

SIKH WOMEN'S AID

England & Wales · Charity number 1198851

Details

Status Registered

Legal form CIO

Registered 2022-05-05

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

Contact

Address X L Associates
502-504 Dudley Road
Wolverhampton
WV2 3AA

Phone 03330901220

Email info@sikhwomensaid.org.uk

Website www.sikhwomensaid.org.uk

Activities

Objects: 3. ObjectThe object of the CIO isTo relieve the needs of and protect and preserve good health among Sikh/Panjabi women and children, who have suffered from or are exposed to domestic abuse and sexual exploitation including but not limited to:-a) The provision of support, education, training, and advice.b) The promotion of research into domestic abuse and sexual exploitation in all its forms and the publication of the useful results of such research.

Activities: to protect and preserve good health among Sikh/Panjabi women and children, who have suffered from or are exposed to domestic abuse and sexual exploitation including but not limited to:- a) The provision of support, education, training, and advice. b) The promotion of research into domestic abuse and sexual exploitation in all its forms an the publication of the useful results of such research

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Disability
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£261,205	£237,004	-	-
2024-04-30	£220,425	£215,911	-	-
2023-04-30	£207,115	£103,523	-	-

Trustees

Name	Role	Appointed
Sukhvinder Kaur	Chair	2021-05-04
Gagandeep Kaur Kang		2021-05-04
MANDEEP SUNGU		2021-05-04
Ramanjit Dhillion		2026-03-09
Sharie Kaur		2026-03-09

SIKH WOMEN'S AID

England & Wales - Charity number 1198851

Accounts



SIKH WOMEN'S AID

Annual Report

For the Year Ended 30 April 2025

Registered Charity Number: 1198851

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Reference and Administrative Details

Charity Name	Sikh Women's Aid
Charity Registration Number	1198851
Registered Office	C/O XL Associates Ltd, Hazara House, 502-504 Dudley Road, Wolverhampton, West Midlands, WV2 3AA
Trustees	Gagandeep Kaur Kang Sukhvinder Kaur Mandeep Sungu
Chief Executive	Vacant: Senior Management Team Narinder Gill and Rita Chadha
Independent Examiner	XL Associates
Bankers	NatWest & Unity Trust Bank

Chair's Report 2024/25

As we enter our fourth year as a dedicated by-and-for service and our third year as a registered charity, demand for our service has continued to increase. Our work remains firmly aligned to our charitable objectives: protecting and preserving the health of Sikh Panjabi women and children who have suffered from, or are exposed to, domestic abuse and sexual exploitation.

As our work with victim survivors and their families deepens, so does our understanding of the intersecting needs affect physical, mental and emotional wellbeing. Domestic abuse and sexual exploitation do not only cause immediate harm, but they also create long-term health consequences. Protecting health therefore requires specialist support that is culturally informed, trauma aware and responsive. This remains central to our strategic planning and growth.

From a Trustee Board perspective, we strengthened engagement with our frontline delivery team through quarterly in-person meetings to ensure their expertise informs sustainability, cohesion and oversight. The direction of Sikh Women's Aid must continue to be shaped by the lived realities of the women and children we support.

In furtherance of our charitable object through the provision of support, education, training and advice, we expanded our counselling offer with the recruitment of an additional therapist. The complexity of trauma within our caseload continues to grow, and timely therapeutic intervention is essential to preserving long-term health outcomes.

We launched the first Sikh Women's Remembrance Day to honour women and girls lost to domestic homicide or suicide, challenging generational silence around abuse. In the same period, with funding from the National Lottery Heritage Fund, we designed and published a Sikh Women's book project documenting 21 intergenerational narratives of UK Sikh Panjabi women who experienced domestic and or sexual abuse. Five hundred printed copies were distributed within 72 hours of launch, with requests from America, Canada and Australia. This evidences the power and reach of a truly by-and-for organisation and reflects our commitment to promoting research and publishing useful findings that deepen understanding of culturally specific abuse.

I also had the privilege of co-designing and authoring the two-yearly Sikh Women's Aid Survey and Report 2024 alongside a volunteer researcher and Data Analyst from Aston University. This brought academic rigour to our research and included a specialist focus on police responses to domestic, sexual and spiritual violence, particularly where abuse is perpetrated under the guise of faith. The publication has strengthened our national influencing work and increased demand for specialist support.

During this period, we supported a group of former cult members who pursued civil justice against their former leader, alleging decades of emotional, financial and sexual exploitation under the guise of faith. The five-week trial exposed how ill equipped systems can be when abuse intersects with religious authority. Although the final judgement was in favour of the leader, we continue to support the women and their families. This case reinforces the necessity of specialist support where abuse is compounded by spiritual manipulation.

Looking ahead, our strategic direction must deepen community-focused prevention and expand our national influencing work so that statutory responses are culturally informed and rooted in professional curiosity. After several years of significant growth, the coming year must focus on consolidation. Protecting and preserving health requires stability, and

securing multi-year funding is essential to sustain our specialist team and ensure continuity of support.

Throughout 2024 to 2025, Sikh Women's Aid has remained focused on its core purpose: protecting and preserving the health of Sikh Panjabi women and children through specialist support, education, advice and the promotion and publication of research into domestic abuse and sexual exploitation in all its forms.

It remains an honour to serve as Chair, and I am strengthened by our Trustee Board's collective commitment to our objectives and to the women and children who need our service most.

Sukhvinder Kaur

Chair of Trustees

Trustees' Report

The Trustees present their report and the financial statements of Sikh Women's Aid for the year ended 31 March 2025.

Structure, Governance and Management

Constitution

Sikh Women's Aid is a registered charity, governed by its Constitution. The charity was established to support women and girls from the Sikh Panjabi community who are affected by domestic abuse, sexual violence, and other forms of harm including spiritual and faith-based abuse.

Appointment of Trustees

Trustees are recruited through an open and transparent process, with consideration given to the skills, experience, and diversity needed to provide effective governance. New Trustees undergo an induction programme covering the charity's objectives, activities, governance requirements, and legal responsibilities.

Organisational Structure

The Board of Trustees is responsible for the strategic direction and governance of the charity. Day-to-day management is delegated to the Chief Executive, who leads the operational team in delivering services and implementing the charity's strategic plan.

Risk Management

The Trustees have assessed the major risks to which the charity is exposed, particularly those related to operations, finances, and safeguarding. Systems and procedures have been established to mitigate those risks identified, and procedures are in place to ensure compliance with health and safety requirements for staff, volunteers, and service users.

Objectives and Activities

Charitable Objects

The charity's objects are the relief of women and girls from the Sikh Panjabi community who are in need because of domestic violence, sexual abuse, or other forms of abuse, by providing support services including advocacy, counselling, and practical assistance.

Main Activities

In pursuit of these objects, the charity undertakes the following activities:

- Specialist advocacy services for survivors of domestic and sexual abuse
- Counselling and therapeutic support
- Research into the prevalence and nature of abuse within the Sikh Panjabi community
- Community education and awareness-raising
- Policy advocacy and influencing
- Training for statutory and voluntary sector professionals

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. The charity provides direct support to vulnerable individuals, conducts research that informs policy and practice, and works to raise awareness and prevent abuse.

