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JABALIE

Annual Report and Accounts

Year Ending: 31 December 2025



Charity Number: 1210496

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JABALIE

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01 Trustees' Annual Report









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Executive Summary

This financial year was a landmark year for Jabalie, marking the charity's first full reporting period since its registration in October 2024. During the year, Jabalie established the foundations required to deliver its mission of educating and empowering survivors and individuals at high risk of gender-based violence to promote their safety, autonomy and economic independence.

A key focus of the year was the development of Jabalie's education and empowerment programme. Drawing on the expertise and lived experience of more than 50 volunteers, Jabalie made significant progress in developing a comprehensive, trauma-informed curriculum across its five programme areas: understanding gender-based violence, skills development, legal rights, general health and mental health.

Jabalie also successfully delivered its first pilot programme in partnership with Women Acting in Today's Society (WAITS) in Birmingham. Evaluation results highlighted the programme's positive impact, with participants reporting increased knowledge, confidence and practical skills. Six-month follow-up feedback demonstrated sustained improvements in wellbeing, personal safety, confidence and progression towards employment, volunteering and study opportunities.

Through its Training of Trainers model, Jabalie also strengthened the capacity of community organisations to deliver survivor-centred support. By providing training, knowledge-sharing and delivery support, Jabalie helped partner organisations to expand their expertise and increase the impact of their services within local communities.

Alongside programme delivery, Jabalie advanced its advocacy work through events marking International Women's Month and the UN Women's 16 Days of Activism campaign. Jabalie also established its social media presence, raising awareness of gender-based violence and strengthening engagement with beneficiaries, partners and supporters.

Jabalie significantly strengthened its governance and operational capacity throughout the year. The Board of Trustees grew in size and expertise, whilst substantial pro bono support enabled the charity to develop key legal, governance and operational infrastructure to support future growth.

Jabalie operated an intentionally lean organisational structure, enabling the maximum proportion of its resources to be invested directly in programme delivery and beneficiary support.

Building on the progress of its inaugural reporting period, Jabalie enters its next phase of growth focused on expanding programme delivery, deepening community partnerships, and increasing access to support for survivors and individuals at high risk of gender-based violence across the UK and beyond.

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Introduction

Jabalie is a UK charity that aims to educate and empower survivors and individuals that are at high risk of gender-based violence to promote their safety, autonomy and economic independence.

The Trustees present their report with the financial statements of the charity for the period from the date of its incorporation on 16 October 2024 until the end of the financial year on 31 December 2025. The Trustees have adopted the provisions of Accounting and Reporting by Charities: 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).

"This programme taught me that women have rights and a voice and that we should not stay silent when we are suffering from abuse."
- Participant





"Before the programme, I struggled to say no to people. Now, I have the confidence to set clear personal boundaries which has made me feel much safer and more in control."
- Participant





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A Message from the Chair

It is my pleasure to present Jabalie's Trustees' Annual Report for our first full financial year. Over the past year, we have turned our vision into action, taking important first steps towards building an organisation that can create meaningful change for survivors and individuals at high risk of gender-based violence.

I continue to be inspired by the dedication and generosity of the people behind Jabalie. From our Trustees and volunteers to our community partners and beneficiaries, every achievement reflected in this report is the result of collective effort and a shared belief that survivors of gender-based violence deserve safety, support and pathways to independence.

I am particularly grateful to our volunteer community whose expertise, lived experience and commitment have helped shape our programmes and strengthen our organisation. I would also like to thank our partners, funders and supporters whose trust and collaboration have played an instrumental role in our growth and development.

As we look to the future, we are excited to build on the progress of this year and deepen our impact. We remain committed to creating opportunities for survivors to develop confidence, skills and independence, while working alongside community organisations to ensure our programmes reflect the needs and priorities of the communities we serve.

I am incredibly proud of what we have achieved together in our first year and optimistic about the impact we can create in the years ahead. Thank you to everyone who continues to believe in and support Jabalie's mission.

