legacies	2	2,315	-	2,315
Charitable activities	3	<u>6,606</u>	<u>150,289</u>	<u>156,895</u>
Total Income		<u>8,921</u>	<u>150,289</u>	<u>159,210</u>
Expenditure on:				
Charitable activities	5	<u>(7,188)</u>	<u>(149,484)</u>	<u>(156,672)</u>
Total Expenditure		<u>(7,188)</u>	<u>(149,484)</u>	<u>(156,672)</u>
Net income		1,733	805	2,538
Gross transfers between funds		<u>554</u>	<u>(554)</u>	<u>-</u>
Net movement in funds		2,287	251	2,538
Reconciliation of funds				
Total funds brought forward		<u>19,982</u>	<u>55,712</u>	<u>75,694</u>
Total funds carried forward	15	<u><u>22,269</u></u>	<u><u>55,963</u></u>	<u><u>78,232</u></u>

The notes on pages 10 to 18 form an integral part of these financial statements.

Nottingham Muslim Women's Network

(Registration number: 1195648)

Balance Sheet as at 31 December 2024

	Note	2024 £	2023 £
Current assets			
Debtors	9	1,016	13,216
Cash at bank and in hand	10	<u>115,407</u>	<u>68,675</u>
		116,423	81,891
Creditors: Amounts falling due within one year	11	<u>(39,189)</u>	<u>(3,659)</u>
Net assets		<u>77,234</u>	<u>78,232</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		45,923	55,963
Unrestricted income funds			
Unrestricted funds		<u>31,311</u>	<u>22,269</u>
Total funds	15	<u>77,234</u>	<u>78,232</u>

The financial statements on pages 7 to 18 were approved by the trustees, and authorised for issue on 30 June 2025 and signed on their behalf by:

.....
Neghat Khan
Trustee

The notes on pages 10 to 18 form an integral part of these financial statements.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Nottingham Muslim Women's Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

Charitable activities

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

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

2 Income from donations and legacies

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	1,000	1,000	-
Donations from individuals	4,974	4,974	2,315
	<u>5,974</u>	<u>5,974</u>	<u>2,315</u>

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Grants & donations	-	208,218	208,218	150,289
Sales & fees	163	-	163	2,110
Activities income	387	-	387	4,496
	<u>550</u>	<u>208,218</u>	<u>208,768</u>	<u>156,895</u>

4 Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
The National Lottery Community Fund	-	111,647	111,647
PCC Nottinghamshire	-	48,284	48,284
Nottingham City Council	-	23,109	23,109
Awards for All	-	9,123	9,123
Cycling UK	-	6,590	6,590
Active Partners Trust	-	5,452	5,452
Near Neighbours	500	2,100	2,600
Nottingham Women's Centre	-	1,843	1,843
Sundry grants & donations	5,474	70	5,544
	<u>5,974</u>	<u>208,218</u>	<u>214,192</u>

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

5 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Accounts & bookkeeping	-	3,101	3,101	1,675
Communications	-	3,226	3,226	1,834
Consultancy	-	-	-	100
Equipment, repairs & renewals	-	-	-	690
Events & activities	-	2,273	2,273	2,368
Freelance pay	-	154	154	100
Insurances	-	2,335	2,335	731
IT costs	-	2,921	2,921	2,540
Payroll fees	-	2,408	2,408	835
Printing & marketing	-	922	922	1,007
Professional fees	953	8,353	9,306	3,548
Refreshments	4	404	408	1,508
Rent & services	-	12,565	12,565	6,752
Service delivery	355	413	768	5,879
Stationery & Office costs	719	769	1,488	924
Training	-	940	940	1,670
Travel	329	234	563	3,274
Utilities	-	641	641	567
Materials & resources	-	-	-	30
Sundry expenses	13	-	13	110
Room hire	-	1,092	1,092	952
Charitable donations	-	-	-	1,000
Wages, NI & pension	226	169,656	169,882	117,784
Volunteer expenses	-	734	734	794
	<u>2,599</u>	<u>213,141</u>	<u>215,740</u>	<u>156,672</u>

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

6 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	159,274	109,124
Social security costs	8,270	6,695
Pension costs	2,338	1,965
	<u>169,882</u>	<u>117,784</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2024 No	2023 No
Average number of employees	<u>13</u>	<u>8</u>

8 (2023 - 7) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £2,338 (2023 - £1,965).