Service Delivery Overview

278

Total Clients Supported in 2024/25

During the reporting period, Sikh Women's Aid supported 278 individuals through our casework services. Our approach combines culturally competent advocacy with trauma-informed support, ensuring that survivors receive help that understands and respects their cultural background while addressing their safety and wellbeing needs.

Casework Statistics 2024/25

The following data provides an overview of our service delivery during the year:

Please note: Some datasets may be incomplete as we transitioned during the year from a bespoke CRM system to the Women's Aid standard Oasis model. This migration has strengthened our data collection processes for future reporting.

Services Provided

Service Type	Number	Percentage
Advocacy (non-IDVA)	266	95.68%
Counselling	12	4.32%
Total Cases	278	100%

Client Demographics

Our services supported individuals predominantly from the West Midlands (20.14% of cases with location data), with significant numbers from Birmingham (8.99%), Wolverhampton (1.80%), and Sandwell (2.52%). This reflects both the concentration of Sikh Panjabi communities in these areas and our organisation's growing reach.

The age range of service users was 21 to 80 years, with the largest cohorts being those aged 26-35 (15.10%) and 36-45 (14.03%). Of those whose immigration status was recorded, 17.27% were UK nationals, whilst others held various forms of leave to remain, reflecting the intersection of immigration status with vulnerability to abuse.

Perpetrator Relationships

Relationship to Survivor	Number	Percentage
Spouse	51	43.59%
Partner	20	17.09%
Ex-Partner	15	12.82%

Family members (Father, Mother, In-laws)	14	11.97%
Other (Siblings, Children, Friends, Extended family)	17	14.53%

The data confirms that the majority of abuse is perpetrated by intimate partners (spouses, partners, and ex-partners accounting for 73.50% of cases). However, it is notable that a significant proportion of cases involve family members, reflecting the complex dynamics of extended family abuse that is particularly prevalent in South Asian communities.

Linked Children

49 children were linked to cases during the reporting period. Protecting children and addressing the impact of domestic abuse on child welfare remains a core element of our work, and we work closely with children's services and schools to ensure appropriate safeguarding responses.

Service Engagement

The duration of service engagement reflects the complexity of cases. While some individuals required only brief intervention (6.48% engaged for less than one month), the majority (64.39%) required support for 1-6 months, and 7.19% remained engaged for more than 12 months. This demonstrates the intensive, long-term support often required for survivors navigating complex abuse situations, legal proceedings, housing needs, and immigration matters.

Research and Publications

Gender, Power, and Abuse in the Sikh Panjabi Community (2024)

In 2024, Sikh Women's Aid published its landmark biannual survey report examining the prevalence and nature of domestic, sexual, and spiritual abuse within the Sikh Panjabi community. This research, conducted by Sahdaish Kaur Pall BEM, Sukhvinder Kaur, and Dr Mandeep Kaur Marwah, represents the most comprehensive study of its kind to date.

Survey Methodology

The survey received 878 responses, with 675 Sikh Panjabi women forming the primary focus of analysis. The research examined three key areas: domestic abuse, sexual abuse, and faith-based/spiritual abuse.

Key Findings: Domestic Abuse

61.48% of respondents reported experiencing domestic abuse. The most common forms were emotional abuse (22.76%) and controlling behaviour (19.31%). While partners and spouses were identified as primary perpetrators (47.72%), a significant finding was the role of mothers-in-law (63.66%) and sisters-in-law (34.33%) as secondary perpetrators – a form of abuse that is often overlooked in mainstream policy and practice.

The research revealed that 24.77% of survivors had endured abuse for more than 21 years, highlighting the chronic nature of domestic abuse within the community. Only 41.87% of survivors reported the abuse to police, and of those who did, 28.67% reported that no further action was taken despite available evidence.

Key Findings: Sexual Abuse

32.89% of respondents reported experiencing sexual abuse. Alarming, 69.96% of these incidents occurred during childhood, with 68.33% reporting recurrent abuse. The most common age range for first experiencing sexual abuse was 5-10 years (36.77%), followed by 11-15 years (22.87%).

Perpetrators included husbands/boyfriends, uncles, family friends, and male cousins. Only 16.14% reported the abuse to police, with barriers including shame and guilt, fear of consequences, and concerns about family honour.

Key Findings: Faith-Based and Spiritual Abuse

8% of respondents reported experiencing abuse linked to faith or spirituality – a form of abuse that receives little recognition in policy frameworks. Perpetrators included spiritual teachers (Mahapursh), Granthis, Pandits, and Gurdwara volunteers. The abuse took forms including sexual assault, coercive control, grooming, and financial extortion.

Locations of abuse included homes and places of worship. Only 5.09% reported to police, and 50% of those who did report experienced no further action being taken.

Research Impact

The report has informed our policy advocacy work and has been shared with statutory agencies, policy makers, and community organisations. It provides an

evidence base for targeted interventions and has contributed to increased awareness of the specific forms of abuse affecting Sikh Panjabi women and girls.

Research Recommendations

The research report sets out ten key recommendations for policy makers and practitioners:

- **Ring-fenced funding streams for by-and-for support services:** Recognition of and sustainable funding for specialist support organisations that contribute to risk reduction and positive outcomes for survivors.
- **Community education and awareness:** A collective community response within the wider Sikh Panjabi community in tackling all forms of abuse and disrupting perpetrators.
- **Policy advocacy:** Ensure the voices of Sikh Panjabi women are heard at every level of policy and strategy development, locally and nationally.
- **Legal definition of spiritual abuse:** Improved understanding and awareness of faith and spiritual abuse, and development of a legal definition so perpetrators can be held to account.
- **Targeted responses to female perpetrators:** Improved awareness and understanding of female-on-female abuse through development of education packages addressing gender bias in the Sikh Panjabi community.
- **Co-ordinated and joined-up response:** Developing holistic, wrap-around community responses between voluntary and statutory sectors for survivors at the point of reporting abuse and seeking support.
- **Community policing must understand local needs:** Police Community Support Officers must work with grassroot community organisations to develop local Violence Against Women and Girls Action Plans.
- **Review and adapt risk assessment models:** Risk assessment tools must be adapted to include screening for risk from honour-based abuse and harmful practices.
- **Screening of perpetrator substance use:** Perpetrators' use of drugs and alcohol needs to be recognised as a risk factor for survivors, noting that 39.32% of respondents indicated substance use was a contributing factor in their abuse.
- **Public health routine enquiry:** Health professionals must consider underlying issues behind poor health presentation in Sikh Panjabi women, asking questions that go beyond diagnosing presenting symptoms.

Impact of Abuse on Survivors

The research gathered 1,553 responses about the impact of domestic abuse on survivors. The most frequently reported effects were depression, anxiety, and stress (314 responses), inability to trust others (251 responses), sleep disturbances (181 responses), and familial relationship problems (181 responses). Suicidal thoughts were reported by 113 respondents, with self-harm identified by 53 respondents. These findings underscore the profound and multi-faceted impact of abuse on the health and wellbeing of Sikh Panjabi women.

Female Perpetrators of Familial Violence

A significant finding of the research was the prevalence of female perpetrators of abuse, particularly mothers-in-law and sisters-in-law. Of 268 respondents who identified secondary perpetrators, mothers-in-law were the most frequently mentioned (117 respondents) and sisters-in-law were the second most common (92 respondents). Common forms of female-on-female abuse reported included encouraging sons to physically or sexually abuse their wives, manipulating sons against their spouses through “whisper campaigns”, physical assault against daughters-in-law, preventing breastfeeding to undermine mother-child attachment, and spreading lies to isolate daughters-in-law. Despite the frequency and severity of this form of abuse, it is rarely addressed within domestic abuse interventions, leaving many daughters-in-law isolated in their suffering.