Natasha Godsiff

Chair of Trustees

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Our Purpose and Objectives

Objectives

The objectives of Jabalie, as outlined in its Constitution, are to advance human rights for people of all genders to be free from gender-based violence and abuse, by:

- raising awareness of gender-based violence and abuse, including but not limited to physical, sexual, emotional, domestic and economic violence and abuse and harmful practices; and
- relieving need among victims of human rights abuse through the provision of education, information and training to survivors and individuals at high risk of gender-based violence and abuse and organisations that support survivors of gender-based violence and abuse.

Public benefit

Jabalie's objectives are for the public benefit, and its activities are undertaken to further the charity's objectives for the public benefit. The Trustees have due regard to the Charity Commission's guidance on public benefit.

Our vision

A world in which people of all genders are economically empowered, free from violence and abuse, and lead full lives with freedom and autonomy.

Our mission

To educate and empower survivors and individuals at high risk of gender-based violence to promote their safety, autonomy and economic independence.

Our values

- **Community-led:** building our programme in consultation with local community partners and learning from the lived experiences of survivors.
- **Survivor-centred:** adopting a trauma-informed approach whereby the survivor's rights, needs and safety are prioritised.
- **Collaborative:** investing in strategic partnerships with individuals and organisations with aligned missions to share knowledge and best practice and amplify our impact.






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Goals and Activities

Strategic Plan 2024-27

In 2024, Jabalie launched its three-year strategy, including an agreed core mission, vision and values, strategic objectives for 2024-27, proposed delivery model, and a plan for strategic growth.

Our **strategic goals** are to:



Break the cycle of abuse by educating and empowering survivors to build self-confidence, autonomy and become financially independent.



Stop gender-based violence by supporting individuals at high risk of abuse to identify harmful practices and advocate for their own wellbeing.



Address the root causes of gender-based violence through challenging patriarchal norms and promoting inclusive practices.



Build a community of grassroots activists, non-profit organisations, academics, corporates and governmental agencies to foster an inclusive, multi-disciplinary approach to eliminating gender-based violence.

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Goals and Activities

We aim to effect change through **four core workstreams**:

1 Education and Empowerment Programme

We deliver an education and empowerment programme for survivors and individuals at high risk of gender-based violence. The multi-disciplinary programme equips survivors with knowledge, skills and confidence to gain economic independence and break the cycle of abuse.



The five programme areas include:

- **Understanding Gender-Based Violence:** To support survivors in understanding the abuse that has occurred and how to speak out and use their experience to advocate for themselves and others.

- **Skills Development:** To equip survivors with a variety of life skills to increase their confidence and employment prospects and help them to become financially independent.

- **Legal Rights:** To educate participants on their legal rights, with a particular focus on criminal and family law, and empower them to use the legal system to advocate for and enforce their rights when violated.

- **General Health:** To support participants in understanding how to look after their body and access health support. It particularly aims to increase understanding of women's health issues which are typically overlooked.

- **Mental Health:** To support participants in understanding trauma, learning tools for coping with trauma, how to support others, and how to access mental health support.

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Goals and Activities

2 Training of Trainers

Through a Training of Trainers model, we teach our community partners, including non-profit organisations and community leaders, to deliver our education and empowerment programme to their communities.

3 Advocacy

Our advocacy seeks to draw attention to the plight of gender-based violence and platform the lived experiences of survivors who demand change. In doing so, we seek to address the root causes of gender-based violence and strive for long-term and sustainable change to promote gender equal cultures and societies.

4 Community

Our Jabalie Community brings together survivors, community partners, grassroots activists, non-profit organisations, academics, corporates, and governmental agencies to foster an inclusive, multi-disciplinary approach to eliminating gender-based violence.

Following the programme, participants are signposted to a wide range of support to assist them in using the knowledge and skills that they have gained to take action in their own lives, including pro bono legal support and mental health support.

