

Charity number  
1203220

Women for Peace and Participation (WPP)  
Annual Report and Financial Statements  
31 December 2023

**Women for Peace and Participation (WPP)**  
**Annual Report and Financial Statements**  
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## **Women for Peace and Participation (WPP)**

### **Charity Information**

#### **Charity number**

1203220

#### **Principal office**

6 Deane Way

Ruislip

Middlesex

UK

HA4 8SU

#### **Trustees**

Marika Theros - Trustees Chair

Gillian Dare - Deputy Chair

Sobia Kapadia - Treasurer

Nazifa Haqpal - Communication and Coordination

#### **Accountants**

Ulus & Co

183 Angel Place

Fore Street

London

UK

N18 2UD

#### **Bankers**

Lloyds Bank plc

25 Gresham Street

London

UK

EC2V 7HN

## **Women for Peace and Participation (WPP) Vision, Mission, and Objectives**

### **Vision**

Building inclusive and peaceful societies through access to equal opportunities.

### **Mission**

Women for Peace and Participation's goal is to promote social inclusion and provide an opportunity for excluded groups of Afghan women and youth to shape the future of their country through participation in social and political processes.

### **Objectives**

1. Empower women and youth by building their capacities and skill-sets to engage in peacebuilding and Peacebuilding and conflict resolution.
2. Develop the leadership skills of the next generation of women and youth.
3. Facilitate Peace Mediation at the community level.
4. Enhance opportunities for the inclusion of women and youth in decision-making processes.
5. Promote informal education and livelihoods.
6. Strengthen networking and solidarity.
7. Advocate, at local, national, regional and international levels.
8. Develop partnerships with individuals, communities and organizations working in development, peace-building and state-building – all aimed at creating a shared consensus on the policies needed to bring effective political, economic and social change in war torn societies.

Substantial component of this work focuses on hard-to-reach and remote populations, building their capacity and enabling them to participate in policy-formulation and implementation at community, provincial and national levels. In addition to programs in Afghanistan, WPP conducts research, builds networks of female and youth activists, and is called upon to advise on challenges to inclusive peacebuilding.

**Women for Peace and Participation (WPP)**  
**Charity number: 1203220**  
**Trustees' Report**

The trustees present their report and accounts for the year ended 31 December 2023.  
The trustees also confirm that these documents comply with the requirements of the Charities Act 2011, the charity's constitution and the Charities SORP (FRS102).

**Trustees**

The following persons served as trustees during the year:

Marika Theros - Trustees Chair  
Gillian Dare - Deputy Chair  
Sobia Kapadia - Treasurer  
Nazifa Haqpal - Communication and Coordination

**Charitable objectives**

To promote social inclusion for the public benefit by working with people who are socially excluded on the grounds of their national or ethnic origin, religion, belief, or creed (in particular, members of the Afghan community) to relieve the needs of such people and assist them to integrate into society via a referral system, in particular by:

- a) Increasing, or coordinating, opportunities for members of the Afghan community to engage with service providers, to enable those providers to adapt services to better meet the needs of that community.
- b) Providing a local network group that encourages and enables members of the Afghan community to participate more effectively with the wider community.
- c) Providing education and training in the English language and in vocational skills; and capacity building and leadership training for women refugees to build a network (for empowerment) and self-help groups.
- d) Providing social and recreational facilities, safe spaces, and events involving the local community.

**Our key objectives for the year were:**

- a) To provide safe spaces for the newly arrived Afghan women and young people to share experiences.
- b) To conduct sessions of capacity building with women on topics of leadership, mediation, and advocacy.
- c) To conduct sessions for young people in leadership skills.
- d) To conduct trauma response sessions for women and youth.

**Women for Peace and Participation (WPP)**  
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**Trustees' Report**

**Activities during the year (Project names and descriptions):**

• United Women for Peace:

**Trust Building Workshops:** To achieve the stated objectives, a series of workshops were organized aimed at fostering confidence and building trust among women leaders hailing from diverse backgrounds, ethnicities, and socio-economic standings. These workshops provided a platform for open dialogue and collaboration, where participants could share their experiences and insights.

During these sessions, the women engaged in thoughtful discussions to devise a collective strategy that would address their current needs in the UK. They explored various avenues for empowerment and community engagement, with the overarching goal of continuing to contribute positively as active and responsible citizens on a global scale. By pooling their knowledge and resources, they aimed to create a supportive network that would help them navigate challenges and seize opportunities in their respective fields.