Domestic Homicide Reviews

Sikh Women's Aid has built a professional reputation as experts in domestic abuse affecting Sikh Panjabi women. In the reporting period, we were invited to participate as expert panel members in six Domestic Homicide Reviews and Domestic Abuse-Related Death Reviews involving Sikh Panjabi women, with further reviews pending. DHR Chairs now routinely read and cite our research reports to help increase their knowledge and understanding of the lived experiences of abuse within the Overview Reports and wider review processes. Our participation in these reviews reflects the disproportionate representation of Sikh Panjabi women in domestic homicide statistics and underscores the critical gaps in current protective systems.

Achievements and Performance

Key Activities 2024/25

The 2024 financial year began with Sikh Women's Aid undertaking its first chairing of a Domestic Homicide Review. This followed a year-long specialist mentoring programme offered to the Chair of Trustees to build by-and-for expertise within the Domestic Homicide Review landscape. As the UK's only by-and-for support service working with Sikh Panjabi women and children, it was vital for Sikh Women's Aid to occupy this space if we are serious about prevention, early intervention, and influencing systemic learning around domestic abuse and harmful practices.

Sikh Court Campaign: During 2024, Sikh Women's Aid led a national campaign challenging the establishment of the first Sikh Court in the UK. Although presented as a mediation and arbitration service, the court positioned itself publicly as a religious court and proposed mediating in cases described as "low level" domestic abuse. Sikh Women's Aid led a sustained challenge alongside Karma Nirvana, H.O.P.E Training and Consultancy, and partners across the by-and-for sector. Through multiple meetings with the Sikh Court team and senior legal professionals, we challenged the lack of grounding in Sikh faith principles, safeguarding standards, and legal frameworks. As a result of this work, the Sikh Court removed references to mediating domestic abuse cases from its public offer.

June 2024: A second culturally informed Sikh Panjabi BACP accredited psychotherapist was recruited as Sikh Women's Aid's second therapist, strengthening our therapeutic support offer to women and girls.

July 2024: Sikh Women's Aid supported seven victims through a highly traumatic and high-profile High Court civil case against self-styled God-man Rajinder Kalia. Although the case was lost at first instance, one claimant has since been granted permission to appeal at the Court of Appeal. Sikh Women's Aid worked closely with all seven claimants to secure specialist pro bono legal representation through the Centre for Women's Justice. This case remains complex and ongoing.

July 2024: Sikh Women's Aid launched its UK-wide Survey 2024, focusing on experiences of domestic abuse, sexual abuse, and spiritual abuse within the Sikh Panjabi community.

August 2024: Sikh Women's Aid held its annual Sikh Women's Remembrance Day in Wolverhampton, creating space for collective remembrance and reflection. That same month, we launched our Heritage Lottery funded publication, A Journey of Resilience, celebrating lived experience, survival, and community history.

November 2024: Sikh Women's Aid was invited to attend the Diwali reception at 10 Downing Street, hosted by the new incoming government, in recognition of the organisation's groundbreaking work as the UK's only by-and-for service for Sikh Panjabi women and girls.

December 2024: Sikh Women's Aid hosted its national conference and launched its publication Gender, Power and Abuse, bringing together professionals, academics, and community leaders to examine abuse within faith and cultural contexts.

February 2025: Sikh Women's Aid delivered specialist training to NHS frontline staff in Buckinghamshire. This followed a Domestic Homicide Review and responded to a significant increase in the Sikh Panjabi population in the area. NHS leadership

identified an urgent need for staff to better understand the intersection of culture, risk, and safety, and how to provide culturally sensitive responses to women presenting with concerns.

March 2025: Sikh Women's Aid participated in the Million Women Rise march in London, a national gathering of Global Majority women and girls advocating against male violence. That same month, we spoke at the All Party Parliamentary Group on Safeguarding in Faith Settings, addressing the politicisation of grooming and child sexual exploitation and the barriers to achieving meaningful safeguarding reform in faith and religious contexts.

April 2025: Sikh Women's Aid leadership was invited to 10 Downing Street for Vaisakhi celebrations, recognising the organisation's contribution to community safety and advocacy. Later that month, we began work on the CHAB Pilot Project, co-designing a twenty-week behaviour change programme aimed at South Asian communities and providing specialist support to women connected to perpetrators engaged in the programme.

Plans for Future Periods

Building on the evidence from our research and the insights gained through service delivery, the Trustees have identified the following strategic priorities for the coming year:

- Expansion of specialist services: Seeking funding to increase our advocacy and counselling capacity, with a particular focus on supporting survivors of spiritual abuse and those with insecure immigration status.
- Policy advocacy: Working with government and statutory agencies to ensure that the specific experiences of Sikh Panjabi women are reflected in policy development, including advocating for a legal definition of spiritual abuse.
- Community education: Developing resources and training programmes to raise awareness of abuse within the community, including targeted work with Gurdwaras and community organisations.
- Professional training: Expanding our training offer to statutory agencies, particularly police and social workers, to improve responses to Sikh Panjabi survivors.
- Organisational development: Strengthening our governance and operational infrastructure to support sustainable growth.

Statement of Trustees' Responsibilities

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 27.02.2026 and signed on their behalf by:

Sukhvinder Kaur
Chair of Trustees

Sikh Women's Aid
Annual Report and Financial Statements
For the Year Ended 30 April 2025
Charity Registration Number: 1198851

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1. Reference and Administrative Details

Trustees

- Sukhvinder Kaur (Chair)
- Mandeep Sungu
- Gagandeep Kaur Kang

Chief Executive

Vacant

Registered Office

C/O XL Associates Ltd, Hazara House, 502–504 Dudley Road, Wolverhampton WV2 3AA

Independent Examiner

XL Associates Ltd, Hazara House, 502–504 Dudley Road, Wolverhampton WV2 3AA

2. Trustees' Report

The trustees present their report and financial statements for the year ended 30 April 2025.

Structure, Governance and Management

Sikh Women's Aid is governed by its Constitution. The Board meets regularly to oversee strategic direction, safeguarding, and financial performance.

Objectives and Activities

The charity works to protect and preserve the health and wellbeing of Sikh Panjabi women and children affected by domestic abuse. Activities include advocacy, crisis support, community outreach, and awareness-raising. The trustees confirm compliance with the public benefit requirements of the Charities Act 2011.

Achievements and Performance

The charity continued to deliver frontline support, advocacy, and community engagement throughout the year, responding to increasing demand for culturally informed domestic abuse services.

Risk Management

Key risks include funding sustainability, safeguarding, and regulatory compliance. Trustees review risks regularly and maintain systems to mitigate them.

Financial Review

- **Income:** £261,205 (2024: £220,425)
- **Expenditure:** £237,004 (2024: £215,911)
- **Surplus:** £24,201
- **Total funds:** £28,715

Reserves Policy

Unrestricted reserves at year end were **£4,514**. The trustees aim to build reserves equivalent to approximately three months of operating costs.