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Achievements and Performance

Programme Development

Over August 2024 - February 2025, we developed the modules for our education and empowerment programme. We launched our volunteer programme by bringing together our volunteers for a central London kick-off event, kindly hosted by Clifford Chance. This marked the start of a collaborative effort that has shaped the foundation of our programme.

Led by our Project Leads, our volunteer teams designed modules on understanding gender-based violence, skills development, general health and mental health.

Key successes include:

40+ expert volunteers
4 programme areas
39 modules
42.5 hours of modules

This work was made possible by a committed group of over 40 expert volunteers, who contributed their time, professional expertise and lived experience to build the foundations for our programme. Their dedication ensured that each module is trauma-informed, accessible and grounded in the realities faced by survivors and individuals at high risk.





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Achievements and Performance

Volunteer Testimonials

"*I chose to volunteer for Jabalie because supporting survivors of gender-based violence is deeply personal to me. As a survivor myself, I understand the emotional, physical, and mental toll that such experiences can take, and I'm driven by a strong desire to give back and help others navigate through their own healing journeys.*"
– Amelia (Volunteer)

"*I have seen a lot of women suffer gender-based violence and I understand the pain they go through. These women need support, so I believe that no woman should be left out in the fight against GBV. I am happy to dedicate my time and skills to support other women out there.*"
– Weluche (Volunteer)

"*I am passionate about using my experience and skills to create positive change and support others in reaching their full potential. Working with the skills development team, I create content that educates and empowers. Through my volunteer work with Jabalie, my goal is to create opportunities and make a lasting impact by providing practical solutions that improve lives.*"
– Krishna (Volunteer)

"*For me, supporting survivors is about helping those women and girls to see that they can heal and recover from what has happened to them, and more than that, they can turn those wounds into wands! Learning how they can use their voice to create change, rewrite old stories and prove, to themselves and the world, that they choose and define who they are. I believe that women standing together in voice and action can, quite literally, change the world.*"
– Lisa (Volunteer)



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Achievements and Performance

WAITS Pilot Programme

In collaboration with WAITS, we identified 11 women residing in refuge accommodation. 10 participants completed the full pilot programme.

Who we supported

Each participant was a survivor of gender-based violence and was selected based on their readiness to benefit from education, empowerment, and practical skills development.

What the programme included

Our trauma-informed programme combined gender-based violence awareness, legal rights, employability skills, and mental health and wellbeing support with the following modules:

- Understanding Gender-Based Violence
- Understanding Consent
- How to Report a Crime
- Domestic Violence Protective Measures
- CV Writing & Interview Skills
- Understanding Trauma
- Tools to Cope with Trauma
- How to Build a Self-Care Plan
- Breathwork & Meditation

"The handouts were really informative and gave the clients a structure to follow. The content was easy to understand." **– Nosheen, WAITS**

Training of Trainers programme

Through our Training of Trainers programme, we equipped WAITS staff with the knowledge, tools and facilitation skills needed to deliver Jabalie's modules confidently and sensitively.

This approach is central to our community-led model: we invest in upskilling and empowering community organisations so they can deliver the programme themselves. By training practitioners who already have trusted relationships with their beneficiaries, we strengthen local capacity, ensure culturally and contextually informed delivery, and create sustainable pathways for long-term impact.

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Achievements and Performance

Measurable impact

With feedback received from 90% of all programme participants, the evaluation results demonstrate significant improvement in level of understanding across all modules:

- **100% felt that their understanding of the topic has improved in five out of eight modules**
- 90% said they had improved their understanding in two other modules
- 80% felt they have improved their understanding in the remaining module

The programme content was also received positively:

- **100% rated the overall programme 'Good' or 'Excellent'**
- **90% said they would recommend the programme to others**
- **80% rated the session quality as 'Excellent'**

These results confirm that the pilot programme successfully delivered increased knowledge, skills and confidence and provides a strong foundation for our broader programme model.