**Capacity Building:** Capacity-building training sessions were organized for women to help them acquire essential skills for navigating their lives in the UK. These trainings aimed to empower participants by equipping them with the knowledge and tools necessary to advocate for equal rights and opportunities. By fostering their personal and professional development, the initiative not only enhances their individual capabilities but also strengthens their collective voice in advocating for gender equality and social justice within their communities. Through these efforts, the women are encouraged to actively participate in societal change and assert their rights in various aspects of life.

**Trauma Response:** Afghan refugees and asylum seekers in the UK have been dealing with significant emotional and psychological trauma, resulting from their experiences of conflict, displacement, and uncertainty. To address these challenges, specialized trauma response sessions were organized, focusing on equipping participants with coping strategies and resilience-building techniques. These sessions specifically targeted women, including young women, providing them with the tools necessary to manage and respond to trauma effectively. The training was led by certified mediators and trauma response experts, ensuring that the participants received professional guidance in handling their emotional well-being during this difficult transition. Through these programs, Afghan women were empowered to navigate their traumatic experiences with greater support and understanding.

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**Trustees' Report**

**Leadership Trainings:** A series of virtual training sessions were conducted to enhance leadership capacity among youth, including both young women and men. These sessions were designed to equip participants with essential skills aimed at fostering personal and professional growth. Key areas of focus included project design, effective communication strategies, and organizational skills. Through these trainings, participants gained practical knowledge and tools to help them lead and manage projects more efficiently, communicate their ideas more clearly, and strengthen their overall leadership capabilities.

**Advice:** WPP volunteers and members have been actively assisting newly arrived Afghans by providing essential guidance and support. They have played a vital role in helping these individuals navigate their new environment, connecting them to local communities, services, and resources that are critical for their resettlement. While this initiative has been ongoing, we are currently working on formalizing this aspect of our work to ensure a more structured and comprehensive approach to offering this support. This will enable us to better serve the needs of Afghan arrivals and enhance the impact of our efforts in the long term.

**Achievements and performance (outcome of the projects, feedback from participants):**

**1. Trust Building Workshops**

Objective: To foster confidence and build trust among women leaders from diverse backgrounds.

Description: A series of workshops were organized to provide a platform for open dialogue and collaboration.

Outcomes:

- Participants shared their experiences and insights.
- Collective strategies were devised to address current needs in the UK.
- Creation of a supportive network aimed at empowerment and community engagement.
- Enhanced understanding of global citizenship among participants.

**2. Capacity Building**

Objective: To equip women with essential skills for navigating life in the UK.

Description: Capacity-building training sessions focused on empowering women to advocate for equal rights and opportunities.

Outcomes:

- Participants acquired essential knowledge and tools for personal and professional development.
- Strengthened collective voice advocating for gender equality and social justice.
- Encouraged active participation in societal change and assertion of rights.

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**Trustees' Report**

**3. Trauma Response Sessions**

Objective: To address the emotional and psychological trauma experienced by Afghan refugees and asylum seekers.

Description: Specialized sessions focused on coping strategies and resilience-building techniques.

Outcomes:

- Empowered women with tools to manage and respond to trauma.
- Provided professional guidance from certified mediators and trauma response experts.
- Enhanced emotional well-being and understanding during challenging transitions.

**4. Leadership Training**

Objective: To enhance leadership capacity among youth, including both young women and men.

Description: Virtual training sessions focused on essential skills for personal and professional growth.

Outcomes:

- Participants gained practical knowledge in project design, effective communication, and organizational skills.
- Strengthened overall leadership capabilities among participants.
- Fostered a new generation of leaders equipped to manage projects and communicate effectively.

**5. Advice and Support for Newly Arrived Afghans**

Objective: To assist newly arrived Afghan individuals in navigating their new environment.

Description: WPP volunteers and members provided essential guidance and support.

Outcomes:

- Connected newly arrived individuals to local communities, services, and resources for resettlement.
- Ongoing efforts to formalize support initiatives for a more structured approach.
- Enhanced long-term impact and effectiveness in meeting the needs of Afghan arrivals.



