

LATIN GIRLS AT WORK

England & Wales · Charity number 1197419

Details

Status Registered

Legal form CIO

Registered 2022-01-10

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

Contact

Address 43 Parkhill Road
London
NW3 2YD

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Website latingirlsatwork.com

Activities

Objects: FOR THE PUBLIC BENEFIT TO PROMOTE THE INCLUSION OF LATINX WOMEN WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF THEIR ETHNIC ORIGIN, OR THEIR SOCIAL AND ECONOMIC POSITION, TO RELIEVE THE NEEDS OF SUCH PEOPLE AND ASSIST THEM TO INTEGRATE INTO SOCIETY, IN PARTICULAR BUT NOT EXCLUSIVELY BY:A) PROVIDING AN ONLINE COMMUNITY ENGAGEMENT PLATFORM AND EDUCATIONAL RESOURCES;B) SIGNPOSTING THOSE LATINX PEOPLE SEEKING LEGAL, IMMIGRATION, FINANCIAL, AND LANGUAGE DEVELOPMENT HELP TO PARTNER ORGANISATIONS;C) TO ADVANCE EDUCATION IN LATINX ARTS, CULTURE AND HERITAGE FOR THE PUBLIC BENEFIT IN PARTICULAR BUT NOT EXCLUSIVELY BY PROVIDING A PLATFORM FOR LATINX CREATIVES, ARTISTS AND WRITERS TO DEMONSTRATE THEIR WORK, IN SUCH A WAY THAT THEY CAN HELP INCREASE AWARENESS OF LATINX CULTURE IN THE UK.

Activities: Latin Girls At Work is a not-for-profit network for Latin American women and non-binary people living and working in the UK. Our goal is to expand the professional and social opportunities for Latin American women by creating a platform where they can expand their networks, develop their professional skills and share experiences with a group of like-minded women.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Economic/community Development/employment
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees	
2025-03-31		£30	£307	-	-
2024-03-31		£799	£429	-	-
2023-03-31		£19	£713	-	-

Trustees

Name	Role	Appointed
Jennifer Kaplan-Ortiz	Chair	2021-06-17
Gabriela Del Pilar Ramirez Guevara		2025-01-27
Nohelia Rambal Torres		2025-01-27

LATIN GIRLS AT WORK

England & Wales - Charity number 1197419

Accounts



Trustees' Annual Report for the period

From 01/04/2024 To 31/03/2025

Charity name: Latin Girls At Work

Charity registration number: 1197419

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	For the public benefit to promote the inclusion of Latinx women who are socially excluded on the grounds of their ethnic origin, or their social and economic position, to relieve the needs of such people and assist them to integrate into society.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<ul style="list-style-type: none">- Providing an online community engagement platform and educational resources alongside the hosting of professional development workshops and networking events;- Facilitating the professional development of Latinx women and non-binary people through our bespoke mentorship scheme;- Signposting those Latinx people seeking legal, immigration, financial, and language development help to partner organisations;- To advance education in Latinx arts, culture, and heritage for the public benefit in particular but not exclusively by providing a platform for Latinx creatives, artists, and writers to demonstrate their work, in such a way that they can help increase awareness of Latinx culture in the UK.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees have had regard to the guidance issued by the Charity Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A

Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	<p>The charity is run by a dedicated team of 8 volunteers who manage day-to-day operations, including administration, event planning, programme management, communications, and fundraising. All events, such as workshops and networking opportunities, are organised by volunteers, along with the management of our website, social media, and WhatsApp and Facebook groups. Additionally, volunteers handle internal initiatives, including the running, editing, and publishing of the <i>Voces</i> blog.</p> <p><u>Volunteers:</u> Giulia Mazzu - Director Melany Avila Development - Director Maria Alvarez Gomes - Events Manager Azucena Morales - Communications Manager Nicole Gheller - Voces (Blog) Editor Sofia Vizcarra - Events officer Mayra Teck Ascurra - Development Officer Kelly Arias - Team Assistant</p>
Other		

Achievements and Performance

	SORP reference	
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Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

Para 1.20

The charity has made significant strides in enhancing the lives of its beneficiaries through a series of impactful, well-organized events, all led by and for female-identifying or non-binary Latinx professionals. In addition, the charity launched our bespoke mentorship scheme aimed at providing professional guidance to Latinx womxn living and working in the UK.

Cafecito

This year we launched Cafecito, a free professional advice scheme where we connect experienced UK-based female-identifying Latinx professionals with Latinx women who are seeking professional guidance related to a particular field of work or study, have a specific query, or even for CV and interview tips.

During the reported period, we had 29 requests for mentorship and executed 15 pairings, providing young professionals much needed access to experts and advisors.

Pairings either met via phone or video call, or in person. 100% of feedback form respondents for this scheme stated that they they received the information and advice they were seeking and rated the expertise of their advisor as 'very good'. 100% of respondents also rated the overall Cafecito experience as 'very good', affirming they would recommend this scheme to a friend or colleague.