6-month follow-up feedback

After 6 months, we sought feedback from participants on whether Jabalie's programme has made a difference in their life. Some highlights include:

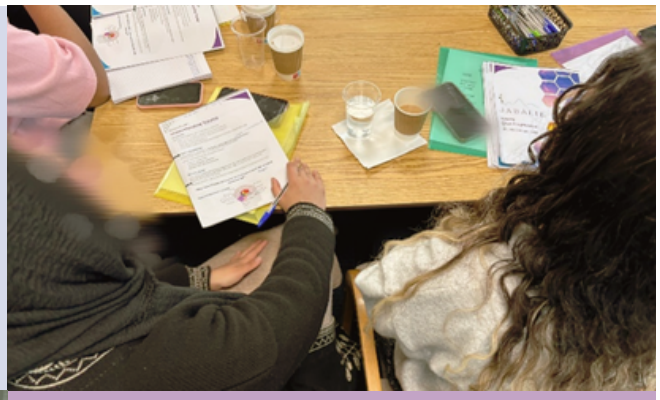
- **100% of respondents said that the programme made a positive difference to their lives**
- **100% of respondents said that the programme helped them to make progress towards their personal goals**
- **50% of respondents had applied for a job, volunteering or a study position since the programme**
- Some participants used the information about reporting a crime and domestic violence protection measures to report their ex-partner to the police or use legal measures to seek custody of their child
- Many participants have continued to use the wellbeing tools and self-care strategies learnt during the programme, including breathing techniques and yoga

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Achievements and Performance

Beneficiary testimonials

"Trauma coping - helped me better understand that this is normal to go through after situations and that I have tools in place now to build a better picture of my life."





"The programme gave me good knowledge and measures to take if ever I find myself in such situations again or to render help to someone in a similar situation."

"Legal stuff was interesting. I learnt things that I was not aware of before."





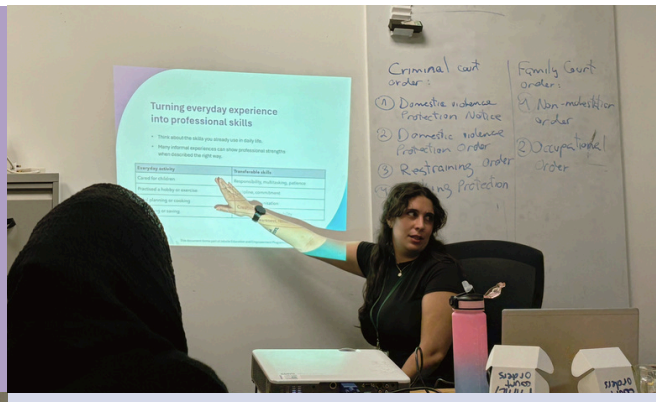
"Interactive and really felt safe to speak. The facilitator was informative and brought joy to the room. Having support workers in the room gave more of a relaxed atmosphere too."

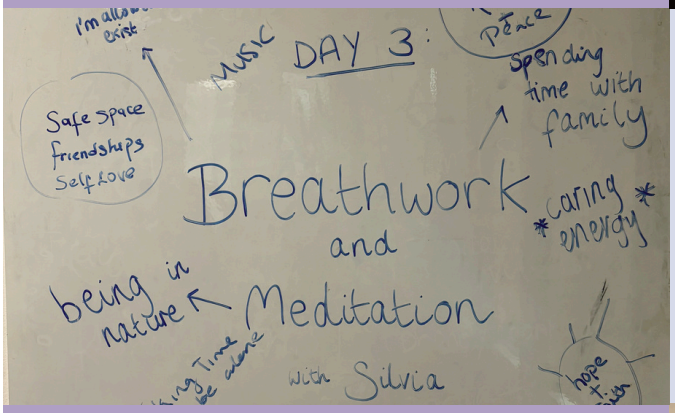
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Achievements and Performance

Beneficiary testimonials

"The programme is good for women who are victims of domestic abuse to make themselves strong. Through the workshops, women will get the opportunity to overcome their emotions."





