

WOMENION

England & Wales · Charity number 1196452

Details

Status Registered

Legal form CIO

Registered 2021-11-08

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

Contact

Address 319 Roycraft House
15 Linton Road
Barking
London
IG11 8HE

Phone +447477909197

Email citizensfriendcic1@gmail.com

Website www.wwomenions.com

Activities

Objects: THE OBJECTS OF THE CIO ARE:(1) THE RELIEF OF FINANCIAL HARDSHIP BY THE PROVISION OF FREE LEGAL ADVICE AND ASSISTANCE TO PERSONS WHO, THROUGH LACK OF MEANS, WOULD OTHERWISE BE UNABLE TO OBTAIN SUCH ADVICE.(2) THE RELIEF OF WOMEN, IN ANY PART OF THE WORLD WHO ARE VICTIMS OF DOMESTIC VIOLENCE AND/OR CULTURAL PRACTICE THAT IS DETRIMENTAL TO THEIR HEALTH SUCH AS FEMALE GENITAL MUTILATION (FGM) BY SUPPLYING THEM WITH MEDICAL AID, COUNSELLING AND TRAINING TO EMPOWER THEM.(3) THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:(A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF GENDER; AND(B) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC.(4) TO PROMOTE HUMAN RIGHTS AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS THROUGHOUT THE WORLD BY ALL OR ANY OF THE FOLLOWING MEANS:(A) OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSE;(B) RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE; AND(C) RESEARCH INTO HUMAN RIGHTS ISSUES.

Activities: _ Create animated stories for clients with their consent for company Facebook and YouTube channel to help empower other women. - Art Therapy- Helpline- Counselling- legal advice - Create a Facebook for women support platform

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- Burkina Faso
- India
- Iran
- Ivory Coast
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£16,813	£7,245	-	-
2024-04-30	£1,500	£1,200	-	-
2023-04-30	£0	£600	-	-

Trustees

Name	Role	Appointed
Maimouna Joanna Emmanuel	Chair	2021-03-20
Maria Sessegnon		2024-03-28
Roya Modaresi		2021-03-20
Rupa Talukder		2021-03-20

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WOMENION

TRUSTEES' ANNUAL REPORT

Financial period: 1 May 2024 – 30 April 2025



Chair's Statement

As Chair of Womenion, I am pleased to present this Annual Report for the financial period **1 May 2024 to 30 April 2025**.

This year has been both challenging and deeply impactful for Womenion. Despite significant financial constraints and the rejection of many funding applications, the organisation remained committed to its core purpose: supporting women experiencing isolation, domestic abuse, inequality, and multiple disadvantages, both in the UK and internationally.

In the UK, Womenion continued to deliver safe, inclusive spaces through the Womenion Women's Club, alongside one-to-one support, community wellbeing activities, and ongoing signposting. The consistency of engagement, reflected through repeat attendance and sustained participation, demonstrates the value and trust women place in our services. Our work was further strengthened by volunteers who progressed from participants into leadership and support roles, reinforcing community ownership and sustainability.

Alongside in-person delivery, Womenion maintained a strong digital presence. Our Facebook page continued **daily awareness-raising and campaigning on domestic violence**, ensuring that women who were unable or not yet ready to access services in person could still receive information, encouragement, and signposting in a safe and accessible way.

Internationally, through our linked initiative, the Emmanuel Foundation in Côte d'Ivoire, we sought to support vulnerable women, particularly widows and young women facing economic hardship. Support was delivered through information sharing, networking, and collaboration with local partners via the Emmanuel Foundation.

The Trustees are acutely aware of the financial pressures faced during the year. Where necessary, trustees and volunteers stepped in to ensure continuity of

support. This experience has strengthened our learning around sustainability, staffing, and the importance of securing longer-term funding to meet growing demand.

I would like to thank my fellow trustees, volunteers, partners, funders, and, most importantly, the women and families who continue to place their trust in Womenion.

Maimouna Joanna Emmanuel

Chair of Trustees

Womenion

1. Reference and Administrative Details

Charity name: Womenion

Operational address: 319 Roycraft House, 15 Linton Road, Barking, IG11 8HE

Date established: 3 March 2020

Governing document: Constitution adopted by the trustees

2. Trustees During the Period

- **Maimouna Joanna Emmanuel** - Chair & Trustee
- **Maria Sessegnon** - Trustee
- **Roya Modaresi** - Trustee
- **Rupa Talukder** - Trustee

3. Structure, Governance and Management

Womenion is governed by a Board of Trustees responsible for strategic direction, safeguarding, financial oversight, and regulatory compliance. Trustees review performance, manage risk, and ensure all activities align with the charity's objectives and public benefit requirements.