One respondent gave us the following feedback: Thank you for creating such an important Programme! Moving to a different country is always difficult, but when we have a community like Latin Girls At Work, things get a bit easier.

This scheme was a natural progression towards our organisational mission, goals and values. We created a dynamic solution to knowledge exchange, and extended our platform for Latinx connections. Based on feedback, we have identified that this scheme is providing a much needed resource that fills an existing gap in the Latinx community.

Events

The Charity hosted a total of 6 events this financial year, reaching over 50 attendees.

Two social walks (Ñaña Walks), and four professional development workshops focused on the legal, arts and entrepreneurship industries. In addition we had a workshop hosted in partnership with LinkedIn.

Our most impactful events included the 'Legal Sector Panel & Q&A' which was led by four Latinx solicitors working in the UK. Feedback for this event was incredibly positive with one attendee feeding back the following: 'The best part of the event was the quality of the speakers and their ability to share their experiences and provide useful insights, as well as the moderator's preparation in asking interesting and relevant questions.'

Feedback from attendees has been overwhelmingly positive. Of the 5 attendees who filled in our feedback form, 80% had said that our events helped them learn more about the topic in question, with 100% of attendees stating that they would recommend a Latin Girls at Work career development event to a friend or colleague.

In addition we partnered directly with LinkedIn, who hosted a bespoke virtual workshop for our members. Aimed at Spanish and Portuguese speakers, LinkedIn representatives informed attendees how to maximise use of their profile to apply for jobs and expand their networks.

Bookclub

The Latin Girls at Work book club is now well established, and serves as a forum to connect with Latin American literature written by women and non-binary people.

Over this reporting period, we have hosted six book club sessions, four online and two in-person.

We have read literature from Ecuador, Venezuela, Peru, Argentina, Chile and Colombia. We have on average 9 attendees per session, with 54 readers attending our book club this year.

Blog

The charity also runs *Voces*, a blog promoting Latinx arts and culture in the UK and beyond. The blog provides a platform for female-identifying or non-binary Latinx writers and journalists, or those who have

		<p>not had the opportunity to publish their work. Over the reporting period, 3 articles and 2 poems were published by 5 different authors. The articles were viewed a total of 1971 times, the most viewed article being “Everything wrong with the sexy Latina image”.</p> <p>Conclusion Overall, the charity’s initiatives have significantly helped build a community of like-minded women and non-binary people, facilitating connections and the exchange of valuable knowledge and experience. Focused both on facilitating professional development opportunities and providing a space to celebrate Latinx culture, the charity continues to evolve to meet the needs of our service users.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<p>a) Providing an online community engagement platform and educational resources: - By hosting events that promote education and employability resources for Latinx women and non-binary individuals. The Charity hosted four networking and professional workshop events, reaching around 40 attendees and receiving positive feedback from the community. These events gathered Latinx experts from a variety of fields such as lawyers, entrepreneurs and artists. They also brought the community closer by encouraging mutual collaboration through opportunities to engage with speakers and fellow members of the community.</p> <p>The launch of the Cafecito mentorship scheme was the Charity’s biggest endeavour towards achieving this objective, as it provided a mechanism for reaching an engagement community while also facilitating the exchange and knowledge transfer between highly experienced professionals and Latinx people at the early stages of their careers.</p> <p>b) Signposting those Latinx people seeking legal, immigration, financial, and language development help to partner organisations: - People were signposted to the following organisations: LAWA, LAWRS, Citizens Advice, and Law Centres.</p>
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		<p>c) Advance education in Latinx arts, culture, and heritage for the public benefit in particular but not exclusively by providing a platform for Latinx creatives, artists, and writers to demonstrate their work, in such a way that they can help increase awareness of Latinx culture in the UK.</p> <ul style="list-style-type: none"> - We aim to host our events, including networking and workshops, at Latinx-owned establishments such as restaurants and community Spaces. - Through our book club, we promote a diversity of Latinx authors, having read books by authors from six different Latinx countries over this reporting period, promoting the work of female-identifying Latinx authors. - Through our blog we promote Latinx businesses, restaurants, theatre, and more. - Our blog provides a platform for emerging Latinx writers, during the reporting period we published 3 articles and 2 poems by 5 writers.
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	N/A
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Charity's income was due to donations received through our in-person events (£25 GBP) received across 4 events) and direct donations to the charity's QR code (£5) GBP. The majority of our reserves were maintained due to grants received by the company Rivet in October 2023, for a total \$1000 (USD) which converted to GBP resulted in an income of £799.11.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves are held in order to cover maintenance costs for the charity. This includes fees to keep running our website.
Amount of reserves held	Para 1.22	£211.14
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The Charity's income was due to donations received through our in-person events (£25 GBP) received across 4 events) and direct donations to the charity's QR code (£5) GBP. The majority of our reserves were maintained due to grants received by the company Rivet in October 2023, for a total \$1000 (USD) which converted to GBP resulted in an income of £799.11.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	Financing instability to fluctuating donor funding. Our aim for 2025/26 is to continue to apply for public grants, in addition to devising a business plan to present to private funders such as companies who can fund specific projects such as internships, events & workshop series, etc. We have also started direct fundraising by creating a GoFundMe which we can advertise during outreach events, which clearly states our purpose and what areas the funds are geared towards.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge, and experience needed for the effective administration of the CIO.</p> <p>The Chair of the Board is responsible for the recruitment, appointment, and oversight of all trustees.</p> <p>To begin with, the Chair will discuss with the Director if recruitment is needed, and if so, they will perform a skills audit to identify what strengths and weaknesses lie in the current Board and therefore, what backgrounds and experiences they are looking for in candidates. The Chair will then devise a recruitment plan based on the types of skills needed to compliment the Board.</p> <p>The Chair will formulate a job description, be responsible for disseminating the job advert, and select individuals for interview. The Chair then devises the interview questions. Often other trustees are present for the interview or the Director.</p> <p>The questions the Chair uses to assess candidates include, but are not limited to:</p> <ol style="list-style-type: none"> 1. How much do they know about your organisation? 2. Do they fully understand your mission, vision and strategic direction? 3. Do they fit in with your organisation's ethos? 4. Do they understand the role and responsibilities of being a trustee, and the difference between governance and management? 5. What skills and qualities does the candidate bring? 6. Do they have the capacity and willingness to commit sufficient time to the role?