3. Statement of Trustees' Responsibilities

The trustees are responsible for preparing financial statements that give a true and fair view in accordance with applicable charity law and the Charities SORP (FRS 102). They must maintain proper accounting records and safeguard the charity's assets.

4. Independent Examiner's Report

I report on the accounts of Sikh Women's Aid for the year ended 30 April 2025.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination.

No material matters have come to my attention that give cause to believe that accounting records were not properly kept or that the accounts do not comply with the Charities Act 2011.

Signed: _____

Name: ACCA Member

For and on behalf of XL Associates Ltd

5. Statement of Financial Activities

For the Year Ended 30 April 2025

	Unrestricted (£)	Restricted (£)	Total (£)
Income	27,484	233,721	261,205
Expenditure	(27,484)	(209,520)	(237,004)
Net movement	0	24,201	24,201
Funds brought forward	4,514	–	4,514
Funds carried forward	4,514	24,201	28,715

6. Balance Sheet

As at 30 April 2025

£

Tangible fixed assets	5,589
Cash at bank	102,862
Creditors (<1 year)	(81,599)
Net assets	28,715

Approved by the trustees on __

Signed on behalf of the trustees: _____

7. Notes to the Financial Statements

1. Accounting Policies

The accounts are prepared under FRS 102 and the Charities SORP. Tangible assets are depreciated at 25% straight line. No depreciation was charged in 2024.

2. Staff Costs

- Wages: £166,755
 - NIC: £12,202
 - Pension: £3,545
- Average number of employees: 10

3. Tangible Fixed Assets

	Cost (£)	NBV (£)
Opening	6,068	6,068
Additions	1,384	–
Closing NBV	7,452	5,589

4. Creditors

Accruals represent prior year accruals and not deferred income.

5. Restricted Funds

Fund	Income (£)	Expenditure (£)	Closing (£)
Comic Relief	47,500	(47,500)	0
PCC West Midlands	39,955	(39,955)	0
Heart of England	29,175	(29,175)	0
Lloyds Bank	27,500	(27,500)	0
Other Restricted Funds	89,591	(65,390)	24,201

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SIKH WOMEN'S AID

England & Wales - Charity number 1198851

Accounts

Sikh Women's AID
Company Limited by Guarantee
Unaudited Financial Statements
30 April 2024

XL ASSOCIATES LTD

Chartered Certified Accountants and Registered Auditors
Hazara House
502 - 504 Dudley Road
Wolverhampton
West Midlands
WV2 3AA

`Sikh Women's AID

Registered Charity 1198851

Trustees' Annual Report

Year ended 30 April 2024

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`Sikh Women's AID

Registered Charity 1198851

Trustees' Annual Report

Year ended 30 April 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 30 April 2024.

Reference and administrative details

Registered charity name Sikh Women's Aid

Charity registration number 1198851

Principal office and registered office C/O XL Associates Ltd
Hazara House
502-504 Dudley Road
Wolverhampton
West Midlands
WV2 3AA

The trustees

Mrs S Kaur
Mrs M K Sungu
Mrs G K Kang

Accountants

XL Associates LTD
Chartered Certified Accountants and Registered Auditors
Hazara House
502 - 504 Dudley Road
Wolverhampton
West Midlands

`Sikh Women's AID

Registered Charity 1198851

Trustees' Annual Report

Year ended 30 April 2024

Chair's Report

Chair's Report - Sukhvinder Kaur - Chair of Trustees

The year 2023 – 2024 has been a period of unprecedented demand, growth, and stabilisation for Sikh Women's Aid. As our core service delivery expanded, we prioritised strengthening our processes, financial controls, and capacity management to ensure long-term sustainability.

Key Achievements Impact

Enhancing Mental Health Support

We have made significant investments in our mental health support services, expanding our team from one therapist to three. Sikh Women's Aid now has two dedicated therapists of Sikh Panjabi heritage to support victims and children. Additionally, we have engaged a culturally appropriate psychotherapist focused on staff well-being, ensuring that our workforce receives the emotional and culturally specific support they need.

Strengthening Expertise in Domestic Homicide Reviews (DHR)

I was recruited for the Domestic Homicide Review (DHR) Mentoring Scheme, enabling Sikh Women's Aid to have two qualified DHR Chairs within the organisation. This ensures that we can offer cultural expertise in the form of chairing and expert panel membership in DHRs and contribute to better-informed safeguarding and justice processes.

Advocacy for Victims: The Case of Pooja Kanda

In June 2023, we had the privilege of meeting Pooja and Nikita Kanda. Pooja's son, Ronan, was tragically stabbed to death in a case of mistaken identity. The two perpetrators were Sikh Panjabi boys, and during the trial, their families sought character references from places of worship to reduce their sentences.

Sikh Women's Aid supported Pooja in holding these religious institutions accountable, shedding light on the problematic use of character references in cases of murder, domestic abuse, and sexual violence. This is an ongoing campaign that we are committed to pushing forward, as the Sikh faith should never be weaponised to protect perpetrators.

Sikh Women's Remembrance Day – 17th July 2023

In July 2023, we launched the first-ever Sikh Women's Remembrance Day, highlighting the growing number of domestic homicides, unexplained deaths, and suicides of Sikh Panjabi women. Currently, there is no wider community discussion about these deaths—only Sikh Women's Aid is raising awareness of these critical issues.

National Advocacy and Policy Influence

January 2024 – Sikh Women's Aid joined the Employers Initiative Against Domestic Abuse (EIDA) as an Advisory Council member, contributing to a network of over 1,800 businesses representing 25% of the UK workforce.

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Trustees' Annual Report

Year ended 30 April 2024

Growth and Organisational Development

Sikh Women's Aid has expanded its team and service capacity, now employing:

- ✓ 1 full-time CEO
- ✓ 2 full-time Domestic Violence (DV) support workers
- ✓ 2 part-time Domestic Violence (DV) support workers
- ✓ 2 part-time therapists for service users
- ✓ 1 in-house staff therapist
- ✓ 1 volunteer coordinator supporting our volunteer recruitment strategy

Challenges Future Goals

Working with Faith Settings

While we have made some progress in building relationships with faith institutions, there remain significant safeguarding concerns within many Gurdwaras across the UK. Three years after our founding, many places of worship still fail to meet safeguarding responsibilities.

Despite ongoing resistance from certain sections of the Sikh religious community due to perceptions of shame and honour, we remain steadfast in advocating for change.

Strategic Expansion

As Chair, it has been an honour to provide strategic leadership for a much-needed, culturally specific support service. Over the next few years, once our core base of service delivery is fully established in the West Midlands, we plan to expand provisions into London and the East Midlands, as these are our second-highest areas of referrals outside our commissioned work in the West Midlands.

Overall, 2023/24 has been a year of consolidated modest growth. My sincerest thanks to our funders, donors, staff, volunteers and fellow trustees, without whom none of this would have been possible.

Structure, Governance and Management

Sikh Women's Aid has converted from a not-for-profit company to a CIO (Charitable Incorporated Organisation). At the time of writing this report, we are winding down the old not-for-profit company. We have three trustees, a CEO to oversee service delivery and overall management of the charity. We have four part time support workers, one healthy relationships education worker for our early intervention and prevention project across Birmingham. We also have a Bid-writing and Policy Officer and a volunteer co-ordinator.