No employee received emoluments of more than £60,000 during the year

7 Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2024 £	2023 £
Independent examination	500	450
Other financial services	2,004	1,868
	<u>2,504</u>	<u>2,318</u>

8 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

9 Debtors

	2024 £	2023 £
Prepayments	1,016	2,095
Other debtors	-	11,121
	<u>1,016</u>	<u>13,216</u>

10 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	109	191
Cash at bank	<u>115,298</u>	<u>68,484</u>
	<u>115,407</u>	<u>68,675</u>

11 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	2,540	2,813
Other creditors	1,632	846
Deferred income	<u>35,017</u>	<u>-</u>
	<u>39,189</u>	<u>3,659</u>

12 Related party transactions

During the year the charity made the following related party transactions:

Marsha Brown

(Marsha Brown is a director of Bambuuu.)

Bambuuu provided training to Nottingham Muslim Women's Network during the year amounting to £450 (2023: Nil). At the balance sheet date the amount due to/from Marsha Brown was £Nil (2023 - £Nil).

13 Benefits in kind

During 2024 the organisation benefited from 80 hrs (2023: 80 hrs) of work of interns via Derby University Interns programme, the value of this time was estimated to have a value of £4,794 (2023: £3,174).

14 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

15 Funds

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2024 £
Unrestricted funds					
<i>General</i>					
General fund	22,269	6,524	(2,599)	5,117	31,311
Restricted funds					
Community of Identity	764	1,842	(2,606)	-	-
No resource to Public Funds	1,126	70	(1,143)	-	53
BAME Domestic abuse support service	4,268	32,640	(27,908)	-	9,000
Reaching Communities	29,924	111,647	(133,085)	-	8,486
Thematic Hidden Harm	8,519	15,644	(17,163)	-	7,000
Big Bike Revival	914	6,590	(4,688)	(2,816)	-
Health is Wealth	2,000	1,000	(1,307)	-	1,693
This Girl Can	8,448	23,990	(23,113)	-	9,325
Women United	-	2,100	(225)	-	1,875
Prevent Women United	-	3,572	(1,271)	(2,301)	-
Youth Inspired	-	9,123	(632)	-	8,491
Total restricted funds	<u>55,963</u>	<u>208,218</u>	<u>(213,141)</u>	<u>(5,117)</u>	<u>45,923</u>
Total funds	<u>78,232</u>	<u>214,742</u>	<u>(215,740)</u>	<u>-</u>	<u>77,234</u>

The specific purposes for which the funds are to be applied are as follows:

Community of Identity – This funding from Nottingham Women's Centre funds advocacy and outreach support and allows NMWN to run monthly drop in sessions and helps to fund advocacy work carried out by the outreach worker.

No Recourse to Public Funds (NRPF) – To help fund emergency accommodation for women who have fled an abusive relationship. NMWN provides a limited amount of money per person. Funded by generous grants and donations from the local and wider community as well as fund raising initiatives by the staff.

Ministry of Justice Funding for NMWN Domestic Abuse Service and includes clinical supervision for staff. This fund is in deficit due to the final portion of the grant being paid in arrears.

Reaching Communities Fund - core costs of running the Network including the creation of two new posts including a Manager's post and a Community Campaigns Officer and a 12 week Volunteer programme.

Make Notts Safe 2022/2025 – Thematic Grant (Hidden Harm) - Funds the Community Activism Programme and the Freedom Programmes. It also funded 2 members of NMWN to become IDVA trained (Independent Domestic Violence Advocate) Also funded some office costs such as the Oasis license.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

The Big Bike Revival - Teaching Muslim Women how to ride a bike and gain confidence in riding bikes across Nottingham.