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>The Board of Trustees and Director share and make sure the trustees have read and are familiar with a welcome document, a copy of the charities constitution, and the policies held by the charity, which include the following:</p> <ul style="list-style-type: none">● Complaints Policy and Procedure● Internal Complaints Policy and Procedure● Social Media Policy● Events Policy● Data Protection Policy● Recruitment Policy and Procedure● Code of Conduct Policy● Press and Media Policy● Whatsapp and Facebook Groups Policy● Safeguarding Children and Vulnerable Adults Policy
The charity's organisational structure and any wider network with which the charity works	Para 1.51	<p>The work we undertake includes but is not limited to:</p> <ul style="list-style-type: none">● Planning career-specific workshops led by experienced Latinx womxn professionals● Hosting social and networking events, including our regular book club sessions● Publish a blog giving Latin American womxn the opportunity to explore creative paths and share their personal and professional experiences with a wide audience <p>We have a presence through our Website and Blog, LinkedIn, Facebook Group, and Instagram, and we encourage you to have a look at our work.</p> <p>Our members are encouraged to share their work, and their background, ask questions, and in turn, give advice to other women starting their careers. Our mission is to provide a space to meet other Latin American womxn living and working in the UK, support each other in the development of professional skills, and discuss what it entails to be a Latin American womxn in the UK, both personally and professionally.</p> <p>The Charity currently has no employees. Instead it is run by a team of volunteers, led by our Director who is also a volunteer.</p>
Relationship with any related parties	Para 1.51	N/A

Other		

Reference and Administrative details

Charity name	Latin Girls at Work
Other name the charity uses	
Registered charity number	1197419
Charity's principal address	Flat 8 Allison Court 43 Parkhill Road NW3 2YD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Jennifer Kaplan-Ortiz			
2	Nohelia Rambal Torres		Appointed on 27th of January 2025	
3	Gabriela del Pilar Ramirez Guevara		Appointed on 27th of January 2025	
4	Sara Cristina Zavala Gutierrez		Term ended 26th June 2024	
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Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

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

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

	Signature(s)	N. Rambal	
	Full name(s)	Nohelia Rambal Torres	
	Position (eg Secretary, Chair, etc)	Co-chair	
	Date	Jan 14, 2026	

	Signature(s)	Gabriela RG	
	Full name(s)	Gabriela Ramirez-Guevara	
	Position (eg Secretary, Chair, etc)	Co-Chair	
	Date	Jan 19, 2026	

**Latin Girls at Work
Income and Expenditure**

	From	01/04/2024	To	31/03/2025
Income				
		Unrestricted funds	Restricted funds	Total funds
		£	£	£
Income / Receipts				
Donations, legacies and similar income				
Membership subscriptions	-	-	-	-
Donations	30	-	-	30
Legacies	-	-	-	-
Gift Aid	-	-	-	-
Other similar income	-	-	-	-
Sub total	30	-	-	30
Grants				
Grant	-	-	-	-
Other grants	-	-	-	-
Sub total	-	-	-	-
Fundraising (gross)				
Detail 1	-	-	-	-
Detail 2	-	-	-	-
Other fundraising activities	-	-	-	-
Sub total	-	-	-	-
Investment income				
Bank interest	-	-	-	-
Building Society interest	-	-	-	-
Other investment income	-	-	-	-
Refunds for services paid	-	-	-	-
Sub total	-	-	-	-
Total Gross Income	30	-	-	30