Day-to-day delivery during the reporting period was carried out by paid staff, sessional facilitators, and volunteers, operating under trustee oversight. Trustees did not receive remuneration for their role as trustees.

4. Objectives and Public Benefit

Womenion exists to support women and families experiencing domestic abuse, isolation, mental health challenges, housing insecurity, immigration difficulties, unemployment, and harmful traditional practices.

The Trustees confirm that they have had due regard to the Charity Commission's guidance on public benefit. Womenion's activities reduce isolation, improve wellbeing, strengthen community relationships, and improve access to information and support services.

5. Achievements and Performance - UK

Womenion Women's Club

Womenion delivered a women-only community wellbeing programme providing a safe and welcoming space for women facing multiple disadvantages.

Activities included:

- Coffee & Conversation sessions

- Creative activities (painting, knitting, crocheting)
- Dance and gentle exercise



- Wellbeing and confidence-building sessions
- One-to-one support and structured signposting

Attendance figures reflect **repeat participation rather than unique individuals**, demonstrating sustained engagement and trust.



Volunteering and Progression

Several women progressed from participants into volunteers, supporting delivery, welcoming attendees, and creating a safe environment. Volunteering strengthened confidence, skills, and community ownership.

6. Awareness, Campaigns and Digital Outreach

Throughout the reporting period, Womenion continued **daily domestic violence awareness and campaigning** through its Facebook page. This digital outreach supported prevention, early intervention, and access to information for women unable to attend in person.

Facebook page:

<https://www.facebook.com/charityforwomen>

7. Achievements and Performance - International Activity

Emmanuel Foundation (Côte d'Ivoire)

The Emmanuel Foundation in Côte d'Ivoire is a separate legal entity operating independently from Womenion. During the reporting period, Womenion's involvement was limited to information sharing, networking, and informal collaboration aimed at supporting vulnerable women, particularly widows and young women experiencing economic hardship.

Womenion did not exercise governance control over the Emmanuel Foundation. Any engagement was consistent with Womenion's charitable objectives and focused on knowledge exchange and community empowerment.



8. Partnerships and Collaborative Working

Womenion work was supported by a range of organisations to strengthen referrals, extend reach, and improve outcomes. These included:

- National Lottery Community Fund
- Fowler Smith & Jones Trust
- Lidl (via Neighbourly)
- Barking Library Women's Hub
- Barking & Dagenham Council
- Refuge services
- NHS mental health services
- Sun Ray Touch
- Mum on a Mission
- Essex Football Association
- Make It Barking

- Emmanuel Foundation (The Emmanuel Foundation operates independently in Côte d'Ivoire. Womenion's support was limited to information sharing and networking.)

9. Financial Statements

For the period 1 May 2024 – 30 April 2025

Receipts and Payments Account

Receipts

Grant income – Community Fund: £16,772.12

Bank interest received: £40.91

Total Receipts: £16,813.03

Payments

Office deposit – Make It: £1,100.00

Salary payments: £2,177.20

Office equipment and catering: £1,000.00

Website and stationery: £300.00

Rent and venue costs – Make It: £2,031.45

Coffee and Conversation (refreshments): £200.00

Volunteer expenses: £69.00

Bills and utilities: £167.36

Advertisement and promotion: £200.00

Total Payments: £7,245.01

Net surplus for the year: £9,568.02

Opening balance at 1 May 2024: £131.99

Closing balance at 30 April 2025: £9,700.64

Statement of Assets and Liabilities

As at 30 April 2025

Assets

Bank balance: £9,700.64

Total Assets: £9,700.64


Liabilities

Outstanding liabilities: £0.00

Net Assets: £9,700.64

Approved by the Trustees on 26 February 2026

Signed on behalf of the Trustees:

Maimouna Joanna Emmanuel 
Trustee

10. Reserves and Risk

Womenion recognises the risks associated with short-term grant funding. Trustees actively monitor financial risk and continue to diversify income and strengthen partnerships.

11. Plans for the Next Period

Womenion will:

- Continue delivering women-only wellbeing services
- Strengthen volunteer leadership
- Expand partnerships and referral routes
- Pursue sustainable funding for staffing and delivery
- Continue international support through Emmanuel Foundation

**Referral from
Refuge,
Hospital, or
Drop-In**



**Activities
Include**



- Painting
- Karaoke
- Dance
- Gentle Exercise

**Long Term
Success**



WOMENION

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WOMENION Annual Report and Financial Statements

30 April 2024

Charity Name WOMENION

Charity Registration Number 1196452

Principal Office at the time of this report

86-90 Paul Street

London

EC2A 4NE

Phone:+447447320189

Email:citizensfriendcic1@gmail.com

Facebook page: Womenion

Website: www.wwomenions.com



Chair's Report

This year has been challenging for Womenion, as we faced significant financial difficulties while continuing our vital work supporting vulnerable women across the UK, Ivory Coast, Iran, Bangladesh, and India. Despite the hardships, our resolve remained firm, driven by the needs of the women who depend on our services. Womenion has launched a platform specifically designed to support mental health and domestic violence victims, particularly those from marginalized communities. This platform provides women with the opportunity to contact us and receive assistance in their own language, ensuring that language barriers do not prevent them from accessing the support they need. The platform offers a safe and confidential space for women to share their experiences, seek help, and connect with counselors and advisors who understand their unique cultural and linguistic needs.

