

Charity number
1203220

Women for Peace and Participation (WPP)

Annual Report and Financial Statements

For the year ended 31 December 2024

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:

296 Long Drive

Ruislip

Middlesex

HA4 OHZ

Trustees:

Marika Theros – Chair of Trustees

Gillian Dare – Deputy Chair

Sobia Kapadia – Treasurer

Bankers:

Lloyds Bank plc,

25 Gresham Street,

London,

EC2V 7HN

Women for Peace and Participation (WPP)

Charity number: 1203220

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

Women for Peace and Participation (WPP) is to promote the involvement of women and youth in peace-building processes at the grassroots, provincial and national levels. WPP, in Afghanistan operates in various regions, with particular focus on the Southern, Western and Central regions (Kandahar, Helmand, Kabul and Mazar). We work with women and youth to:

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, peacebuilding 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 components of this work focus 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' Annual Report

The trustees submit their report and accounts for the year ending 31 December 2024, in accordance with the Charities Act 2011, the charity's constitution, and the Charities SORP (FRS 102).

Objectives and Activities

The charity supports social inclusion for people excluded due to national or ethnic origin, religion, belief, or creed, focusing mainly on the Afghan community.

In detail, our main objective is to promote equality and foster a sense of belonging among individuals who face barriers to participation in society. We do this by providing targeted programs that address challenges unique to newly arrived immigrants and refugees, especially those from Afghanistan. Our work not only covers immediate practical support but also focuses on long-term empowerment by encouraging active community involvement and building bridges with local organizations.

Activities and Achievements

In 2024, WPP held trust-building workshops, leadership trainings, trauma response sessions, and provided support to newly arrived Afghan refugees to enhance resilience, leadership, and integration for women and youth.

Over the course of the year, our organization delivered a series of activities designed to meet both urgent and ongoing needs within the Afghan community. The trust-building workshops brought together over 80 participants, including recent arrivals and established residents, creating a safe space for sharing experiences and developing mutual understanding. Leadership training sessions equipped more than 40 young people and women with essential skills in communication, decision-making, and advocacy, helping them take on active roles within their families and neighborhoods.

Additionally, our trauma response sessions were facilitated by mental health professionals, offering confidential support, coping strategies, and referrals to specialized services for individuals affected by displacement and conflict. To support smooth integration, we organized orientation sessions on UK systems and culture, language classes, and partnered with local organizations to connect families with housing, employment, and educational opportunities. Feedback collected throughout the year showed a notable increase in participants' confidence, community engagement, and sense of well-being.

We are grateful to all volunteers, donors, and partner organizations whose contributions made these achievements possible, and we remain dedicated to expanding our reach in the coming year.

Women for Peace and Participation (WPP)

Charity number: 1203220

Structure, Governance, and Risk Management

The Trustees are accountable for governance in line with the regulations of the Charity Commission for England and Wales. WPP's governance framework provides effective oversight through quarterly trustee meetings and the delegation of daily management responsibilities to the Director. The Trustees diligently assess risks pertaining to funding sustainability, data protection, staffing, and regulatory compliance. Risk mitigation strategies include robust financial controls, proactive engagement with funders, and continuous adherence to data and governance standards.

In more detail, the Trustees regularly review and update key governance policies to ensure alignment with evolving legal and regulatory requirements. During the quarterly meetings, they analyze financial reports, evaluate performance against strategic objectives, and monitor any incidents or issues that require intervention. Responsibilities also include ensuring transparent decision-making processes, maintaining a clear separation between governance and day-to-day operations, and fostering an ethical organizational culture.

Risk assessment is undertaken using structured frameworks that identify potential threats to funding streams, such as economic fluctuations or changes in donor priorities. Trustees collaborate with the Director and finance team to create diversified fundraising strategies and establish reserves to safeguard against financial uncertainties. In terms of data protection, the Trustees oversee the implementation of GDPR-compliant procedures, regular staff training, and routine system audits to minimize the risk of breaches.

Staffing risks are managed by monitoring recruitment, retention, and ongoing professional development, creating a resilient workforce capable of navigating organizational challenges. Regulatory compliance is maintained through up-to-date record-keeping, annual reporting to the Charity Commission, and regular external audits. All these measures are designed to foster transparency, accountability, and long-term organizational sustainability.

Women for Peace and Participation (WPP)

Charity number: 1203220

Statement of Trustees' Responsibilities

Trustees must prepare financial statements that fairly represent the charity's affairs and activities, using consistent accounting policies and reasonable estimates. This involves ensuring that all transactions are accurately recorded, financial information is timely and transparent, and any necessary disclosures are made in accordance with relevant accounting standards. The trustees must also review and approve these financial statements before they are published.

They are also responsible for maintaining proper records, safeguarding assets, and preventing fraud. Maintaining proper records means keeping comprehensive and up-to-date documentation of all financial transactions, meeting minutes, legal contracts, and other pertinent documents required by law or good practice. Safeguarding assets requires implementing appropriate controls to protect both tangible and intangible assets from loss, damage, or misappropriation. Preventing fraud involves establishing internal controls, regularly reviewing financial activity, and promoting a culture of honesty and ethical behavior within the organization.

This report was approved by the board on 30 October 2025 and signed on behalf of the trustees:



Name: Marika Theros

Chair of Trustees

Date: 30 October 2025

Women for Peace and Participation (WPP)
Income And Expenditure Account
as at 31 December 2024

	2024 (£)	2023 (£)
Project Grant	224,396	102,060
Project Cost	(210,258)	(27,158)
Net Income	14,138	74,902
Administrative Expenses	(21,909)	(38,989)
Other Operating Income	800	2,775
Net Income over	(6,971)	38,688
Expenditure		



Marika Theros
Chair of Trustees

Approved by the board on 30 October 2025

Women for Peace and Participation (WPP)
Income And Expenditure Account
as at 31 December 2024

	2024 £	2023 £
Cash at bank and in hand	31,717	38,688
Net current assets/(liabilities)	31,717	38,688
Net assets/(liabilities)	31,717	38,688
Funds for the Charity		
Unrestricted Funds B/F	38,688	38,688
Income/Expenditure for the year	(6,971)	
Total Charity Fund	31,717	38,688

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 company's regime. The profit and loss account has not been delivered to the Registrar of Companies.



Marika Theros

Chair of Trustees

Approved by the board on 30 October 2025

Women for Peace and Participation (WPP)
Statement of Changes in Funds

Date	Unrestricted Funds	Income and Expenditure Account	Total
	£	£	£
At 1 January 2023	-	-	-
Income and Expenditure		38,688	38,688
At 31 December 2023	-	38,688	38,688
 At 1 January 2024	 38,688		 38,688
Income and Expenditure		(6,971)	(6,971)
At 31 December 2024	 38,688	 (6,971)	 31,717

Women for Peace and Participation (WPP)

Notes to the Accounts

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 recognized when the significant risks and rewards of ownership of the goods have been transferred to the buyer. Turnover from the rendering of services is recognized 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), and less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognized at transaction price including any transaction costs and subsequently measured at amortized 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 recognized at transaction price net of any transaction costs and subsequently measured at amortized cost determined using the effective interest method.

2. Employees

Average number of people employed by the company in current year 0 (2023 0)

3. Other information

Women for Peace and Participation (WPP) is registered with Charity Commission for England and Wales. Its address is:
296 Long Drive
Ruislip
Middlesex
HA4 0HZ