Total receipts

30	-	30
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**Latin Girls at Work
Income and Expenditure**

From	01/04/2024	To	31/03/2025
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Expenditure

	Unrestricted funds £	Restricted funds £	Total funds £
Payments			
Charitable Payments			
Wages	-	-	-
Rent	-	-	-
Water	-	-	-
Electricity and Gas	-	-	-
Insurance	-	-	-
Repairs and Renewals	-	-	-
Materials and equipment	-	-	-
Printing and photocopying	55.67	-	55.67
AGM and trustee expenses	-	-	-
Subscriptions	195.59	-	195.59
Event refreshments	10.84	-	10.84
Venue hire	45	-	45
Transport	-	-	-
	-	-	-
	-	-	-
Sub total	307.1	-	307.1
Total Gross Expenditure	307.1	-	307.1
Total payments	307.1	-	307.1

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

LATIN GIRLS AT WORK

England & Wales - Charity number 1197419

Accounts



Trustees' Annual Report for the period

From 01/04/2023 To 31/03/2024

Charity name: Latin Girls At Work

Charity registration number: 1197419

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	For the public benefit to promote the inclusion of Latinx women who are socially excluded on the grounds of their ethnic origin, or their social and economic position, to relieve the needs of such people and assist them to integrate into society.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<ul style="list-style-type: none">- Providing an online community engagement platform and educational resources;- Signposting those Latinx people seeking legal, immigration, financial, and language development help to partner organisations;- To advance education in Latinx arts, culture, and heritage for the public benefit in particular but not exclusively by providing a platform for Latinx creatives, artists, and writers to demonstrate their work, in such a way that they can help increase awareness of Latinx culture in the UK.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees have had regard to the guidance issued by the Charity Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
	Para 1.38	N/A

Policy on social investment including program related investment		
Contribution made by volunteers	Para 1.38	<p>The charity is fully run by a dedicated team of 8 volunteers who manage day-to-day operations, including administration, event planning, communications, and fundraising. All events, such as workshops and networking opportunities, are organised by volunteers, along with the management of our website, social media, and WhatsApp and Facebook groups. Additionally, volunteers handle internal initiatives, including the running, editing, and publishing of the Voces blog.</p> <p><u>Volunteers:</u> Giulia Mazzu - Director Melany Avila Development - Director Maria Alvarez Gomes - Events Manager Azucena Morales - Communications Manager Nicole Gheller - Voces (Blog) Editor Elida Silvey - Voces (Blog) Editor Sofia Vizcarra - Events officer Mayra Teck Ascurra - Development Officer</p>
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>The charity has made significant strides in enhancing the lives of its beneficiaries through a series of impactful, well-organized events, all led by and for female-identifying or non-binary Latinx professionals.</p> <p>Events Notable achievements include networking events and workshops designed to connect Latinx womxn with other Latinx professionals. One such event, hosted by Latina Rising, aimed to build confidence among current and aspiring entrepreneurs to help them navigate the UK market.</p> <p>Another key event, in partnership with Rivet, celebrated International Youth Day and focused on harnessing Gen-Z's economic power to support youth-led social change. Rivet also provided funding for the event.</p>

The charity also hosted a successful International Women's Day celebration in collaboration with Latina Rising, which focused on investing in women and accelerating progress. The event featured workshops on resilience, identity, and mental health, alongside networking opportunities.

In total, the charity organized 7 events, with an approximate attendance of 75 people. These included 2 workshops on career and personal development, 2 networking events, and 3 community-building social events.

Feedback was overwhelmingly positive. Of the 7 attendees who completed the feedback form, 4 rated their likelihood to attend future events as a '5' (the highest rating), and 3 selected '4'. When asked if they would recommend the charity's events to others, 6 out of 7 gave a '5', and 1 chose '4'.

Blog

The charity also runs *Voces*, a blog promoting Latinx arts and culture in the UK and beyond. The blog provides a platform for female-identifying or non-binary Latinx writers and journalists. Over the reporting period, 5 articles were published, covering topics such as the impact of migration on mental health, queer identity in Latinx music, along with book reviews (for books covered in the book club) and recaps of events. These articles collectively garnered 752 views, an increase from the previous year.

Network

As part of our network of Latinx womxn in the UK, we host several events which we classify as 'social' and these could be from a casual meetup to an event. During the reporting period we hosted three social events, with about 30 attendees taking part.

We also host a Book Club, which features books by Latinx female-identifying or non-binary writers. Over the reporting period we hosted 8 sessions, featuring books by female authors from Mexico, Chile, Puerto Rico, Argentina and Brazil.

Partnerships

The charity's success is further strengthened by strategic partnerships with organizations like Latina Rising, Rivet, and Casa Latina. By collaborating to offer diverse workshops, the charity has expanded the resources and training available to its beneficiaries, supporting their personal and professional growth.