This Girl Can - Active Notts / Nottingham Muslim Women's Network partnership will provide Active Notts and This Girl can with a unique opportunity to engage with the South Asian and Muslim Community of Nottingham and meet them 'where they are at'.

During this project, Muslim women will be empowered to lead happier, healthy lives. Through this partnership the Network will aim to provide insight to both Active Notts and Nottingham City Council about the barriers facing South Asian women in terms of accessing physical activities. Once these barriers are identified the funding will enable the Network to overcome these barriers by providing tailored physical activities in the community.

Community Champions / Nottingham City Council / PCT - Health is Wealth - Funding towards Health Awareness sessions and a health event.

Women United (Near Neighbours) and Prevent Women United, funding from Nottingham City Council was funding to work with women from Aspley raising awareness of Prevent within the community and providing women with an insight and understanding around spotting the signs of online grooming and radicalisation.

Youth Inspired - funding from Awards for All - A youth project targeting young Muslim women and girls to help build their confidence and ability to challenge harmful cultural practices.

Last year there were also the following restricted funds:

Freedom to Fly 3 - A grant from The National Lottery Community Fund Awards4All that enabled the Network to train another Freedom Programme Practitioner as well as providing funding for the delivery of ongoing Urdu /Mirpuri Punjabi Freedom Programmes. The grant also provided the Network with funding towards the creche costs.

Zakat - Zakat is a religious obligation for all Muslims who meet the necessary criteria to donate a certain portion of their wealth each year to charitable causes. NMWN will give this money to qualifying individuals or organisations.

A sporting chance for Muslim women - This fund from Sport England has helped the Network facilitate sporting opportunities for Muslim survivors of domestic abuse.

The transfers from the Big Bike Revival fund and the Prevent Women United fund to the General fund reflects the release of any restrictions on the use of these funds.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
<i>General</i>					
General fund	19,982	8,921	(7,188)	554	22,269
Restricted					
Freedom to fly 3	699	-	(699)	-	-
Community of Identity	690	7,430	(7,356)	-	764
No resource to Public Funds	2,269	2,713	(3,856)	-	1,126
BAME Domestic abuse support service	8,815	20,650	(25,197)	-	4,268
Reaching Communities	32,364	77,537	(79,977)	-	29,924
A sporting chance for Muslim Women	4,385	-	(3,831)	(554)	-
Thematic Hidden Harm	4,800	17,614	(13,895)	-	8,519
Zakat	1,690	-	(1,690)	-	-
Big Bike Revival	-	2,500	(1,586)	-	914
Health is Wealth	-	2,000	-	-	2,000
This Girl Can	-	19,845	(11,397)	-	8,448
Total restricted funds	<u>55,712</u>	<u>150,289</u>	<u>(149,484)</u>	<u>(554)</u>	<u>55,963</u>
Total funds	<u><u>75,694</u></u>	<u><u>159,210</u></u>	<u><u>(156,672)</u></u>	<u><u>-</u></u>	<u><u>78,232</u></u>

16 Analysis of net assets between funds

	Unrestricted		2024
	General £	Restricted £	Total funds £
Current assets	32,126	84,297	116,423
Current liabilities	<u>(815)</u>	<u>(38,374)</u>	<u>(39,189)</u>
Total net assets	<u><u>31,311</u></u>	<u><u>45,923</u></u>	<u><u>77,234</u></u>
	Unrestricted		2023
	General £	Restricted £	Total funds £
Current assets	22,972	58,919	81,891
Current liabilities	<u>(703)</u>	<u>(2,956)</u>	<u>(3,659)</u>
Total net assets	<u><u>22,269</u></u>	<u><u>55,963</u></u>	<u><u>78,232</u></u>

Charity registration number: 1195648

Nottingham Muslim Women's Network

Annual Report and Financial Statements

for the Year Ended 31 December 2024

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Nottingham Muslim Women's Network

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Nottingham Muslim Women's Network

