



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## 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"><li>- Providing an online community engagement platform and educational resources alongside the hosting of professional development workshops and networking events;</li><li>- Facilitating the professional development of Latinx women and non-binary people through our bespoke mentorship scheme;</li><li>- Signposting those Latinx people seeking legal, immigration, financial, and language development help to partner organisations;</li><li>- 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.</li></ul>
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 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  Sofia Vizcarra - Events officer  Mayra Teck Ascurra - Development Officer  Kelly Arias - Team Assistant</p>
Other		

## Achievements and Performance

	SORP reference	
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<p>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.</p>	<p>Para 1.20</p>	<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. In addition, the charity launched our bespoke mentorship scheme aimed at providing professional guidance to Latinx womxn living and working in the UK.</p> <p><b>Cafecito</b></p> <p>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.</p> <p>During the reported period, we had 29 requests for mentorship and executed 15 pairings, providing young professionals much needed access to experts and advisors.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p><b>Events</b></p> <p>The Charity hosted a total of 6 events this financial year, reaching over 50 attendees.</p>
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		<p>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.</p> <p>Our most impactful events included the 'Legal Sector Panel &amp; Q&amp;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.'</p> <p>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.</p> <p>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.</p> <p><b>Bookclub</b></p> <p>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.</p> <p>Over this reporting period, we have hosted six book club sessions, four online and two in-person.</p> <p>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.</p> <p><b>Blog</b></p> <p>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>
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		<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><b>Conclusion</b></p> <p>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:

Achievements against objectives set	Para 1.41	<p>a) Providing an online community engagement platform and educational resources:</p> <ul style="list-style-type: none"> <li>- 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.</li> </ul> <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:</p> <ul style="list-style-type: none"> <li>- People were signposted to the following organisations: LAWA, LAWRS, Citizens Advice, and Law Centres.</li> </ul>
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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"> <li>- We aim to host our events, including networking and workshops, at Latinx-owned establishments such as restaurants and community Spaces.</li> <li>- 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.</li> <li>- Through our blog we promote Latinx businesses, restaurants, theatre, and more.</li> <li>- Our blog provides a platform for emerging Latinx writers, during the reporting period we published 3 articles and 2 poems by 5 writers.</li> </ul>
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"> <li>1. How much do they know about your organisation?</li> <li>2. Do they fully understand your mission, vision and strategic direction?</li> <li>3. Do they fit in with your organisation's ethos?</li> <li>4. Do they understand the role and responsibilities of being a trustee, and the difference between governance and management?</li> <li>5. What skills and qualities does the candidate bring?</li> <li>6. Do they have the capacity and willingness to commit sufficient time to the role?</li> </ol>



**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"><li>• Complaints Policy and Procedure</li><li>• Internal Complaints Policy and Procedure</li><li>• Social Media Policy</li><li>• Events Policy</li><li>• Data Protection Policy</li><li>• Recruitment Policy and Procedure</li><li>• Code of Conduct Policy</li><li>• Press and Media Policy</li><li>• Whatsapp and Facebook Groups Policy</li><li>• Safeguarding Children and Vulnerable Adults Policy</li></ul>
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"><li>• Planning career-specific workshops led by experienced Latinx womxn professionals</li><li>• Hosting social and networking events, including our regular book club sessions</li><li>• Publish a blog giving Latin American womxn the opportunity to explore creative paths and share their personal and professional experiences with a wide audience</li></ul> <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

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

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

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

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

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

*Total receipts*

30

-

30

**Latin Girls at Work  
Income and Expenditure**

From

01/04/2024

To

31/03/2025

**Expenditure**

Unrestricted  
funds  
£

Restricted  
funds  
£

Total funds  
£

**Payments**

<b>Charitable Payments</b>			
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	-	-	-
	-	-	-
	-	-	-
<b>Sub total</b>	307.1	-	307.1
<b>Total Gross Expenditure</b>	307.1	-	307.1
<b>Total payments</b>	307.1	-	307.1

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

Signature

Print Name