		<p>Conclusion</p> <p>Overall, the charity’s initiatives have significantly enhanced employability, fostered valuable connections, empowered entrepreneurs, and built a supportive community focused on continuous growth and learning.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<p>Providing an online community engagement platform and educational resources:</p> <ul style="list-style-type: none"> - By hosting events that promote education and employability resources for Latinx women and non-binary individuals. The Charity hosted two networking events and two career progressing workshops, attended by over 45 people. <p>b) Signposting those Latinx people seeking legal, immigration, financial, and language development help to partner organisations:</p> <ul style="list-style-type: none"> - People were signposted to the following organisations: LAWA, LAWRS, Casa Latina, Citizens Advice, and Law Centres. <p>c) Advance education in Latinx arts, culture, and heritage for the public benefit in particular but not exclusively by providing a platform for Latinx creatives, artists, and writers to demonstrate their work, in such a way that they can help increase awareness of Latinx culture in the UK.</p> <ul style="list-style-type: none"> - We aim to host our events, including networking and workshops, at Latinx-owned establishments such as restaurants and community spaces. - Through our blog we promote Latinx businesses, restaurants, theatre, and more. - Our blog provides a platform for emerging Latinx writers, during the reporting period we published 5 articles by 5 writers.
<p>Performance of fundraising activities against objectives set</p>	<p>Para 1.41</p>	

Investment performance against objectives	Para 1.41	N/A
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Charity's income was due to a grant received by the company Rivet on 24th October 2023. The grant was of \$1000 (USD) which converted to GBP resulted in an income of £799.11.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves are held in order to cover maintenance costs for the charity. This includes fees to keep running our website and a Zoom license for virtual events.
Amount of reserves held	Para 1.22	£488.24
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The Charity's income was due to a grant received by the company Rivet on 24th October 2023. The grant was of \$1000 (USD) which converted to GBP resulted in an income of £799.11.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	Financing instability to fluctuating donor funding. Our aim for 2024/25 is to continue to apply for public grants, in addition to devising a business plan to present to private funders such as companies who can fund specific projects such as internships, events & workshop series, etc.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge, and experience needed for the effective administration of the CIO.</p> <p>The Chair of the Board is responsible for the recruitment, appointment, and oversight of all trustees.</p> <p>To begin with, the Chair will discuss with the Director if recruitment is needed, and if so, they will perform a skills audit to identify what strengths and weaknesses lie in the current Board and therefore, what backgrounds and experiences they are looking for in candidates. The Chair will then devise a recruitment plan based on the types of skills needed to compliment the Board.</p> <p>The Chair will formulate a job description, be responsible for disseminating the job advert, and select individuals for interview. The Chair then devises the interview questions. Often other trustees are present for the interview or the Director.</p> <p>The questions the Chair uses to assess candidates include, but are not limited to:</p> <ol style="list-style-type: none"> 1. How much do they know about your organisation? 2. Do they fully understand your mission, vision and strategic direction? 3. Do they fit in with your organisation's ethos? 4. Do they understand the role and responsibilities of being a trustee, and the difference between governance and management? 5. What skills and qualities does the candidate bring? 6. Do they have the capacity and willingness to commit sufficient time to the role?

Additional information (optional)

You may choose to include further statements where relevant about:

<p>Policies and procedures adopted for the induction and training of trustees</p>	<p>Para 1.51</p>	<p>The Board of Trustees and Director share and make sure the trustees have read and are familiar with a welcome document, a copy of the charities constitution, and the policies held by the charity, which include the following:</p> <ul style="list-style-type: none"> ● Complaints Policy and Procedure ● Internal Complaints Policy and Procedure ● Social Media Policy ● Events Policy ● Google Suite and Email Policy ● Data Protection Policy ● Recruitment Policy and Procedure ● Code of Conduct Policy ● Press and Media Policy ● Whatsapp and Facebook Groups Policy ● Safeguarding Children and Vulnerable Adults Policy
<p>The charity's organisational structure and any wider network with which the charity works</p>	<p>Para 1.51</p>	<p>The work we undertake includes but is not limited to:</p> <ul style="list-style-type: none"> ● Planning career-specific workshops led by experienced Latinx womxn professionals ● Hosting social and networking events, including our regular book club sessions ● Publish a blog giving Latin American womxn the opportunity to explore creative paths and share their personal and professional experiences with a wide audience <p>We have a presence through our Website and Blog, LinkedIn, Facebook Group, and Instagram, and we encourage you to have a look at our work.</p> <p>Our members are encouraged to share their work, and their background, ask questions, and in turn, give advice to other women starting their careers. Our mission is to provide a space to meet other Latin American womxn living and working in the UK, support each other in the development of professional skills, and discuss what it entails to be a Latin American womxn in the UK, both personally and professionally.</p> <p>The Charity currently has no employees. Instead it is run by a team of volunteers, led by our Director who is also a volunteer.</p>
<p>Relationship with any related parties</p>	<p>Para 1.51</p>	<p>N/A</p>