**Women for Peace and Participation (WPP)**  
**Charity number: 1203220**  
**Trustees' Report 4**

**Structure, governance and risk**

**Structure:** The Trustees are responsible for the governance of Women for Peace and Participation and carry out their duties following the requirements of the Charity Commission for England and Wales. Our trustees bring a range of skills and expertise to support WPP's work, including Afghan field experience, peacebuilding, media, charity governance, management, and fundraising. Trustees make all major decisions regarding strategy, policies, and finance. Meetings of the Board are convened every three months to address strategic issues and review finance and operational activities. The trustees consider other issues by email communication as they arise.

**Governance:** Day-to-day activities of WPP are delegated to the Director. The Director is supported by the trustees. The Trust is currently heavily reliant on volunteers and contractors to manage and deliver its work.

**Governance Risk:**

- **Funding Instability:** Charities often rely on donations, grants, or government funding, which can fluctuate. Economic downturns, changes in political priorities, or reduced donor engagement can lead to financial strain.

Measures taken to manage risks include:

- WPP is working to engage with UK charities and funders to mitigate the risk.
- To mitigate financial risk, WPP ensures to continue delivering its mission and maintaining trust with donors, stakeholders, and beneficiaries.
- **Staff and Volunteer Hiring/Need:** The need for trained staff and volunteers to support WPP's objectives, combined with contract/consultancy-based staffing, creates risks to WPP's overall goals and objectives.
- **Data Protection and Cybersecurity:** Charities often handle sensitive personal data (donor, beneficiary, and staff information). WPP requires funds to hire experts to support its data protection efforts, which is dependent on funding opportunities.
- **Changes in Legislation:** New laws, tax changes, or regulatory updates could impose new requirements or restrict certain fundraising or operational activities.
- **Economic Conditions:** A weak economy can reduce individual donations, corporate giving, and government grants, impacting the charity's cash flow and ability to support its beneficiaries.
- **Political Risks:** Changes in government priorities or austerity measures can affect funding, regulations, and the charity's operating environment.
- **Competition for Resources:** As the charity sector grows, there may be increased competition for grants, donors, and government contracts.
- **Pandemics or Natural Disasters:** These can disrupt operations, increase demand for services, and strain resources, as seen during the COVID-19 pandemic.

Addressing these risks, WPP has a strong risk management framework that includes regular risk assessments, clear policies and procedures, strong governance, financial controls, and contingency planning. The Charity Commission and other regulatory bodies provide guidelines to help mitigate these risks.

## **Women for Peace and Participation (WPP)**

### **Statement of Trustees' responsibilities**

Charity law requires the trustees to prepare financial statements for each financial year which show a true and fair view of the state of affairs of the charity and its financial activities for that period. In preparing those 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 judgments and estimates that are reasonable and prudent,
  - \* State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements, and
  - \* Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operational existence.
- The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

This report was approved by the board of trustees on 29 October 2024 and signed on its behalf.



Marika Theros  
Chair of Trustees

**Women for Peace and Participation (WPP)**  
**Profit and Loss Account**  
**for the year ended 31 December 2023**

	<b>2023</b>
	<b>£</b>
Project Grant	102,060
Project Cost	(27,158)
<b>Net income</b>	<hr/> 74,902
Administrative expenses	(38,989)
Other operating income	2,775
<b>Net income over expenditure</b>	<hr/> 38,688
<b>Net income over expenditure</b>	<hr/> <hr/> 38,688

**Women for Peace and Participation (WPP)**  
**Registered number:** 1203220  
**Balance Sheet**  
**as at 31 December 2023**

	Notes	2023 £
<b>Current assets</b>		
Cash at bank and in hand	38,688	
<b>Net current assets</b>		38,688
<b>Net assets</b>		<u>38,688</u>
<b>Capital and reserves</b>		
Net income over expenditure		38,688
<b>Net reserves</b>		<u>38,688</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.



Marika Theros  
 Director  
 Approved by the board on 29 October 2024

**Women for Peace and Participation (WPP)**  
**Notes to the Accounts**  
**for the year ended 31 December 2023**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Turnover***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Debtors***

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

***Creditors***

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**2 Employees**

**2023  
Number**

Average number of persons employed by the company

0

**3 Other information**

Women for Peace and Participation (WPP) is registered with Charity Commission for England and Wales. Its address is:  
 6 Deane Way  
 Ruislip  
 Middlesex  
 UK  
 HA4 8SU