"I enjoyed the fact that it was interactive and you could hear other people's thoughts and perspectives on things."

"Gave us more important information about safety and how we can take care of ourselves."





"I recommend this programme to others - not only to victims of domestic abuse, but also to people facing depression to learn their basic rights. I think this programme is better for women who want to achieve independence in life."

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Achievements and Performance

6-month on testimonials

"Before the programme, I struggled to say no to people. Now, I have the confidence to set clear personal boundaries which has made me feel much safer and more in control."

"It helped me to improve my CV and feel more confident in interviews."

"I use the breathing technique, it helps me stay grounded during moments of high anxiety."

"I have used [the legal rights information] to defend myself and I told my friend about these conditions. I can now understand how to report about a crime and I know what things are seen as a crime."

"I can now recognise warning signs and avoid unsafe situations."

"I am now confident to face my dreams without fear."



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Achievements and Performance

Community Partnerships

Community partnerships remain central to Jabalie's model, ensuring our programmes are rooted in local knowledge, trusted relationships and sustainable delivery. Over the past financial year, we have built strong relationships with selected community partners that share our commitment to supporting survivors and individuals at high risk. By collaborating with community organisations, we strengthen local capacity, tailor our programmes to meet local need, and ensure support reaches those who need it most.

Our work has also empowered our partner organisations to expand their own impact. By providing structured training, knowledge-sharing and delivery support, we have helped our partners to deepen their expertise and expand their service offerings to respond to the needs of their communities. Our approach enables organisations to integrate Jabalie's curriculum into their existing work, enhancing their ability to support women in their communities and creating an ongoing impact that extends far beyond a single programme cycle. By investing in the skills and capabilities of partner organisations, we contribute to more resilient community-based systems and promote sustainable, long-term change.

"[Working with Jabalie] has been a great experience from the beginning to the end. ***Jabalie has been really helpful with the training session to adapt to our needs, as well and during the delivering of the pilot.****"*
– Claudia, WAITS

"I think it's good for all staff here at WAITS to have this training as ***it's imperative knowledge to have when supporting our clients****."*
– Nosheen, WAITS





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Achievements and Performance

Community Partnerships

"Partnering with Jabalie to deliver the WAITS Pilot Programme has been an extremely positive experience. The programme was thoughtfully designed, engaging, and highly impactful, providing women with practical knowledge, confidence, and tools to support their wellbeing and future aspirations.

The content was delivered in a way that was easy to understand and balanced informative learning with interactive activities. Topics such as understanding trauma, coping strategies, domestic abuse protection measures, reporting crime, and employability skills were particularly valuable. Participants gained not only knowledge but practical tools they could immediately apply in their daily lives.

The impact on beneficiaries was remarkable. Many participants reported feeling more confident, better able to recognise warning signs, understand their rights, set healthy boundaries, and take steps towards personal goals. Several have since applied for employment, volunteering, or study opportunities, while others have used the legal information gained through the programme to seek protection and support.

Jabalie's teams were professional, supportive, and responsive throughout the planning, training, and delivery process. Their ability to adapt to participants' needs, create a safe and welcoming environment, and provide ongoing support contributed greatly to the programme's success.

We were particularly impressed by the focus on wellbeing and trauma-informed practice. Participants consistently described feeling safe, empowered, and encouraged to share their experiences. The breathwork, self-care, and reflection activities offered valuable tools that many continue to use months after the programme ended.

We would highly recommend Jabalie to organisations looking to deliver high-quality, impactful programmes that empower women, build resilience, and create lasting positive change."

– Marcia Lewinson, CEO of WAITS

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Achievements and Performance

Advocacy

International Women's Month - Volunteer Celebration Event

To celebrate the work of our volunteers and in recognition of International Women's Month in March 2025, we hosted a speaker panel on '**The Role of Education in Women's Empowerment and Tackling Gender-Based Violence**'. The panel featured Suzanne Barrett-Aouichia, Hannah Kupoluyi and Olaide Akinleye as speakers and was moderated by Jabalie's Chair, Natasha Godsiff.