Other		

Reference and Administrative details

Charity name	Latin Girls at Work
Other name the charity uses	
Registered charity number	1197419
Charity's principal address	Flat 8 Allison Court 43 Parkhill Road NW3 2YD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Jennifer Kaplan-Ortiz			
2	Sara Zavala			
3	Vanessa Castro		Appointed on 26th August 2023	
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

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

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

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

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

Signature(s)	JHO	
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Full name(s)	Jennifer Kaplan-Ortiz	
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Position (eg Secretary, Chair, etc)	Chair	
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Date	18/01/2025
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**Latin Girls at Work
Income and Expenditure**

	From	01/04/2023	To	31/03/2024
Income				
		Unrestricted funds	Restricted funds	Total funds
		£	£	£
Income / Receipts				
Donations, legacies and similar income				
Membership subscriptions	-	-	-	-
Donations	-	-	-	-
Legacies	-	-	-	-
Gift Aid	-	-	-	-
Other similar income	-	-	-	-
Sub total		-	-	-
Grants				
Grant		799.11	-	799.11
Other grants	-	-	-	-
Sub total		799.11	-	799.11
Fundraising (gross)				
Detail 1	-	-	-	-
Detail 2	-	-	-	-
Other fundraising activities	-	-	-	-
Sub total		-	-	-
Investment income				
Bank interest	-	-	-	-
Building Society interest	-	-	-	-
Other investment income	-	-	-	-
Refunds for services paid	-	-	-	-
Sub total		-	-	-
Total Gross Income		799.11	-	799.11

Total receipts

799.11

-

799.11

**Latin Girls at Work
Income and Expenditure**

From

01/04/2023

To

31/03/2024

Expenditure

Unrestricted
funds
£

Restricted
funds
£

Total funds
£


Payments

	Unrestricted funds £	Restricted funds £	Total funds £
Charitable Payments			
Wages	-	-	-
Rent	-	-	-
Water	-	-	-
Electricity and Gas	-	-	-
Insurance	-	-	-
Repairs and Renewals	-	-	-
Materials and equipment	-	-	-
Printing and photocopying	-	-	-
AGM and trustee expenses	-	-	-
Subscriptions	417.14	-	417.14
Event refreshments	11.87	-	11.87
Venue hire	-	-	-
Transport	-	-	-
	-	-	-
	-	-	-
Sub total	429.01	-	429.01
Total Gross Expenditure	429.01	-	429.01
Total payments	429.01	-	429.01

ed by one or two trustees on behalf of all the trustees

Signature

Print Name



Jennifer Kaplan-Ortiz

LATIN GIRLS AT WORK

England & Wales - Charity number 1197419

Accounts



Trustees' Annual Report for the period

From 10/01/2022 Period start date To 31/03/2023 Period end date

Charity name: Latin Girls at Work

Charity registration number: 1197419

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	For the public benefit to promote the inclusion of Latinx women who are socially excluded on the grounds of their ethnic origin, or their social and economic position, to relieve the needs of such people and assist them to integrate into society.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<ul style="list-style-type: none">- Providing an online community engagement platform and educational resources;- Signposting those Latinx people seeking legal, immigration, financial, and language development help to partner organisations;- To advance education in Latinx arts, culture, and heritage for the public benefit in particular but not exclusively by providing a platform for Latinx creatives, artists, and writers to demonstrate their work, in such a way that they can help increase awareness of Latinx culture in the UK.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees have had regard to the guidance issued by the Charity Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A

Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	<p>The Charity is entirely run by 8 volunteers, who oversee the day-to-day admin, events, communications, and fundraising.</p> <p>All of the events, including workshops and networking opportunities were organised by volunteers, as well as any communications made on our website, social media, and Whatsapp and Facebook Groups. Any internal schemes that were hosted by the charity were organised and maintained by the volunteers, including the mentorship scheme.</p>
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>The charity has made significant strides in enhancing the lives of its beneficiaries through a series of well-organized and impactful events. The events are all led by female-identifying or non-binary Latinx professionals, and attended by female-identifying or non-binary Latinx professionals.</p> <p>Among its notable achievements are CV workshops led by professionals from various fields. These workshops have been instrumental in improving the resume-writing skills of participants, thereby increasing their employability and boosting their confidence in the job market.</p> <p>The charity's success is also marked by its strategic partnerships with other organizations and charities. By collaborating to create diverse workshops, the charity has broadened the range of resources and training available to its beneficiaries. This holistic approach has supported personal and professional growth, equipping individuals with the tools they need to succeed.</p> <p>Entrepreneurial Q&A sessions and panel events have further underscored the</p>