By offering support in multiple languages, we aim to make our services more accessible to women facing mental health challenges, especially those who may feel isolated due to cultural or linguistic barriers. This initiative is part of our broader commitment to inclusivity and ensuring that all women, regardless of their background, have access to the help they need.

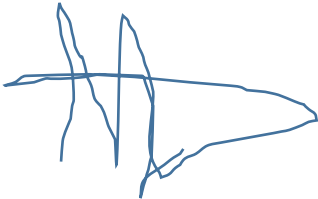
Emmanuel Foundation, under Womenion's guidance, has focused on supporting widows and vulnerable women facing government-led home demolitions. Many of these women have been left homeless, and Womenion has established a GoFundMe campaign to provide much-needed financial assistance. Our fundraising efforts continue as we work towards helping these women regain stability in their lives.

Womenion continues to support Iranian women fighting for basic human rights, particularly in relation to the compulsory hijab. Collaborating with local organizations, we have created platforms to amplify their voices and provide the necessary support to their campaigns for greater freedom.

In addition to this Indian women, both in India and the UK, face unique cultural and socioeconomic challenges. Womenion has provided a safe space for women to share their experiences, particularly around gender-based violence, dowry-related abuse, and forced marriage. By offering platforms for these women to seek help, we are creating a support network that fosters empowerment and resilience.

Despite our financial constraints, we expanded our outreach programs and established a growing online presence to share stories and encourage women worldwide to engage with our platform.

On behalf of the Womenion Trustees,
Maimouna Joanna Emmanuel

A handwritten signature in blue ink, appearing to be 'Maimouna Joanna Emmanuel', written in a cursive style.



Background

Womenion was founded on March 3, 2020, by four women who had recently graduated and were deeply affected by the COVID-19 pandemic and its impact on their mental health. Our mission is to support victims of domestic violence, female genital mutilation, and other harmful traditional practices. We offer emotional support, training, financial aid, and medical assistance while advocating for human rights.

Despite the ongoing challenges of the pandemic and limited financial resources, we have continued to organize activities, such as coffee mornings and outreach events, and have expanded our support network to engage women from various ethnic backgrounds. Womenion's work remains more crucial than ever, as the global struggles for women's rights continue to escalate.

Achievements and Activities

Despite numerous challenges, particularly funding constraints, Womenion has continued its vital work in supporting vulnerable women across the UK, Iran, Ivory Coast, and India.

The Emmanuel Foundation, a key initiative under Womenion, has worked tirelessly to support vulnerable women, particularly widows, affected by the ongoing housing demolitions by the government. Many women have been left homeless, and Womenion has responded

by setting up a GoFundMe account to raise funds for their immediate relief. We are optimistic about meeting our fundraising target in due course.

In Iran, Womenion has focused on amplifying the voices of women fighting for their basic human rights, especially in relation to the compulsory hijab. We have partnered with a local charity to support campaigns for these brave women and ensure that their struggle for freedom is heard globally.

Womenion continues to address the unique challenges faced by Indian women, both in the UK and India, including gender-based violence, forced marriage, and social isolation. We have created platforms where women can share their stories and seek assistance, aiming to foster a supportive and empowering community. We are also working towards expanding our digital presence, encouraging women globally to share their experiences through our online platforms, building a supportive network, and raising awareness about their struggles.

Womenion continued to provide critical support to marginalized women in the UK and internationally. Vulnerable women in Ivory Coast through financial relief and rebuilding efforts. Advocacy and solidarity with Iranian women seeking greater freedoms. Women from the Indian community, both in the UK and abroad, providing platforms for their stories and helping them navigate cultural challenges.

We plan to further develop our digital platforms to allow more women globally to share their stories, building a supportive community. We are committed to expanding our services and reaching out to women in need worldwide.



The committee of Emmanuel Foundation in Ivory Coast

Financial Review

Income:

- Trustee contributions: £1,500
- Social media platform: £350
- Volunteer expenses: £150
- Website and other expenses: £800
- Total expenses: £1300

Womenion has largely been funded through trustee contributions. The financial challenges have slowed our progress, but we remain committed to seeking external funding sources to support our growth and future projects.