The panel discussed:

- Using education to reshape societal attitudes that tolerate or perpetuate gender-based violence.
- Breaking down barriers that women face when trying to access opportunities for economic empowerment.
- Raising awareness of the gap of legal aid support that prevents victims of gender-based violence from accessing legal justice.
- Advocating for holistic interventions to empower women, rebuild their self-confidence and support their mental wellbeing.
- The need for male education and allyship to break down patriarchal norms and challenge gender-based violence.

In bringing together diverse voices and experiences, the panel reaffirmed Jabalie's commitment to education-led empowerment and showcased how informed, community-driven dialogue can shape lasting change.





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Achievements and Performance

16 Days of Activism Event – Creating a Safe Digital Space



In collaboration with G100's Anti-GBV Wing, to kick off UN Women's 16 Days of Activism campaign, Jabalie hosted a virtual webinar on creating a safe digital space. The webinar featured Nadia Alsaakkaf, Dr. Susan Jumoke Fajana-Thomas, Scholarstica Ighorodje and Adek Bassey as speakers and was moderated by Jabalie's Chair, Natasha Godsiff.

With online abuse being one of the fastest-growing forms of gender-based violence, this webinar focused on uniting to end digital violence against all women and girls, including tackling the growing threat of online abuse, harassment and exploitation in digital spaces.

We discussed:

- Emerging forms of digital violence and technology-facilitated abuse.
- Practical steps that individuals can take to protect themselves online.
- How we can hold governments, corporations and social media platforms accountable for their role in facilitating digital violence.
- How survivor voices can be amplified in shaping digital safety policies and practices.

The webinar reinforced Jabalie's mission to create safer digital and physical environments for women and girls.



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Achievements and Performance

Community

We are grateful to our Board of Trustees, volunteers, community partners, funders, donors and supporters for believing in our cause and being part of our Jabalie Community.

Over the past financial year, this community has grown into a vibrant network of people committed to advancing safety, autonomy and empowerment for survivors and individuals at high risk of gender-based violence. We have continued to build a strong foundation of Trustees who provide strategic leadership, volunteers who contribute expertise across programme design, marketing, research and operations, and supporters and donors who sustain our work through their generosity and advocacy.

Volunteer Speed Networking Event

In December 2024, we hosted a virtual speed networking event, bringing volunteers together to connect, share experiences and strengthen the collective spirit behind our mission.





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Achievements and Performance

Communications and Campaigns

This financial year has been a period of meaningful growth for Jabalie's visibility, brand development and public engagement. Our communications and campaigns efforts have focused on creating a digital presence, raising awareness of gender-based violence, and laying the foundations for a refreshed brand identity to be launched in 2026.

Expanding our digital presence
We launched Jabalie's social media channels on Instagram and LinkedIn, establishing a clear and accessible platform for sharing our mission, programme updates and evidence of impact. Since its launch, our audiences have grown steadily, with increased reach and engagement across both platforms. These channels now play a central role in connecting with beneficiaries, community partners, and supporters.

Raising awareness on gender-based violence
Through regular content and targeted messaging, we have used our social media platforms to raise awareness of gender-based violence, highlight the key issues and challenges faced by survivors, and signpost to support organisations.

Participation in international campaigns
This year we engaged in global advocacy efforts, including the 16 Days of Activism Against Gender-Based Violence campaign. Our contributions helped situate Jabalie within the wider international movement for survivor safety, empowerment and justice, strengthening our role as a voice for change.

Brand development
We have initiated a full rebranding process, including a refreshed logo and updated visual identity, to be launched in 2026. This work will strengthen the visibility of Jabalie's work across stakeholder groups, and ensure our brand reflects the dignity, resilience and empowerment at the heart of our mission.