		<p>charity's commitment to empowerment. Featuring successful entrepreneurs and experts, these events have offered practical advice, business insights, and networking opportunities. Beneficiaries have gained clarity on their entrepreneurial ideas and connected with potential collaborators and investors.</p> <p>Overall, the charity's initiatives have significantly enhanced employability, facilitated valuable connections, empowered entrepreneurial ventures, and nurtured a supportive community dedicated to continuous growth and learning.</p> <p>Throughout the period the charity has hosted 8 events. Approximately 245 people have attended our events, both in-person and online. Of these events, 2 were career-specific workshops (Interpreting & Translating and Entrepreneurship), 3 were social events, and 3 were networking events.</p> <p>The Charity also ran a mentorship scheme, which will pair a Latinx female professional with a specific career interest with a Latinx professional who has developed a career in that industry. The pairings lasted 12 months. The mentorship scheme paired 10 mentees with 9 mentors (one mentor had 2 mentees).</p> <p>In addition, the Charity hosts a blog (Voces) that promotes Latinx arts & culture in the UK and abroad, by giving a space for Latinx writers to write articles and get published. The blog was run by two volunteers and published a total of 12 articles within this time period, all written by female-identifying or non-binary Latinx writers and journalists. The topics ranged from mental health, queer identity, showcasing Latinx businesses, reviewing Latinx theatre in the UK, and more. These articles were viewed a combined total of 656 times.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<p>a) Providing an online community engagement platform and educational resources:</p> <ul style="list-style-type: none"> - By hosting events that promote education and employability resources for Latinx women and non-binary individuals. The Charity hosted two educational workshops and 3 networking events. These were attended by 65 people. - By running a mentorship scheme
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		<p>that saw 12 mentees paired with 10 Latinx professionals for career and education guidance over the course of 12 months.</p> <p>b) Signposting those Latinx people seeking legal, immigration, financial, and language development help to partner organisations:</p> <ul style="list-style-type: none"> - People were signposted to the following organisations: LAWA, LAWRS, Casa Latina, Casa Do Brasil, Healthwatch, Citizens Advice, and Law Centres. <p>c) Advance education in Latinx arts, culture, and heritage for the public benefit in particular but not exclusively by providing a platform for Latinx creatives, artists, and writers to demonstrate their work, in such a way that they can help increase awareness of Latinx culture in the UK.</p> <ul style="list-style-type: none"> - We have hosted a screening of a Latinx short film centered around Latinx representation. - Screening of Latinx film\ - We aim to host our events, including networking and workshops, at Latinx-owned establishments such as restaurants and community spaces. - Through our blog we promote Latinx businesses, restaurants, theatre, and more. - Our blog provides a platform for emerging Latinx writers.
<p>Performance of fundraising activities against objectives set</p>	<p>Para 1.41</p>	
<p>Investment performance against objectives</p>	<p>Para 1.41</p>	
<p>Other</p>		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The charity's income was due to a grant awarded by the National Lottery Community Fund on 4th August 2021, before the organisation officially received charitable status. The Charity did not receive any funds either through grants or fundraising for the period between 10/01/2022 and 31/03/2023. Therefore the funds the Charity had during this period were reserves from the grant previously received.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves are held in order to cover maintenance costs for the charity. This includes fees to keep running our website and a Zoom license for virtual events.
Amount of reserves held	Para 1.22	177.89 GBP
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The charity's income was due to a grant awarded by the National Lottery Community Fund on 4th August 2021, before the organisation officially received charitable status. The Charity did not receive any funds either through grants or fundraising for the period between 10/01/2022 and 31/03/2023. Therefore the funds the Charity had during this period were reserves from the grant previously received.
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge, and experience needed for the effective administration of the CIO.</p> <p>The Chair of the Board is responsible for the recruitment, appointment, and oversight of all trustees.</p> <p>To begin with, the Chair will discuss with the Director if recruitment is needed, and if so, they will perform a skills audit to identify what strengths and weaknesses lie in the current Board and therefore, what backgrounds and experiences they are looking for in candidates. The Chair will then devise a recruitment plan based on the types of skills needed to compliment the Board.</p> <p>The Chair will formulate a job description, be responsible for disseminating the job advert, and select individuals for interview. The Chair then devises the interview questions. Often other trustees are present for the interview or the Director.</p> <p>The questions the Chair uses to assess candidates include, but are not limited to:</p> <ol style="list-style-type: none"> 1. How much do they know about your organisation? 2. Do they fully understand your mission, vision and strategic direction? 3. Do they fit in with your organisation's ethos? 4. Do they understand the role and responsibilities of being a trustee, and the difference between governance and management? 5. What skills and qualities does the candidate bring? 6. Do they have the capacity and willingness to commit sufficient time to the role?