Governance and Structure

1. Trustee Board

Womenion is governed by a dedicated board of trustees, each bringing a unique set of skills and experiences to the organization. The trustees are volunteers who commit their time and expertise to oversee the charity's operations. The trustees are responsible for setting the strategic direction of the charity, ensuring it meets its mission and objectives. They oversee financial management, ensure compliance with legal and regulatory requirements, and provide guidance on major decisions.

The trustees meet regularly, typically on a monthly or quarterly basis, to discuss and plan activities. These meetings are crucial for reviewing progress, addressing challenges, and making decisions on strategic and operational matters.

2. Decision-Making Process

Trustees collaborate to develop and refine the charity's strategic plan, including setting goals, defining priorities, and identifying key initiatives. Trustees are involved in securing funding for the organization, whether through grant applications, fundraising events, or donor engagement. They also oversee financial management, including budgeting, financial reporting, and ensuring proper use of funds. The board addresses ongoing challenges by analyzing issues, discussing potential solutions, and making decisions to mitigate risks. This includes responding to financial constraints, operational hurdles, or changes in the external environment.

3. Special Focus and Roles

This year, the trustees made the significant decision to ask Maimouna Joanna Emmanuel to concentrate specifically on securing funding for the organization. This decision reflects the urgent need to address financial challenges and underscores the importance of dedicated efforts to sustain and expand Womenion's activities.

By focusing on funding, Maimouna Joanna Emmanuel will leverage her skills and networks to seek new funding opportunities, build relationships with potential donors and grantmakers, and develop strategies to enhance the organization's financial stability.

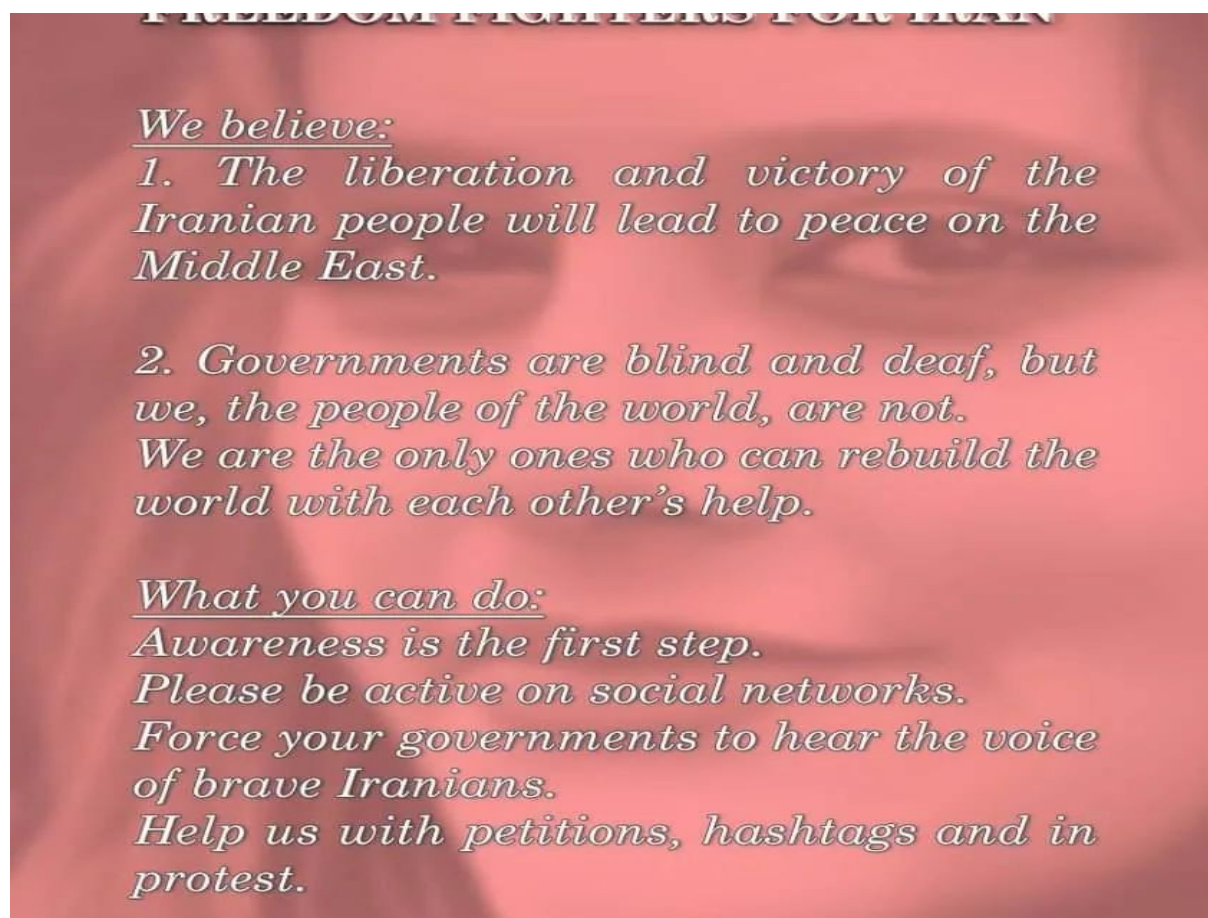
4. Accountability and Transparency

The board ensures that Womenion maintains high standards of accountability and transparency. This includes regular reporting to stakeholders, maintaining accurate records, and adhering to governance best practices.