Volunteer contributions
Our progress this year has been made possible by a committed team of volunteers who have supported communications, social media management, campaigns, content research and website design. Their creativity, time and expertise have been central to building a professional and impactful communications presence for the charity.

"As a designer, I believe creativity can drive meaningful change. At Jabalie, my goal is to craft visuals that spark conversations, empower individuals, and connect with people on a human level. ***It's about using design to make a difference where it matters most.****" – Laura (Volunteer)*

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Plans for Future Periods

The past year has been a monumental chapter for us - registering our charity, shaping our vision into a fully developed programme, and delivering our first activities in partnership with communities. As we look to the year ahead, our focus will be on strengthening and expanding our community partnerships, refining and deepening the programme based on learning from our first delivery cycle, and widening our reach so that more survivors of gender-based violence can access the support, tools, and opportunities they deserve.

Some things we are looking forward to over 2026 include:

- Delivering **further skills development programmes** focused on tech and digital training, financial literacy and business entrepreneurship;
- Expanding our project reach to **Manchester and North West England**;
- **Launching Jabalie's re-brand** on social media;
- Growing our **community** to connect our supporters far and wide; and
- Creating our **Kenya Advisory Board** to advise on our international growth.









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Key Details

Reference and Administrative Details

Jabalie is a registered charity in England and Wales. Its registered office address is 7 Bell Yard, London, WC2A 2JR.

The Board of Trustees comprises of the following individuals:

Natasha Godsiff	Chair	16 October 2024 - Present
Amy Malik	Vice Chair	16 October 2024 - Present
Olubukola Braithwaite	Treasurer	16 October 2024 - Present
Simrhan Khetani	Secretary	18 May 2025 - Present
Amelia Karginaite		9 May 2025 - Present
Victoria Kinkaid		9 September 2025 - Present
Sara Musa		16 October 2024 - 5 March 2026
Rafa Sattar		16 October 2024 - 30 October 2024







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Key Details

Structure, Governance and Management

Jabalie was constituted as a Charitable Incorporated Organisation on 16 October 2024. It is governed by its Constitution dated 16 October 2024 (as amended on 4 August 2025 and 5 March 2026).

Jabalie is governed by its Board of Trustees which is responsible for the strategic oversight and management of the charity. The Board is also responsible for the daily operations of the charity. The Board holds quarterly trustee meetings, with additional meetings scheduled when the charity requires greater direction and support.

The Trustees have legal, financial and fiduciary duties under charity law, and responsibilities for ensuring that the charity complies with the conditions placed on grants from public and other funders. The Trustees give their time freely and receive no remuneration or other financial benefits. Trustees are required to disclose all relevant interests and withdraw from decisions where a conflict of interest arises.

New Trustees are appointed by the existing Trustees in accordance with the Constitution. Jabalie must have a minimum of 3 Trustees and maximum of 12 Trustees. In selecting individuals for appointment as new Trustees, the Trustees have regard to the skills, knowledge and experience needed for the effective administration of the charity. New Trustees must be appointed by either a resolution passed at a properly convened meeting of the Trustees, or a written resolution passed by a simple majority of Trustees. In the event of a deadlock, the Chair will have a casting vote. The default term of appointment for a Trustee is 3 years unless otherwise agreed by the Trustees. On appointment, new Trustees sign a Trustee Agreement committing them to giving their time and expertise and complying with the applicable charity law obligations. The Trustees also make available to each new Trustee, on or before their appointment, a copy of the Constitution and latest Trustees' Annual Report and Statement of Accounts.



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Financial Review

In the year ending 31 December 2025, Jabalie has a total income of £36,932.08, which comprises funds from the Clifford Chance Foundation and Another Way Women's Foundation, personal donations from Trustees and supporters, and donated pro bono services.

Jabalie will carry forward £4,845.00 of restricted funds from Another Way Women's Foundation for the delivery of skills development focused programmes in 2026.