Additional information (optional)

You may choose to include further statements where relevant about:

<p>Policies and procedures adopted for the induction and training of trustees</p>	<p>Para 1.51</p>	<p>The Board of Trustees and Director share and make sure the trustees have read and are familiar with a welcome document, a copy of the charities constitution, and the policies held by the charity, which include the following:</p> <ul style="list-style-type: none">● Complaints Policy and Procedure● Internal Complaints Policy and Procedure● Social Media Policy● Events Policy● Google Suite and Email Policy● Data Protection Policy● Recruitment Policy and Procedure● Code of Conduct Policy● Press and Media Policy● Whatsapp and Facebook Groups Policy● Safeguarding Children and Vulnerable Adults Policy● Donations Policy
<p>The charity's organisational structure and any wider network with which the charity works</p>	<p>Para 1.51</p>	<p>The work we undertake includes but is not limited to:</p> <ul style="list-style-type: none">● Planning career-specific workshops led by experienced Latinx womxn professionals● Hosting social and networking events● Publish a blog giving Latin American womxn the opportunity to explore creative paths and share their personal and professional experiences with a wide audience <p>We currently have a presence through our Website and Blog, LinkedIn, Facebook Group, and Instagram, and we encourage you to have a look at our work.</p> <p>Our members are encouraged to share their work, and their background, ask questions, and in turn, give advice to other women starting their careers. Our mission is to provide a space to meet other Latin American womxn living and working in the UK, support each other in the development</p>

		<p>of professional skills, and discuss what it entails to be a Latin American womxn in the UK, both personally and professionally.</p> <p>The Charity currently has no employees. Instead it is run by a team of volunteers, led by our Director who is also a volunteer.</p> <p><u>Volunteers</u></p> <table border="1"> <thead> <tr> <th>Officer</th> <th>Role</th> </tr> </thead> <tbody> <tr> <td>Giulia Mazzu</td> <td>Director</td> </tr> <tr> <td>Melany Avila</td> <td>Development Officer</td> </tr> <tr> <td>Maria Alvarez Gomes</td> <td>Events Officer</td> </tr> <tr> <td>Jessica Gurney</td> <td>Social Media Officer</td> </tr> <tr> <td>Nicole Gheller</td> <td>Editor</td> </tr> <tr> <td>Luisa de la Concha Montes</td> <td>Editor in Chief</td> </tr> <tr> <td>Sofia Vizcarra</td> <td>Team Assistant</td> </tr> <tr> <td>Mayra Teck Ascurra</td> <td>Team Assistant</td> </tr> </tbody> </table>	Officer	Role	Giulia Mazzu	Director	Melany Avila	Development Officer	Maria Alvarez Gomes	Events Officer	Jessica Gurney	Social Media Officer	Nicole Gheller	Editor	Luisa de la Concha Montes	Editor in Chief	Sofia Vizcarra	Team Assistant	Mayra Teck Ascurra	Team Assistant
Officer	Role																			
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Relationship with any related parties	Para 1.51																			
Other																				

Reference and Administrative details

Charity name	Latin Girls at Work
Other name the charity uses	
Registered charity number	1197419
Charity's principal address	Flat 8 Allison Court 43 Parkhill Road NW3 2YD

Funds held as custodian trustees on behalf of others

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

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information

--

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

Jko

Full name(s)

Jennifer Kaplan-Ortiz

Position (eg Secretary,
Chair, etc)

Chair

Date

5/19/2024

**Latin Girls at Work
Income and Expenditure**

	From	10/01/2022	To	31/03/2023
Income				
		Unrestricted funds £	Restricted funds £	Total funds £
Income / Receipts				
Donations, legacies and similar income				
Membership subscriptions	-	-	-	-
Donations	-	-	-	-
Legacies	-	-	-	-
Gift Aid	-	-	-	-
Other similar income	-	-	-	-
Sub total	-	-	-	-
Grants				
Grant	-	-	-	-
Other grants	-	-	-	-
Sub total	-	-	-	-
Fundraising (gross)				
Detail 1	-	-	-	-
Detail 2	-	-	-	-
Other fundraising activities	-	-	-	-
Sub total	-	-	-	-
Investment income				
Bank interest	-	-	-	-
Building Society interest	-	-	-	-
Other investment income	-	-	-	-
Refunds for services paid	19	-	-	19
Sub total	19	-	-	19
Total Gross Income	19	-	-	19

Total receipts

19

-

19

**Latin Girls at Work
Income and Expenditure**

From

10/01/2022

To

31/03/2023

Expenditure

Unrestricted
funds
£

Restricted
funds
£

Total funds
£

Payments

	Unrestricted funds £	Restricted funds £	Total funds £
Charitable Payments			
Wages	-	-	-
Rent	-	-	-
Water	-	-	-
Electricity and Gas	-	-	-
Insurance	-	-	-
Repairs and Renewals	-	-	-
Materials and equipment	-	-	-
Printing and photocopying	86	-	86
AGM and trustee expenses	-	-	-
Subscriptions	382	-	382
Event refreshments	133	-	133
Venue hire	127	-	127
Transport	9	-	9
	-	-	-
	-	-	-
Sub total	737	-	737
Total Gross Expenditure	737	-	737
Total payments	737	-	737

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name



Jennifer Kaplan-Ortiz

16/05/24