The Trustee Board meets with the CEO on a bi-monthly basis for updates and business planning.

`Sikh Women's AID

Registered Charity 1198851

Trustees' Annual Report

Year ended 30 April 2024

Objectives

Vision

Ending the abuse, oppression and violence of Sikh/Panjabi women and children.

Mission

To make sure all Sikh/Panjabi women and children are safe and protected from harm in the home, community, and wider society, and are able to live their best life.

Sikh Women's Aid three core strategic objectives are:

I. At the individual level Developing and delivering sustainable quality information, advice and support services for Sikh Panjabi women and children.

II. At the societal and community level - raising awareness of the characterisation and prevalence of domestic abuse within the Sikh Punjabi diaspora community, as well as amongst professional colleagues.

III. At the organisational level being a high quality, fit for purpose organisation that works collaboratively and seeks to continually innovate.

Policies and Procedures

Sikh Women's Aid continues to regularly review its policies and procedures, and has during the year reviewed its safeguarding policy.

There have been no serious safeguarding concerns reported during the year

There has been one complaint during the year levied at a staff member. The matter was resolved in accordance with our stage 1 complaints investigation policy and procedure.

Charitable Activities during 2023/24

Achievements and performance

Key outputs and outcomes for 2023/234

- Introduction of a new counselling service via the employment of two part-time staff, one as a therapist and the other as a counsellor
- Hosted and administered the funeral of Lakhveer Kaur, an overseas student who found took her own life after finding herself abandoned in the UK by the father of her unborn child
- Provided expert advice to several Domestic Homicide Reviews
- Launch of the now annual Sikh Women's Remembrance Day, taking into account the rising number of Sikh Women that have died as a result of male violence
- We began work on the development of 'Dear Didi' a historical review of the violence experienced by 21 women across three different generations.
- Delivered relationship workshops to pupils in the West Midlands via our healthy relationships initiative
- With a closer focus on faith-based abuse and sexual and physical violence against women in faith-based settings, we have joined and actively participated in activities of the Faith and

`Sikh Women's AID

Registered Charity 1198851

Trustees' Annual Report

Year ended 30 April 2024

VAWG Coalition, as well as contributed to discussions for the Independent Inquiry into Child Sexual Abuse.

- Contributed to discussions around caste discrimination
- Added to the debate on harmful practices
- Winner of Sikh Charity of the Year
- Contributed to Asian and Sikh media discussions around male violence in the Sikh community

Contributed to various forums such as:-

- Black Country Mental Health Forum.
- Sandwell Domestic Abuse Forum.
- Violence Reduction Partnerships.
- Standing Together.
- Faith and VAWG Coalition.
- APPG for Safeguarding in Faith Settings.

Financial review

Secured new funding from

- National Lottery Community Fund (Cost of Living Crisis Fund)
- Heart of England
- Heritage Lottery Fund
- Postcode Lottery

Retained core funding from

- Ministry of Justice
- Birmingham City Council
- Winter Food Aid Fund (to support beneficiaries)

Plans for future periods

Our priorities 2024/2025

- Consolidation of existing work and staff posts
- Expansion into East Midlands and London with a dedicated part-time worker in both
- Development of an in-house expertise in family law
- Development of a support offer for children and young people from the Sikh community affected by domestic violence
- Expansion of the Board to include an additional two trustees
- Adoption of the Charity Governance Code
- Development of more multiyear funding streams
- Appointment of a HR and Finance Business Partner

The trustees' annual report was approved on and signed on behalf of the board of trustees by:

Mrs S Kaur
Trustee

Mrs G K Kang
Trustee

Mrs M K Sungu
Trustee

`Sikh Women's AID

Registered Charity 1198851

Trustees' Annual Report

Year ended 30 April 2024

Independent Examiner's Report to the Trustees of Sikh Women's Aid

I report to the trustees on my examination of the financial statements of Sikh Women's Aid ('the charity') for the year ended 30 April 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Harminster Chahal FCCA
XL Associates Ltd
Independent Examiner

Hazara House
502 - 504 Dudley Road
Wolverhampton
West Midlands
WV2 3AA

Sikh Women's AID

Registered Charity 1198851

Statement of Financial Activities (including income and expenditure account)

Year ended 30 April 2024

	Note	2024 Total funds £	2023 Total funds £
Income			
Grants and Donations	5	220,425	207,115
Total income		<u>220,425</u>	<u>207,115</u>
Expenditure			
Front line delivery	6	182,001	206,216
Governance and fundraising costs	7,8	33,910	899
Total expenditure		<u>215,911</u>	<u>207,115</u>
Net income and net movement in funds		<u>4,514</u>	<u>—</u>
Reconciliation of funds			
Total funds brought forward		—	—
Total funds carried forward		<u>—</u>	<u>—</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 12 to 17 form part of these financial statements.

Sikh Women's AID

Registered Charity 1198851

Statement of Financial Position

30 April 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	11	6,068	6,068
Current assets			
Debtors	12	615	–
Cash at bank and in hand		105,274	101,658
		<u>105,889</u>	<u>101,658</u>
Creditors: amounts falling due within one year	13	<u>107,443</u>	<u>107,726</u>
Net current liabilities		<u>1,554</u>	<u>6,068</u>
Total assets less current liabilities		<u>4,514</u>	<u>–</u>
Net assets		<u>4,514</u>	<u>–</u>

For the year ending 30 April 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 27.02.2025, and are signed on behalf of the board by:

Mrs S Kaur
Trustee

Mrs G K Kang
Trustee

Mrs M K Sungu
Trustee

The notes on pages 12 to 17 form part of these financial statements.

Sikh Women's AID

Registered Charity 1198851

Statement of Cash Flows

Year ended 30 April 2024

	2024	2023
	£	£
Cash flows from operating activities		
Net income	4,514	–
<i>Adjustments for:</i>		
Accrued expenses	–	89,126
<i>Changes in:</i>		
Trade and other debtors	(615)	–
Trade and other creditors	(283)	3,013
Cash generated from operations	<u>3,616</u>	<u>92,139</u>
Net cash from operating activities	<u>3,616</u>	<u>92,139</u>
Cash flows from investing activities		
Purchase of tangible assets	–	(6,068)
Net cash used in investing activities	<u>–</u>	<u>(6,068)</u>
Net increase in cash and cash equivalents	3,616	86,071
Cash and cash equivalents at beginning of year	<u>101,658</u>	<u>15,587</u>
Cash and cash equivalents at end of year	<u>105,274</u>	<u>101,658</u>

The notes on pages 12 to 17 form part of these financial statements.

Sikh Women's AID

Registered Charity 1198851

Notes to the Financial Statements

Year ended 30 April 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is C/O XL Associates Ltd, Hazara House, 502-504 Dudley Road, Wolverhampton, West Midlands, WV2 3AA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Sikh Women's AID

Registered Charity 1198851

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Sikh Women's AID

Registered Charity 1198851

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Statement of Guarantee

Sukhvinder Kaur - Amount Guaranteed : GBP 1.00

Mandeep Kaur Sungu - Amount Guaranteed : GBP 1.00

Gagandeep Kaur Kang- Amount Guaranteed : GBP 1.00

Sikh Women's AID

Registered Charity 1198851

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

5. Income

	Total Funds 2024 £	Total Funds 2023 £
Donations		
Donation Unrestricted	58,031	75,210
Donations Restricted	162,394	131,905
	<u>220,425</u>	<u>207,115</u>

6. Expenditure

Frontline activities	182,001	186,588
Governance and Fundraising costs	31,509	19,628
	<u>215,911</u>	<u>206,216</u>

8. Staff costs

The average head count of employees during the year was Nil (2023: 8). The average number of full-time equivalent employees during the year is analysed as follows:

	2024 No.	2023 No.
Number of staff	<u>7</u>	<u>8</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Sikh Women's AID

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Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

9. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity were received by the trustees.