Reference and Administrative Details

Trustees	Neghat Khan, Co-Chair
	Marsha Brown, Co-Chair
	Sobia Qazi, Treasurer
	Farzana Chaudry, Secretary
	Maxine Cockett
	Nayab Patel
	Shazia Khan
Charity Registration Number	1195648
Principal Office	Foxhall Lodge Foxhall Road Nottingham NG7 6LH
Independent Examiner	John O'Brien, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL
Accountants	Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

Nottingham Muslim Women's Network

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 December 2024.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Neghat Khan, Co-Chair
	Marsha Brown, Co-Chair
	Sobia Qazi, Treasurer
	Farzana Chaudry, Secretary (appointed 24 May 2024)
	Maxine Cockett
	Nayab Patel
	Shazia Khan (appointed 12 September 2024)
	Simah Hussain (resigned 13 June 2024)

Structure, governance and management

Nature of governing document

The charity is operated under the rules of its constitution adopted 27 August 2021.

Recruitment and appointment of trustees

A person interested on becoming a Trustee will have to complete an application form. They will then be interviewed and it will be discussed at the next Management Committee meeting and if suitable be voted in.

Objectives and activities

Objects and aims

- ☐ Relieving the needs and suffering of Muslim women in need of such relief due to conditions related to domestic violence and the resulting distress and hardship. In particular, through the provision of counselling, public education, advice and advocacy;
- ☐ Promoting social inclusion for the public benefit by working with Muslim women who are socially excluded on the grounds of their ethnic origin, religion, belief, gender and creed to relieve the needs of Muslim women and assist them to integrate into society, in particular by;
 - o Providing a local network of support that encourages and enables Muslim women to participate more effectively with and within the wider community;
 - o Increasing or co-ordinating opportunities for Muslim women to engage with service providers, to enable those service providers to adapt services to better meet their needs and to encourage community safety.

Nottingham Muslim Women's Network

Trustees' Report (continued)

Objectives, strategies and activities

Our main activities include;

- Monthly legal surgeries covering family law, domestic abuse, honour based abuse, child contact, financial matters and divorce;
- Bi monthly drop-ins providing women with advocacy and support around issues that affect their daily life such as housing, benefits, employment and training etc;
- Black Minoritised and Ethnic specialist domestic abuse service, which provides Muslim women and girls with advocacy and support related to domestic abuse and harmful cultural practices. This service is provided in community languages, so women accessing it feel heard and supported. The domestic abuse support worker can assist women in court and has helped many Muslim women on spouse visas access timely immigration support as well as support to access to Islamic divorces;
- The Network has developed and delivers a culturally competent Freedom Programme in Urdu and other community languages. Providing women and children who have experienced domestic abuse with recreational opportunities such as trips to London and a retreat to Buxton;
- Providing women who have experienced domestic abuse access to sports activities as a means of tackling social isolation and developing positive mental health.

Public benefit

All of NMWN activities are geared around 'engaging, informing and empowering' Muslim women and girls. Although all of our activities are primarily targeting Muslim women, they are also open and welcoming to all women. NMWN's activities benefit the public as we provide support to women who often do not feel able to seek help from mainstream services due to language and cultural barriers. Sometimes women who have no recourse to public funds are referred to the Network so we can support them with money we have raised from the wider Muslim community.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

2024 was a year of resilience, impact, and growth for Nottingham Muslim Women's Network (NMWN). As a By and For charity, we continued to provide vital support to Muslim women and girls, expanding our services, strengthening partnerships, and increasing our presence in the community.

1. Expanding Domestic Violence and Legal Support

- Between April and September 2024, we received 91 referrals, with 49 new cases for domestic violence support, making the final total of 197 referrals for the year.
- We recruited three additional part-time caseworkers to meet growing demand.
- Delivered 13 Ring Rose legal appointments and 20 family law appointments, providing critical legal guidance.
- Adapted the Freedom Programme to be more trauma-informed.

2. Strengthening Community Engagement & Visibility

- Hosted a successful Iftari event, with 100 tickets booked within hours.
- Held an Open Day on 10th August, achieving a strong turnout despite external challenges.
- Established monthly drop-in sessions at Strelley and Meadows Community Hubs, offering women a safe space for support and conversation.
- Increased our presence across social, radio, and print media, with Asia leading on key interviews, a podcast collaboration with Himmah, and a feature in the Nottingham Post.