The charity undergoes regular audits and reviews to assess financial health, operational effectiveness, and compliance with regulations. Findings from these reviews help inform decision-making and drive continuous improvement.

5. Future Considerations

As Womenion grows, the board may consider recruiting additional trustees with specific skills or expertise to support the charity's evolving needs. Periodic reviews of governance practices ensure that the board remains effective and responsive to the organization's needs. This includes evaluating the effectiveness of meetings, decision-making processes, and overall board performance. By maintaining a robust governance structure and a committed board of trustees, Womenion ensures that it operates effectively and remains focused on its mission to support vulnerable women.



Our work include support Iranians groups that are fighting for women human' rights.

Risk Management

1. Financial Sustainability

- 9 Regularly review financial statements, budget forecasts, and funding sources to identify potential shortfalls or areas of concern. Explore diverse funding streams including grants,

donations, and fundraising events to mitigate dependency on a single source. Implement budgetary controls and financial monitoring systems to ensure expenditures align with available resources.

2. Volunteer Management

Develop clear recruitment processes and provide comprehensive training to volunteers to ensure they understand their roles and responsibilities. Establish mechanisms to regularly assess volunteer performance and address any issues promptly. Offer support and supervision to volunteers to maintain high standards of engagement and ensure they feel valued and motivated.

3. Safeguarding Vulnerable Women

Implement and regularly update safeguarding policies to protect the women you serve. This includes procedures for reporting and managing concerns about abuse or neglect. Conduct thorough Criminal Records Bureau (CRB) checks for all volunteers and staff members who interact with vulnerable groups to ensure their suitability. Provide training for all staff and volunteers on safeguarding issues, including recognizing signs of abuse, appropriate responses, and maintaining confidentiality.

4. Implementation of Stricter Policies

Regularly review and update safeguarding policies and procedures to ensure they remain effective and compliant with current regulations. Establish clear protocols for managing and responding to safeguarding incidents, including immediate actions and follow-up procedures. Create channels for staff, volunteers, and the women you support to provide feedback on safeguarding practices and suggest improvements. By focusing on these areas, Womenion hope to strengthen its risk management framework, enhancing both its operational resilience and the safety of the women it supports.

Plans for the Future

1. Securing Office Space

Establishing a physical office space is a priority to create a dedicated environment for staff and volunteers, enhance operational efficiency, and improve the organization's visibility. The search for office space will focus on finding a location that is accessible for both staff and the community served. The space should be adequate for current needs and scalable to accommodate future growth.

An office will provide a central hub for administrative functions, facilitate better coordination among team members, and serve as a location for meetings, training sessions, and community outreach activities.

2. Hiring a Project Worker

The new project worker will be responsible for managing day-to-day operations of specific projects, coordinating activities, and ensuring that project goals are met efficiently and effectively. The recruitment process will focus on finding a candidate with the relevant skills and experience in project management, ideally with a background in working with vulnerable populations or in the non-profit sector.

The addition of a project worker will help streamline operations, enhance the organization's ability to implement projects, and improve overall program delivery.

3. Expanding Services

Plans include increasing the range of services offered in current operational areas. This may involve developing new programs, enhancing existing services, and reaching more beneficiaries within the local community. Womenion aims to strengthen its presence internationally, particularly in countries where it currently operates, such as Ivory Coast, India, and Bangladesh and Iran. This may involve establishing partnerships with local organizations, expanding outreach efforts, and adapting services to meet local needs.

Evaluating and enhancing existing services to ensure they meet the evolving needs of the beneficiaries, incorporating feedback, and exploring innovative approaches to service delivery.

4. Seeking Further Funding

Intensify efforts to apply for grants from governmental bodies, foundations, and other funding organizations. This includes researching potential grant opportunities, preparing detailed proposals, and building relationships with funders. Develop strategic partnerships with businesses, community organizations, and other stakeholders. These partnerships can provide additional funding, resources, and support to advance Womenion's mission. Organize and participate in fundraising events and campaigns to generate additional revenue. This may include charity events, online crowdfunding campaigns, and donor engagement activities.