Trustees were paid their out-of-pocket expenses.

10. Tangible fixed assets

	Equipment £
Cost	
At 1 May 2023 and 30 April 2024	6,068
Depreciation	
At 1 May 2023 and 30 April 2024	–
Carrying amount	
At 30 April 2024	6,068
At 30 April 2023	6,068

11. Debtors

	2024 £	2023 £
Other debtors	615	–

12. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	1,919	1,918
Accruals and deferred income	104,073	104,073
Social security and other taxes	–	1,735
Other creditors	1,451	–
	<u>107,443</u>	<u>107,726</u>

13. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £8,954 (2023: £Nil).

Sikh Women's AID

Registered Charity 1198851

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

14. Analysis of net assets between funds

	Restricted Funds £	Total Funds 2024 £
Current assets	<u>15,587</u>	<u>15,587</u>

	Restricted Funds £	Total Funds 2023 £
Current assets	<u>15,587</u>	<u>15,587</u>

15. Analysis of changes in net debt

	At 1 May 2023 £	Cash flows £	At 30 Apr 2024 £
Cash at bank and in hand	<u>101,658</u>	<u>3,616</u>	<u>105,274</u>

Sikh Women's AID

Registered Charity 1198851

Management Information

Year ended 30 April 2024

The following page does not form part of the financial statements.

Sikh Women's AID

Registered Charity 1198851

Detailed Statement of Financial Activities

Year ended 30 April 2024

	2024 £	2023 £
Income		
Grants and Donations		
Donations Unrestricted	58,031	75,210
Grant Restricted-WAF-Col Grant	1,000	
Grant Restricted-Women's Aid Foundation- Cost of Living Grant	15,000	
Restricted-OPPC MOJ Grant	52,565	
Grant Restricted-Birmingham Council	48,992	
Donations Restricted-Lakhveer Kaur	10,323	
Grant Restricted-National Lottery Cost of Living	34,514	
		131,905
	<u>220,425</u>	<u>207,115</u>
Total income	<u>220,425</u>	<u>207,115</u>
Expenditure		
Costs of raising donations and legacies		
Purchases	38,567	104,805
Wages and salaries	142,575	80,216
Pension costs	8,954	–
Insurance	–	974
Other motor/travel costs	809	2,603
Legal and professional fees	1,400	1,022
Telephone	752	459
Other office costs	6,898	3,099
AGM Expenses	–	6,511
Printing, Stationery and Postage	219	870
Staff Training	8,970	1,668
Advertising	4,366	2,418
Sundry Expenses	–	1,571
Legal and professional fees	2,401	899
	<u>215,911</u>	<u>207,115</u>
Total expenditure	<u>215,911</u>	<u>207,115</u>
Net income	<u>4,514</u>	<u>–</u>

SIKH WOMEN'S AID

England & Wales - Charity number 1198851

Accounts

CHARITY REGISTRATION NUMBER: 1198851

Sikh Women's Aid
Unaudited Financial Statements
30 April 2023

XL ASSOCIATES LTD

Chartered Certified Accountants and Registered Auditors
Hazara House
502 - 504 Dudley Road
Wolverhampton
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WV2 3AA

Sikh Women's Aid

Financial Statements

Year ended 30 April 2023

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Sikh Women's Aid

Trustees' Annual Report *(continued)*

Year ended 30 April 2023

The trustees present their report and the unaudited financial statements of the charity for the year ended 30 April 2023.

Chair's report

Chair's Report - Sukhvinder Kaur - Chair of Trustees

2022/23 has been a year of unprecedented demand for Sikh Women's Aid. Having seen a significant increase in demand for services during the pandemic and as a result of the launch and publicity of our founding survey and report 'From Her, Kings are Born', the demand from both women and young girls as well as public and voluntary organisations has continued throughout the year.

During 2022/23 we have seen an escalation in the crisis of abuse, violence, exploitation, and honour based harmful practices that Sikh Panjabi women and girls are facing within the community. The escalation was reflected in our 2022 survey and report as well as two Domestic Homicide reviews of Sikh Panjabi women who were killed by their spouses - Sarbjit Kaur aged 38 and Sukhjeet Uppal aged 40.

As is often the case in faith and ethnically diverse communities, where there is a perceived criticism of the community, there remains a small but influential group of Sikh individuals who remain committed in constantly undermining our work. This is done by orchestrating a campaign of personal attacks on the trustees and staff of SWA as well as pointing to counter narratives, often instigated by men in the community, as well as politicians, self-proclaimed academics, and prominent so called 'leaders' within faith settings. I only wish to highlight this as our founding team and staff are often working in high-risk situations and there is a significant segment of the Sikh Panjabi community that feel that our work brings shame and dishonour to the community.

Our survey findings published in November 2022, demonstrated that 2 out of 3 of respondents had experienced domestic abuse and one third had suffered sexual abuse. Our 2022 report further evidenced that 62% had been subjected to sexual abuse as children (under 16). A staggering 20% of respondents said they were or are currently experiencing suicidal thoughts because of their abuse. Such findings have provided a clear direction of travel in what our service provision should offer to victims in the short, medium, and long term.

We started the financial year by investing in developing our core infrastructure. We recruited 3 part time Domestic Abuse Support Workers, a policy and bid writer and a volunteer co-ordinator. By the end of 2022 we were able to recruit a full time CEO to consolidate our work in the West Midlands, oversee the set up and management of our crisis intervention service, helpline and explore the expansion of a face-to-face service into other localities across the country.

Sikh Women's Aid

Trustees' Annual Report *(continued)*

Year ended 30 April 2023

Sikh Women's Aid have also been working in partnership with Gurdwara Aid and presented at their four regional conferences to talk about our report and its findings. Many Gurdwaras took copies of our report for their congregation members and this work in the community is ongoing.

Amongst other notable achievements during the year, we have:

" Delivered training to Safe Lives Staff

" Appeared and spoken on the Asian Panjabi media channel Kanshi TV to promote the annual survey, raise awareness of domestic abuse, coercive control, caste-based oppression and discuss how this links to domestic abuse, and suicide and mental health.

" Been recognised for our work (Chair and CEO) by being chosen as Baton Bearers for the Queens Baton Relay ahead of the Commonwealth Games 2022.

" Worked across gurdwaras as part of the Thirteen Community Clinics in Gurdwaras across the West Midlands to offer advice and support around domestic abuse to congregation members.

" Attended the Queen Consort's VAWG reception at Buckingham Palace to mark the International Day for the Elimination of Violence Against Women and Girls.

" CEO was as a keynote speaker at the Ambedkar Society seminar held at the House of Lords which discussed issues around Caste based abuse, where we spoke about the intersection of caste in the VAWG and DV space and the added layers of harm and trauma caused.