Nottingham Muslim Women's Network

Trustees' Report (continued)

3. Volunteer & Leadership Development

- Launched the second Volunteer group, delivering sessions on various topics including awareness raising of domestic abuse and other harmful cultural practices.

4. Investing in Mental Health & Professional Development

- Every team member completed significant training courses, including:
 - o Level 2 Certificate in Understanding Mental Health First Aid and Mental Health Advocacy in the Workplace
 - o Level 3 Diploma in Counselling Skills
- Caseworkers continued to receive clinical supervision every six weeks to support their wellbeing.

5. Celebrating a Decade of Impact & Key Campaigns

- Marked 10 years of NMWN as a trusted community organisation.
- Led activities for 16 Days of Activism Against Gender-Based Violence, reinforcing our commitment to ending violence against women.

6. Building Strong Partnerships & Securing Funding

- Collaborated with Notts County, the Lenton Centre, and Nottingham College to deliver sessions for women.
- Continued our Travel Well project, promoting active travel for Muslim women.

The This Girl Can project in partnership with Active Notts and Nottingham City Council broke many glass ceilings for Muslim women and girls by introducing learning to ride a bike sessions, football sessions, chair yoga, walking and many more. The partnership with Ridewise enabled us to train 5 members of our team and 4 volunteers. The project also produced guidance on how to engage Muslim women in sports. This was widely shared across different platforms including Sports England and the Football Association of the UK.

Financial review

2024 was year 2 for our Reaching Communities Fund, the Hidden Harms funding and the funding from the Ministry of Justice via the Office of the Police and Crime Commissioner. It has been a strong year in terms of funding and it has allowed us to expand our reach and work in Nottingham.

Nottingham City Council's Communities of Identity funding has finished and has meant our core outreach work has now been funded via the Reaching Communities fund.

Major risks and management of those risks

Financial risks.

Reaching Communities fund is funding our core costs, if we do not secure more core funding post 2025 then we will need to scale back the project and services. In 2024, we were in a good place, into year 2 of our funding with the Reaching Communities grant. We are confident that the funding will be extended post December 2025.

Policy on reserves

We are in the process of updating our reserves policy, historically, we have always aimed to hold in reserves funds for 3 months of operational costs. With the monthly costs having considerably increased we are no longer in the position to hold 3 months worth of running costs. We aiming to address this challenge in the near future by looking at applying for non restricted funds from funders such as the Lloyds Foundation.

Nottingham Muslim Women's Network

Trustees' Report (continued)

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees 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 trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 30 June 2025 and signed on its behalf by:

.....
Neghat Khan
Trustee

Nottingham Muslim Women's Network

Independent Examiner's Report to the trustees of Nottingham Muslim Women's Network

Independent examiner's report to the trustees of Nottingham Muslim Women's Network

I report to the trustees on my examination of the accounts of Nottingham Muslim Women's Network (the Charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....
John O'Brien MSc, FAIA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date:.....

Nottingham Muslim Women's Network

Statement of Financial Activities for the Year Ended 31 December 2024

	Note	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	2	5,974	-	5,974	2,315
Charitable activities	3	550	208,218	208,768	156,895
Total Income		<u>6,524</u>	<u>208,218</u>	<u>214,742</u>	<u>159,210</u>
Expenditure on:					
Charitable activities	5	(2,599)	(213,141)	(215,740)	(156,672)
Total Expenditure		<u>(2,599)</u>	<u>(213,141)</u>	<u>(215,740)</u>	<u>(156,672)</u>
Net income/(expenditure)		3,925	(4,923)	(998)	2,538
Gross transfers between funds		<u>5,117</u>	<u>(5,117)</u>	<u>-</u>	<u>-</u>
Net movement in funds		9,042	(10,040)	(998)	2,538
Reconciliation of funds					
Total funds brought forward		<u>22,269</u>	<u>55,963</u>	<u>78,232</u>	<u>75,694</u>
Total funds carried forward	15	<u><u>31,311</u></u>	<u><u>45,923</u></u>	<u><u>77,234</u></u>	<u><u>78,232</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 15.