5. Strengthening Organizational Impact

Implement robust monitoring and evaluation systems to track the effectiveness of programs, assess impact, and identify areas for improvement. This data will inform decision-making and demonstrate the organization's value to funders and stakeholders. Increase community engagement efforts to build awareness of Womenion's work, strengthen relationships with supporters, and enhance the organization's profile within the community. Invest in the professional development of staff and volunteers to build organizational capacity and ensure that the team has the skills and knowledge needed to achieve Womenion's goals. By focusing on these key areas, Womenion aims to build a solid foundation for future growth, enhance its impact, and ensure the sustainability of its programs and service

Conclusion

Our journey has been marked by both triumphs and trials. Financial constraints have posed substantial hurdles, from losing our website to struggling with inconsistent funding. Yet, these challenges have only strengthened our resolve. Through the creation of the Emmanuel Foundation in Ivory Coast and the launch of our GoFundMe campaign, we have demonstrated our determination to support widows and women affected by government policies and societal pressures. Our activities, including fundraising events and advocacy, have provided much-needed assistance and raised awareness about critical issues like domestic violence and forced displacement.

Our determination is reflected in our proactive approach to overcoming these obstacles. The board of trustees, including Maimouna Joanna Emmanuel, Rupa Talukder, Roya Modaresi and Maria Sessegnon, and Roya Modaresi, has been instrumental in navigating these challenges, constantly seeking innovative solutions and opportunities for growth. Despite the setbacks, we have managed to sustain and expand our support network, attracting attention from local politicians and garnering community support.

Looking ahead, our hope is to build on the momentum we have gained. We are focused on securing additional funding, hiring key personnel, and establishing a more robust infrastructure to enhance our outreach. By doing so, we aim to continue providing vital support to women in need, ensuring that our mission of empowerment and advocacy remains steadfast.

Womenion's story is one of perseverance and hope. Our commitment to supporting vulnerable women is unwavering, and we are dedicated to ensuring that our mission reaches every individual who needs our help. With determination as our guiding force and hope as our driving motivation, we are confident that we will overcome the challenges and continue making a meaningful difference in the lives of those we serve.

WOMENION

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The year 2022/23 is a continuation of the COVID-19 virus's impact on the lives of the UK population and companies. UK families, including those from black minority families, were all striving to survive.

During that hard period, we were just registered, and finding funding to start our project was one of our main issues. However, the trustees commit themselves financially to starting some of their activities, which include their coffee morning at the Newham Library every Saturday morning. We managed to run about four sessions where women were able to talk to other women and get some advice, and we referred them to organisations that were best suited to address the issues that they shared with us during the session. About 10 to 15 women attended our sessions every Saturday morning.

The women we decided to support through our project now face financial hardship and food insecurity. Some of them were also dealing with domestic violence and social isolation, and they did not know how to seek help due to their beliefs and cultural backgrounds. The trustees used their own money to set up an emergency number on their website, which was in French, Persian, and Punjabi, to allow those who could not speak or understand English to call and get support in their mother tongue.

Mahsa Amini, also known as Jina Amini, died in Tehran, Iran, under suspicious circumstances. She was arrested by the Guidance Patrol for not wearing a hijab according to government standards. Eyewitnesses reported severe beatings and police brutality, leading some observers to believe she had a stroke. Amini's death sparked widespread protests, with at least 476 people killed by security forces attacking protests across Iran by December 2022. The global Woman, Life, Freedom movement, rooted in Amini's Kurdish background, demands the end of compulsory hijab laws and other forms of discrimination against women in Iran.

Womenion supported Iranian women's outcries for change following the above incident. We reached around 100 people on Instagram and Facebook and attempted to create an online forum for women-related discussions, but this failed due to financial constraints.

The trustees decided to create animated stories with their clients consent and publish the videos on the charity's Facebook and YouTube channel for future income, as well as to reach a wider audience and empower women who would for some reason be unable to attend our activities physically. We also decided to organise fundraising events twice a year to help increase our income. This will include our traditional food and other delicacies. Unfortunately, we could not go ahead with this project as funding was still an issue.

The issue of funding led the trustees to ask if one of the directors could work part-time for women to seek funding and help identify organisations that could also help the organisation with their fundraising campaign. Besides this challenge of funding, we continued to provide essential services and solidarity to some of the most marginalised women in the UK, Iran, Bangladesh, and the Ivory Coast using contributions from trustees.

We helped set up a foundation called Emmanuel Foundation on September 22, 2022, in Ivory Coast and are now working directly with 15 women. We have provided support to nine widows and their children with food and advice.

The association aims to help disadvantaged women, particularly widows, start their businesses and provide them with training to enable the business to flourish. The company aims to encourage women to be financially independent and works closely with recruitment agencies and other businesses to help women find jobs. This is in addition to the defense of their human rights.