" Presented Mayor of West Midlands Andy Street with a copy of our report to highlight the worrying high figures of Sikh Panjabi women and children experiencing abuse across the region as part of a wider Sikh Roundtable meeting.

" Parliamentary event to launch the 2022 Sikh Women's Aid report.

We ended the year by winning Charity of the Year at the prestigious British Sikh Awards 2023. This was earned in recognition for our lifesaving work supporting women and children. None of the success and achievements would have been possible without the support of our funders; Birmingham City Council, West Midland's Police and Crime Commissioners office, The Circle NGO, The Home Office, The Ministry of Justice, Imkaan, AVA, Lottery, and our stakeholders who have listened to our voice and the lived experiences of Sikh Panjabi victim survivors. They are Imkaan, Women's Aid Federation, Nicole Jacobs and the DAC Office, Standing Together, Faith and VAWG Coalition, Birmingham City Council, Women's Resource Centre, Rt (Hon) Jess Phillips MP, Shadow Minister for Domestic Abuse, Rt (Hon) Caroline Nokes MP, Rt Chair of the Women and Equalities Select Committee.

On a final note, none of our achievements would have been possible without the dedication of our trustees, staff and volunteers who go above and beyond for our service users. We aim to build on the successes of this year to continue supporting victims. It is an honour to serve as Chair of Trustees for Sikh Women's Aid.

Sikh Women's Aid

Trustees' Annual Report *(continued)*

Year ended 30 April 2023

Reference and administrative details

Registered charity name Sikh Women's Aid

Charity registration number 1198851

Principal office

The trustees

Ms G K Kang
Mrs S Kaur
Mrs M K Sungu

Independent examiner Harminder Chahal FCCA XL Associates Ltd
Hazara House
502 - 504 Dudley Road
Wolverhampton
West Midlands
WV2 3AA

Sikh Women's Aid

Trustees' Annual Report *(continued)*

Year ended 30 April 2023

Structure, governance and management

Structure, Governance and Management

Sikh Women's Aid has converted from a not-for-profit company to a CIO (Charitable Incorporated Organisation). At the time of writing this report, we are winding down the old not-for-profit company. We have three trustees, a CEO to oversee service delivery and overall management of the charity. We have four part time support workers, one healthy relationships education worker for our early intervention and prevention project across Birmingham. We also have a Bid-writing and Policy Officer and a volunteer co-ordinator.

The Trustee Board meets with the CEO on a bi-monthly basis for updates and business planning.

Objectives

Vision

Ending the abuse, oppression and violence of Sikh/Panjabi women and children.

Mission

To make sure all Sikh/Panjabi women and children are safe and protected from harm in the home, community, and wider society, and are able to live their best life.

Sikh Women's Aid three core strategic objectives are:

- I. At the individual level - Developing and delivering sustainable quality information, advice and support services for Sikh Panjabi women and children.
- II. At the societal and community level - raising awareness of the characterisation and prevalence of domestic abuse within the Sikh Punjabi diaspora community, as well as amongst professional colleagues.
- III. At the organisational level - being a high quality, fit for purpose organisation that works collaboratively and seeks to continually innovate.

Sikh Women's Aid

Trustees' Annual Report *(continued)*

Year ended 30 April 2023

Objectives and activities

Charitable Activities during 2022/23

In our last annual report, our goals during 2022/23 were:

Goal Outcome

Establish a part time helpdesk service Expanded the hours devoted to the helpdesk by a rota from the staff team and volunteers Develop a regional presence based on needs and referrals in one additional area outside the West Midlands Started discussions around work in London Conduct the annual survey Completed <https://www.sikh-women-s-aid.org.uk/>

Embed our volunteer programme Recruited a volunteer co-ordinator

Secure three-year funding to make sure we have three sustainable posts (a minimum of a Chief officer position and two caseworkers) A number of larger funders have required one year's accounts as a registered charity, until these have been completed, our options for larger funding opportunities is limited - we have however scoped opportunities and looked at financial modelling

Achievements and performance

Key outputs and outcomes for 2022/23

" Our second publication based on our annual survey, *From Her, Kings are Born 2022* evidenced the need for a 'by and for' support service for Sikh Panjabi women.

" Promoted our helpline within the community, sector, and statutory partners, leading to a rising increase in referrals.

" We now run an established helpline and case workers set up to provide crisis management for victim survivors of abuse. Each support worker is working with between 10 -15 cases at any one time.

" Recruited an additional three DV support workers and a full time CEO post to deliver our core priority of crisis intervention and therapeutic support.

" Began our healthy relationships education program in schools across Birmingham to deliver our core priority around early intervention and prevention.

" Parliamentary launch of 2022 report to ensure law makers are considering the needs of minoritized communities especially hard to reach communities like the Sikh Panjabi communities.

" Launched a monthly Podcast, 'The Phulkaari' to discuss and educate the Sikh Panjabi community and wider South Asian community about abuse, honour-based violence and the root causes from a community and cultural perspective to ease the taboo-ness around such conversations.

" Recruited a volunteer co-ordinator who has drafted all the required policies and procedures for safe recruitment and role development in line with the charitable aims of our organisation.

Sikh Women's Aid

Trustees' Annual Report *(continued)*

Year ended 30 April 2023

Financial review

Sikh Women's Aid has increased almost six-fold its funding, jumping from £35,662 to £207,115 in its second year of operation as a charity. Growing from a volunteer-led small organisation to a formal organisation with employees has required more time to be invested in setting up systems and back-office functions. With six employees and a part-time consultant, we have been able to take on more and additional cases and respond to more queries from professionals. However, we remain in a situation where our funding is mostly a series of small grants (under £50,000) and only for a year. Added to this is the complication that our financial years do not coincide with many of our funding cycles. This has required us to look afresh at our financial management systems, and we are eager to source additional support for our financial and IT management. We are also conscious of the need to develop reserves and are on target to accumulate at least two months of free reserves by the end of the current financial year. Our priorities for the future are defined in our business plan, and we have a layered approach to both the expansion of services (geographically and via typology) and our internal management. The following two years are about financial and service consolidation to multi-year funding and gradually expanding into other key regions. We routinely get referrals and enquiries nationally with the East Midlands and London being our second and third highest referral areas due to the demographic's layout of the Sikh Panjabi Community. Being a truly by and for support service means many Sikh Panjabi women and girls getting in touch with us, see themselves in our work and will prefer to access our services over local generic providers. However, when returning to the issue of our beneficiaries, we have chosen deliberately to refrain from promoting our services and moving beyond the Midlands as we fear not being able to meet demand. We remain committed to providing a responsive and timely service as we move into the future.