Nottingham Muslim Women's Network

Statement of Financial Activities for the Year Ended 31 December 2024 (continued)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:				
Donations and legacies	2	2,315	-	2,315
Charitable activities	3	<u>6,606</u>	<u>150,289</u>	<u>156,895</u>
Total Income		<u>8,921</u>	<u>150,289</u>	<u>159,210</u>
Expenditure on:				
Charitable activities	5	<u>(7,188)</u>	<u>(149,484)</u>	<u>(156,672)</u>
Total Expenditure		<u>(7,188)</u>	<u>(149,484)</u>	<u>(156,672)</u>
Net income		1,733	805	2,538
Gross transfers between funds		<u>554</u>	<u>(554)</u>	<u>-</u>
Net movement in funds		2,287	251	2,538
Reconciliation of funds				
Total funds brought forward		<u>19,982</u>	<u>55,712</u>	<u>75,694</u>
Total funds carried forward	15	<u><u>22,269</u></u>	<u><u>55,963</u></u>	<u><u>78,232</u></u>

The notes on pages 10 to 18 form an integral part of these financial statements.

Nottingham Muslim Women's Network

(Registration number: 1195648)

Balance Sheet as at 31 December 2024

	Note	2024 £	2023 £
Current assets			
Debtors	9	1,016	13,216
Cash at bank and in hand	10	<u>115,407</u>	<u>68,675</u>
		116,423	81,891
Creditors: Amounts falling due within one year	11	<u>(39,189)</u>	<u>(3,659)</u>
Net assets		<u>77,234</u>	<u>78,232</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		45,923	55,963
Unrestricted income funds			
Unrestricted funds		<u>31,311</u>	<u>22,269</u>
Total funds	15	<u>77,234</u>	<u>78,232</u>

The financial statements on pages 7 to 18 were approved by the trustees, and authorised for issue on 30 June 2025 and signed on their behalf by:

.....
Neghat Khan
Trustee

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Nottingham Muslim Women's Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

Charitable activities

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

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

2 Income from donations and legacies

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	1,000	1,000	-
Donations from individuals	4,974	4,974	2,315
	<u>5,974</u>	<u>5,974</u>	<u>2,315</u>

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Grants & donations	-	208,218	208,218	150,289
Sales & fees	163	-	163	2,110
Activities income	387	-	387	4,496
	<u>550</u>	<u>208,218</u>	<u>208,768</u>	<u>156,895</u>

4 Grants and donations

	Unrestricted funds £	Restricted funds £	Total funds £
The National Lottery Community Fund	-	111,647	111,647
PCC Nottinghamshire	-	48,284	48,284
Nottingham City Council	-	23,109	23,109
Awards for All	-	9,123	9,123
Cycling UK	-	6,590	6,590
Active Partners Trust	-	5,452	5,452
Near Neighbours	500	2,100	2,600
Nottingham Women's Centre	-	1,843	1,843
Sundry grants & donations	5,474	70	5,544
	<u>5,974</u>	<u>208,218</u>	<u>214,192</u>

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

5 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Accounts & bookkeeping	-	3,101	3,101	1,675
Communications	-	3,226	3,226	1,834
Consultancy	-	-	-	100
Equipment, repairs & renewals	-	-	-	690
Events & activities	-	2,273	2,273	2,368
Freelance pay	-	154	154	100
Insurances	-	2,335	2,335	731
IT costs	-	2,921	2,921	2,540
Payroll fees	-	2,408	2,408	835
Printing & marketing	-	922	922	1,007
Professional fees	953	8,353	9,306	3,548
Refreshments	4	404	408	1,508
Rent & services	-	12,565	12,565	6,752
Service delivery	355	413	768	5,879
Stationery & Office costs	719	769	1,488	924
Training	-	940	940	1,670
Travel	329	234	563	3,274
Utilities	-	641	641	567
Materials & resources	-	-	-	30
Sundry expenses	13	-	13	110
Room hire	-	1,092	1,092	952
Charitable donations	-	-	-	1,000
Wages, NI & pension	226	169,656	169,882	117,784
Volunteer expenses	-	734	734	794
	<u>2,599</u>	<u>213,141</u>	<u>215,740</u>	<u>156,672</u>