The difficult circumstances made the project too ambitious, and we lost our website as we could not maintain it financially. The trustees are determined to continue with their project and help those that they consider the most vulnerable in our society.

We bid farewell to a wonderful colleague and friend, Rupa Talukder, one of the trustees who encouraged other women to start this project of helping vulnerable women. She had decided to focus on personal affairs but promised to one day have a charity that would support vulnerable women.

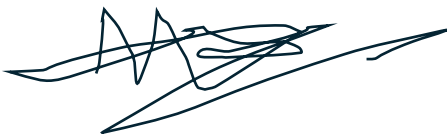
We wish Rupa all the blessings that she needs, and we thank her for her dedication and hard work over the past year.

Finally, 2022 will be remembered as our year of networking. The trustee will adopt a proper strategy to continue to support some of the most marginalized and vulnerable women in the world and hope to affect more lives in a positive way.

We would like to thank our clients and participants for their trust and reassure them that we will continue to strive to deliver excellent service.

On behalf of womenion Trustees

Maimouna Emmanuel

A handwritten signature in blue ink, appearing to read 'Maimouna Emmanuel', with a long horizontal flourish extending to the right.

HISTORICAL BACKGROUND

Four women founded Womenion on March 3, 2020, in response to their recent graduation experiences and the impact of COVID-19 on their lives and mental health. The company's aims include, support to victims of domestic violence, female genital mutilation, and other traditional practices that could infringe on their human rights. The support includes emotional support, training, financial support, and medical aid. This is in addition to advocating for their human rights, helping to get redress in their country of origin, and conducting research on women's human rights issues.

According to the United Nations, violence against women is "any act of gender-based violence that results in or is likely to result in physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life.

The World Health Organisation states that domestic violence and sexual violence are major public health problems and violations of women's human rights, among other forms of violence against women. The World Health Organisation (WHO) suggests that 1 in 3, or about 30%, of women in the world have experienced either physical or sexual violence by their intimate partner.

The consequences of domestic violence include physical, mental, sexual, and reproductive health issues, as well as an increased risk of HIV and other sexual infections and, in the worst-case scenario, death.

If we take the proper steps, we can stop violence against women. The health sector, the police, and other organizations, including women NGOs, have an essential role to play in providing holistic support such as health care, training to help them secure a permanent income, free legal aid, and counseling to women subjected to violence. We provide relief to women in our target countries who are victims of domestic violence and cultural practices detrimental to their health, such as female genital mutilation (FGM), supplying them with medical aid, counseling, and training to empower them.

The COVID-19 pandemic has continued to impact the UK population and companies, with families struggling to survive. Womenion, like other charities faced funding issues during

this time, but we committed to starting activities such as coffee mornings in Newham libraries and running sessions for women to discuss their issues. We also set up an emergency number on their website in French, Persian, and Punjabi to provide support in their mother language. The trustees decided to create animated stories with clients' consent and publish them on their platforms for future income and to reach a wider audience. This will empower the women and their story will raise awareness about women issues. They also planned to organize fundraising events twice a year to increase income. However, funding was still an issue, leading the trustees to ask a director to work part-time to seek funding and identify organizations to help.



Emmanuel Foundation committee in Ivory Coast

The company aims include:

The relief of financial hardship by the provision of free legal advice and assistance to persons who, through lack of means, would otherwise be unable to obtain such advice. The relief of women, in any part of the world who are victims of domestic violence and/or cultural practice that is detrimental to their health such as Female Genital Mutilation (FGM) by: supplying them with medical aid, counselling and training to empower them. The promotion of equality and diversity for the public benefit by the elimination of discrimination on the grounds of gender; and conducting or commissioning research on equality and diversity issues and publishing the results to the public. To promote human

rights as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations throughout the world by all or any of the following means: Obtaining redress for the victims of human rights abuse.

Womenion bring pressure to bear in individual cases (including through the mobilisation of public opinion) to encourage a government to respect its own human rights legislation. Womenion provide support for attempts to obtain redress through the courts of the country concerned, whether by way of specialist legal advice and representation or by less direct means. The availability of that option will, of course, depend upon whether the country's legal code enables the victims of human rights abuse to obtain redress. Even if the legal code of the country in which the abuse takes place does not expressly provide redress, Womenion will still attempt to obtain compensation or a public inquiry or an acknowledgement of responsibility. Womenion supports the investigation and prosecution before international tribunals of individuals and organisations accused of human rights abuse.

Womenion provide financial, educational and rehabilitation help. We aim to relieve the suffering and distress of individuals who have suffered human rights abuses. This may include financial assistance to victims of torture who are in financial need to enable them to obtain compensation or redress. Womenion promotes and commission research into the maintenance and observation of human rights to add useful information on the existing country data.



Opening of Emmanuel foundation in Ivory Coast

Structure, governance and management.