Plans for future periods

Our priorities 2023/24

We have several long-term objectives over the next five years as follows:

- " Establish a 24/7 hour helpline with on call team for evenings and weekends." Offer a regional counselling service for victims of abuse.
- " Have an in-house family solicitor
- " Have an in-house immigration specialist
- " Have a specialist rape and sexual violence service
- " Continue to expand our specialist support service for girls and young women" Be well established in four regions
- " Be recognised as the go to organisation by women, children and policy and governmental stakeholders "
- " See an annual increase of reporting of abuse against women's and children within the community

Our core priorities during 2024/25 are to

- " Expand the trustee board with new specialisms related to mental health/wellbeing and family law"
- Achieve Imkaan quality standards via accreditation
- " Explore an advice quality standard accreditation for womens services" Pilot the 24/7 helpline
- " Consolidate our offer to survivors of sexual violence
- " Expand and consolidate our work in London
- " Develop a strategy on working with faith based organisations

Sikh Women's Aid

Trustees' Annual Report *(continued)*

Year ended 30 April 2023

The trustees' annual report was approved on 6 September 2023 and signed on behalf of the board of trustees by:



Ms G K Kang
Trustee



Mrs S Kaur
Trustee



Mrs M K Sungu
Trustee

Sikh Women's Aid

Independent Examiner's Report to the Trustees of Sikh Women's Aid

Year ended 30 April 2023

I report to the trustees on my examination of the financial statements of Sikh Women's Aid ('the charity') for the year ended 30 April 2023.

Responsibilities and basis of report

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

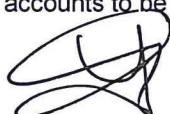
I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

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

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



Harminder Chahal FCCA
XL Associates Ltd
Independent Examiner

Hazara House
502 - 504 Dudley Road
Wolverhampton
West Midlands
WV2 3AA

Sikh Women's Aid

Statement of Financial Activities

Year ended 30 April 2023

	Note	Year to 30 Apr 23 Total funds £	Period from 26 Apr 21 to 30 Apr 22 Total funds £
Income and endowments			
Donations and legacies	4	207,115	35,662
Total income		<u>207,115</u>	<u>35,662</u>
Expenditure			
Expenditure on raising funds:			
Costs of raising donations and legacies		102,622	35,662
Expenditure on charitable activities		901	—
Total expenditure		<u>103,523</u>	<u>35,662</u>
Net income and net movement in funds		<u>103,592</u>	<u>—</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 12 to 15 form part of these financial statements.

Sikh Women's Aid

Statement of Financial Position

30 April 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	6	6,068	—
Current assets			
Cash at bank and in hand		101,658	15,587
Creditors: amounts falling due within one year	7	4,134	15,587
Net current assets		<u>97,524</u>	<u>—</u>
Total assets less current liabilities		<u>103,592</u>	<u>—</u>
Net assets		<u>103,592</u>	<u>—</u>

These financial statements were approved by the board of trustees and authorised for issue on 6 Sep 23, and are signed on behalf of the board by:



Ms G K Kang
Trustee



Mrs S Kaur
Trustee



Mrs M K Sungu
Trustee

The notes on pages 12 to 15 form part of these financial statements.

Sikh Women's Aid

Statement of Cash Flows

Year ended 30 April 2023

	2023	2022
	£	£
Cash flows from operating activities		
Net income	103,592	–
<i>Adjustments for:</i>		
Accrued (income)/expenses	(14,467)	14,947
<i>Changes in:</i>		
Trade and other creditors	3,014	640
Cash generated from operations	<u>92,139</u>	<u>15,587</u>
Net cash from operating activities	<u>92,139</u>	<u>15,587</u>
Cash flows from investing activities		
Purchase of tangible assets	(6,068)	–
Net cash used in investing activities	<u>(6,068)</u>	<u>–</u>
Net increase in cash and cash equivalents	86,071	15,587
Cash and cash equivalents at beginning of year	<u>15,587</u>	<u>–</u>
Cash and cash equivalents at end of year	<u>101,658</u>	<u>15,587</u>

The notes on pages 12 to 15 form part of these financial statements.

Sikh Women's Aid

Notes to the Financial Statements

Year ended 30 April 2023

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is C/O XL Associates Ltd, Hazara House, 502-504 Dudley Road, Wolverhampton, West Midlands, WV2 3AA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Sikh Women's Aid

Notes to the Financial Statements *(continued)*

Year ended 30 April 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Sikh Women's Aid

Notes to the Financial Statements *(continued)*

Year ended 30 April 2023

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

4. Donations and legacies

	Total Funds 2023 £	Total Funds 2022 £
Donations		
Donation Unrestricted	75,210	11,862
Donations Restricted	131,905	23,800
	<u>207,115</u>	<u>35,662</u>

5. Staff costs

The average head count of employees during the year was 8 (2022: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Number of staff	<u>8</u>	<u>2</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Sikh Women's Aid

Notes to the Financial Statements *(continued)*

Year ended 30 April 2023

6. Tangible fixed assets

	Equipment £
Cost	
At 1 May 2022	–
Additions	6,068
At 30 April 2023	<u>6,068</u>
Depreciation	
At 1 May 2022 and 30 April 2023	–
Carrying amount	
At 30 April 2023	<u>6,068</u>
At 30 April 2022	<u>–</u>

7. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	1,919	–
Accruals and deferred income	480	14,947
Social security and other taxes	1,735	128
Other creditors	–	512
	<u>4,134</u>	<u>15,587</u>

8. Analysis of net assets between funds

	Restricted Funds £	Total Funds 2023 £
Current assets	<u>103,592</u>	<u>103,592</u>
	Restricted Funds £	Total Funds 2022 £
Current assets	<u>–</u>	<u>–</u>

9. Analysis of changes in net debt

	At 1 May 2022 £	Cash flows £	At 30 Apr 2023 £
Cash at bank and in hand	<u>15,587</u>	<u>86,071</u>	<u>101,658</u>

Sikh Women's Aid
Management Information
Year ended 30 April 2023

The following pages do not form part of the financial statements.

Sikh Women's Aid

Detailed Statement of Financial Activities

Year ended 30 April 2023

	Year to 30 Apr 23 £	Period from 26 Apr 21 to 30 Apr 22 £
Income and endowments		
Donations and legacies		
Donation Unrestricted	75,210	11,862
Donations Restricted	131,905	23,800
	<u>207,115</u>	<u>35,662</u>
Total income	<u>207,115</u>	<u>35,662</u>
Expenditure		
Costs of raising donations and legacies		
Purchases	1,212	28,316
Wages and salaries	80,216	4,496
Other post-retirement benefits	1,668	–
Insurance	974	946
Other motor/travel costs	3,935	364
Legal and professional fees	1,022	–
Telephone	2,657	482
Other office costs	10,938	1,058
	<u>102,622</u>	<u>35,662</u>
Expenditure on charitable activities		
Legal and professional fees	901	–
Total expenditure	<u>103,523</u>	<u>35,662</u>
Net income	<u>103,592</u>	<u>–</u>

Sikh Women's Aid

Notes to the Detailed Statement of Financial Activities

Year ended 30 April 2023

	Year to 30 Apr 23 £	Period from 26 Apr 21 to 30 Apr 22 £
Costs of raising donations and legacies		
Costs of raising donations and legacies - Donations		
Donations - direct costs	1,212	28,316
Donations - wages and salaries	80,216	4,496
Donations - training	1,668	-
Donations - insurance	974	946
Donations - other motor/travel costs	3,935	364
Donations - legal and professional fees	1,022	-
Donations - telephone	2,657	482
Donations - other office costs	10,938	1,058
	<u>102,622</u>	<u>35,662</u>
Costs of raising donations and legacies	<u>102,622</u>	<u>35,662</u>
Expenditure on charitable activities		
Governance costs		
Governance costs - accountancy fees	901	-
	<u>901</u>	<u>-</u>
Expenditure on charitable activities	<u>901</u>	<u>-</u>