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

6 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	159,274	109,124
Social security costs	8,270	6,695
Pension costs	2,338	1,965
	<u>169,882</u>	<u>117,784</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2024 No	2023 No
Average number of employees	<u>13</u>	<u>8</u>

8 (2023 - 7) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £2,338 (2023 - £1,965).

No employee received emoluments of more than £60,000 during the year

7 Independent examiner's fees

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2024 £	2023 £
Independent examination	500	450
Other financial services	2,004	1,868
	<u>2,504</u>	<u>2,318</u>

8 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

9 Debtors

	2024 £	2023 £
Prepayments	1,016	2,095
Other debtors	-	11,121
	<u>1,016</u>	<u>13,216</u>

10 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	109	191
Cash at bank	<u>115,298</u>	<u>68,484</u>
	<u>115,407</u>	<u>68,675</u>

11 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	2,540	2,813
Other creditors	1,632	846
Deferred income	<u>35,017</u>	<u>-</u>
	<u>39,189</u>	<u>3,659</u>

12 Related party transactions

During the year the charity made the following related party transactions:

Marsha Brown

(Marsha Brown is a director of Bambuuu.)

Bambuuu provided training to Nottingham Muslim Women's Network during the year amounting to £450 (2023: Nil). At the balance sheet date the amount due to/from Marsha Brown was £Nil (2023 - £Nil).

13 Benefits in kind

During 2024 the organisation benefited from 80 hrs (2023: 80 hrs) of work of interns via Derby University Interns programme, the value of this time was estimated to have a value of £4,794 (2023: £3,174).

14 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

15 Funds

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2024 £
Unrestricted funds					
<i>General</i>					
General fund	22,269	6,524	(2,599)	5,117	31,311
Restricted funds					
Community of Identity	764	1,842	(2,606)	-	-
No resource to Public Funds	1,126	70	(1,143)	-	53
BAME Domestic abuse support service	4,268	32,640	(27,908)	-	9,000
Reaching Communities	29,924	111,647	(133,085)	-	8,486
Thematic Hidden Harm	8,519	15,644	(17,163)	-	7,000
Big Bike Revival	914	6,590	(4,688)	(2,816)	-
Health is Wealth	2,000	1,000	(1,307)	-	1,693
This Girl Can	8,448	23,990	(23,113)	-	9,325
Women United	-	2,100	(225)	-	1,875
Prevent Women United	-	3,572	(1,271)	(2,301)	-
Youth Inspired	-	9,123	(632)	-	8,491
Total restricted funds	<u>55,963</u>	<u>208,218</u>	<u>(213,141)</u>	<u>(5,117)</u>	<u>45,923</u>
Total funds	<u>78,232</u>	<u>214,742</u>	<u>(215,740)</u>	<u>-</u>	<u>77,234</u>

The specific purposes for which the funds are to be applied are as follows:

Community of Identity – This funding from Nottingham Women's Centre funds advocacy and outreach support and allows NMWN to run monthly drop in sessions and helps to fund advocacy work carried out by the outreach worker.

No Recourse to Public Funds (NRPF) – To help fund emergency accommodation for women who have fled an abusive relationship. NMWN provides a limited amount of money per person. Funded by generous grants and donations from the local and wider community as well as fund raising initiatives by the staff.

Ministry of Justice Funding for NMWN Domestic Abuse Service and includes clinical supervision for staff. This fund is in deficit due to the final portion of the grant being paid in arrears.

Reaching Communities Fund - core costs of running the Network including the creation of two new posts including a Manager's post and a Community Campaigns Officer and a 12 week Volunteer programme.