Governing document

Womenion is a charitable incorporated organization registered with the Charity Commission on 08 November 2021 under charity number 1196452.

Organizational structure

The charity trustees are responsible for the management of the charity and give, their time on a voluntary basis.

Womenion's trustees meet every month to discuss important information and take decisions that would promote the success of the organization. The trustees plan the activities of the charity and help secure funding to help deliver the projects.

The trustees fund some of the activities of the charity while looking for funding with another organization. The weekly management of the charity coffee morning was managed by the trustees themselves and one volunteer.

Recruitment and appointment of trustees

Trustees are also responsible for the recruitment of new trustees, volunteers and staff. The selection process help recruit people with skills and experience that will allow them to work with vulnerable women and their families. Trustees seek to identify volunteers during charity activities. Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process helps the organization ascertain the person's eligibility, personal competence, specialist knowledge and skills.



Our fund-raising approach.

Womenion is a UK-based charity that focuses on delivering best-practice fundraising activities, adhering to regulatory standards, and ensuring compliance with the Charities Act 2016. We raise our funding via donation from the trustees themselves, and planning to raise fund through various fundraising initiatives, including individual donations, event, videos, grants, sponsorship programs, special events, and partnerships with businesses. We also engage professional service providers and regularly attend fundraising training to stay updated on fundraising practices and trends. In 2022 we contributed £600 toward the opening of our website and other activities such as our coffee morning.

In 2022, the company plans to create animated stories for clients, organize annual fund-raising events, charge monthly fees for legal advice, create a commercial website and blog, and apply for funding to achieve Womenion objectives. One of our trustees who has a master's in art proposed to set up an art club for women's. The participants will sell their art articles to help the charity financially. We will continue in the same line the following year if our funding applications come back successful.

Recruitment and appointment of trustees

Trustees recruit new trustees, volunteers, and staff, identifying suitable individuals for vulnerable women and their families. They identify volunteers during charity activities,

observe meetings, and propose new trustees based on eligibility, competence, and specialist knowledge.

Induction and training of trustees

New trustees are introduced to their roles, provided with the charity constitution, policies, procedures, and publications from the Charity Commission, ensuring they understand their role under the Charities Act.

Risk management.

The organization identified major risks and their management measures, regularly reviewing these risks at meetings. Despite having no insurance, the organization continues to review activities and risk management to mitigate challenges, including Criminal Records Bureau checks and policies for vulnerable groups working with children.

Operations

Womenion trustees have generously donated to vulnerable women in the UK and worldwide. Using their time and money to address financial, social, and sometimes mental health issues for families and their children. They also provided food and toiletries for widows in Ivory Coast to help those who were facing hardship.

Use of volunteers

Volunteers play a crucial role in our organisation work, with over 6 volunteers regularly participating. Our organisation encourages all members to participate and share their skills, and all volunteers working with vulnerable groups are CRB checked.

The charity does not have a restricted income and is actively looking for funds.

Reserves policy

The trustees have reviewed the charity's reserves, aiming to meet basic needs when taking necessary steps to secure funding. Womenion plans to apply for funding to recruit staff and rent office space, with a fundraising officer and local community advertising through events as key strategies.



Investment policy and objectives

The charity has no long-term investments.

Plans for future periods

Womenion is planning to apply for funding to recruit staff and rent office space. The organization will work with local authorities and clients outside the region, with teams of staff to cover the area. The cost of services will be £20 per month, with the option to become a member for general legal assistance. Womenion will charge £300 for speaking at other organizations' conferences and may collate 20% fees to other private organizations. The marketing strategy includes advertising on womenion website,



reaching out to local authorities, hospitals, and other women organizations, and developing good relationships with clients, advocates, and decision-makers.

Financial Statements 30 April 2023

Income	£
grant	00.00
Trustees contribution	600
Coffee Morning	80
Volunteers' expenses	00.00
Employees salaries	00.00
website	£400
Other expenses	120
Total expenses	600
Profit before tax	00.00
Total	00.00

Statement of Trustees' responsibilities

The charity trustees are responsible for preparing an annual report and financial statements in accordance with the law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Standards).

The law applicable to charities in England and Wales requires charity trustees to prepare financial statements for each year, which gives a true and fair view of the situation of the charity and of the incoming resources. The trustees are also required to choose appropriate accounting policies and implement them consistently. The goal is to prevent and detect fraud and other irregularities.

Womenion has adopted policies recommended by the charity commission and will continue complying with the commission requirement.

Womenion is a small charity and did not receive funding from other organisations. Trustees funded most of the activities this year.

Approved by the trustees and signed on its behalf by:

Maimouna Emmanuel (Chair)

A handwritten signature in black ink, appearing to read 'Maimouna Emmanuel', written over a horizontal line.

08 April 2024