Make Notts Safe 2022/2025 – Thematic Grant (Hidden Harm) - Funds the Community Activism Programme and the Freedom Programmes. It also funded 2 members of NMWN to become IDVA trained (Independent Domestic Violence Advocate) Also funded some office costs such as the Oasis license.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

The Big Bike Revival - Teaching Muslim Women how to ride a bike and gain confidence in riding bikes across Nottingham.

This Girl Can - Active Notts / Nottingham Muslim Women's Network partnership will provide Active Notts and This Girl can with a unique opportunity to engage with the South Asian and Muslim Community of Nottingham and meet them 'where they are at'.

During this project, Muslim women will be empowered to lead happier, healthy lives. Through this partnership the Network will aim to provide insight to both Active Notts and Nottingham City Council about the barriers facing South Asian women in terms of accessing physical activities. Once these barriers are identified the funding will enable the Network to overcome these barriers by providing tailored physical activities in the community.

Community Champions / Nottingham City Council / PCT - Health is Wealth - Funding towards Health Awareness sessions and a health event.

Women United (Near Neighbours) and Prevent Women United, funding from Nottingham City Council was funding to work with women from Aspley raising awareness of Prevent within the community and providing women with an insight and understanding around spotting the signs of online grooming and radicalisation.

Youth Inspired - funding from Awards for All - A youth project targeting young Muslim women and girls to help build their confidence and ability to challenge harmful cultural practices.

Last year there were also the following restricted funds:

Freedom to Fly 3 - A grant from The National Lottery Community Fund Awards4All that enabled the Network to train another Freedom Programme Practitioner as well as providing funding for the delivery of ongoing Urdu /Mirpuri Punjabi Freedom Programmes. The grant also provided the Network with funding towards the creche costs.

Zakat - Zakat is a religious obligation for all Muslims who meet the necessary criteria to donate a certain portion of their wealth each year to charitable causes. NMWN will give this money to qualifying individuals or organisations.

A sporting chance for Muslim women - This fund from Sport England has helped the Network facilitate sporting opportunities for Muslim survivors of domestic abuse.

The transfers from the Big Bike Revival fund and the Prevent Women United fund to the General fund reflects the release of any restrictions on the use of these funds.

Nottingham Muslim Women's Network

Notes to the Financial Statements for the Year Ended 31 December 2024 (continued)

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
<i>General</i>					
General fund	19,982	8,921	(7,188)	554	22,269
Restricted					
Freedom to fly 3	699	-	(699)	-	-
Community of Identity	690	7,430	(7,356)	-	764
No resource to Public Funds	2,269	2,713	(3,856)	-	1,126
BAME Domestic abuse support service	8,815	20,650	(25,197)	-	4,268
Reaching Communities	32,364	77,537	(79,977)	-	29,924
A sporting chance for Muslim Women	4,385	-	(3,831)	(554)	-
Thematic Hidden Harm	4,800	17,614	(13,895)	-	8,519
Zakat	1,690	-	(1,690)	-	-
Big Bike Revival	-	2,500	(1,586)	-	914
Health is Wealth	-	2,000	-	-	2,000
This Girl Can	-	19,845	(11,397)	-	8,448
Total restricted funds	<u>55,712</u>	<u>150,289</u>	<u>(149,484)</u>	<u>(554)</u>	<u>55,963</u>
Total funds	<u><u>75,694</u></u>	<u><u>159,210</u></u>	<u><u>(156,672)</u></u>	<u><u>-</u></u>	<u><u>78,232</u></u>

16 Analysis of net assets between funds

	Unrestricted		2024
	General £	Restricted £	Total funds £
Current assets	32,126	84,297	116,423
Current liabilities	<u>(815)</u>	<u>(38,374)</u>	<u>(39,189)</u>
Total net assets	<u><u>31,311</u></u>	<u><u>45,923</u></u>	<u><u>77,234</u></u>
	Unrestricted		2023
	General £	Restricted £	Total funds £
Current assets	22,972	58,919	81,891
Current liabilities	<u>(703)</u>	<u>(2,956)</u>	<u>(3,659)</u>
Total net assets	<u><u>22,269</u></u>	<u><u>55,963</u></u>	<u><u>78,232</u></u>