Jabalie continues to operate an intentionally lean structure, with no paid staff, office premises or administrative overheads. All programme development, governance and day-to-day operations are undertaken by Trustees and volunteers, enabling us to maintain minimal running costs. This model ensures that the maximum proportion of our income is directed to programme delivery and beneficiary support, rather than organisational expenditure.

Reserves Policy

The purpose of Jabalie's reserves policy is to ensure that Jabalie is able to continue to deliver its charitable objectives in a sustainable manner, even in the face of unforeseen financial challenges. It sets out the charity's approach to managing and maintaining an appropriate level of reserves to ensure its long-term financial stability.

Jabalie aims to maintain free reserves of at least 6 months' worth of operational expenditure in its current account. This range is set to ensure that the charity has sufficient funds to cover its basic operational needs in the event of a shortfall in income or unexpected expenditure. Given Jabalie's minimal operational expenditure, six months of running costs in 2025 amounted to approximately £605.16. Jabalie holds this amount in unrestricted reserves at year-end (as part of its total unrestricted funds of £1,815.44 carried forward). Jabalie is therefore in a strong position to absorb unforeseen financial pressures and maintain continuity of its programmes.

As the charity grows and its income and expenditure will change, the reserves target will be reviewed and adjusted accordingly.

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Statement of Trustees' Responsibilities

The Trustees are responsible for preparing a Trustees' annual report and 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 charity trustees to prepare financial statements for each 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 the financial statements, the Trustees are required to:

- select suitable accounting principles and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is appropriate 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 to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations 2015, and its Constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 20 October 2026 and signed on its behalf by:

Signed by:
Natasha Godsiff
023B874AF0F9445...

Natasha Godsiff
Chair

Signed by:
Buki Braithwaite
87497CC726394DE...

Olubukola Braithwaite
Treasurer

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02 Statement of Financial Activities

	Notes	Unrestricted Funds (£)	Restricted Funds (£)	Total Funds (£)
INCOME FROM:				
Donations and legacies	3	2,988.69	27,063.39	30,052.08
Charitable activities	4	0	6,880.00	6,880.00
Total income		**2,988.69**	**33,943.39**	**36,932.08**
EXPENDITURE ON:				
Charitable activities	5	1,173.25	29,098.39	30,271.64
Total expenditure:		**1,173.25**	**29,098.39**	**30,271.64**
NET INCOME AND NET MOVEMENT OF FUNDS	7, 8	**1,815.44**	**4,845.00**	**6,660.44**
RECONCILIATION OF FUNDS: Total funds brought forward		**1,815.44**	**4,845.00**	**6,660.44**
BALANCE CARRIED FORWARD 31 DECEMBER 2025		**1,815.44**	**4,845.00**	**6,660.44**

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03 Balance Sheet

	Notes	2025 (£)
FIXED ASSETS		0
CURRENT ASSETS		
Cash at Bank	3	6,826.85
Accruals		466.25
LIABILITIES		0
NET CURRENT ASSETS		**7,293.10**
NET ASSETS (TOTAL ASSETS LESS CURRENT LIABILITIES)	8	**7,293.10**
FUNDS		
Restricted Funds	9	4,845.00
Unrestricted Funds	10	2,448.10
TOTAL FUNDS		**7,293.10**

These financial statements were approved by the Board of Trustees on 20 October 2026 and signed on its behalf by:

Signed by:
Natasha Godsiff
023B874AF0F9445...

Natasha Godsiff
Chair

Signed by:
Buki Braithwaite
87497CC726394DE...

Olubukola Braithwaite
Treasurer

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04 Notes to the Financial Statements

1. ACCOUNTING POLICIES

(a) Basis of Preparing the Financial Statements
The financial statements have been prepared in accordance with 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) and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note. The presentational currency of these financial statements is Pounds Sterling (£).

(b) Assessment of Going Concern
The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. In forming this opinion, the Trustees have considered relevant factors on both its income and expenditure, assets and liabilities for at least a period of twelve months from the date of approval of these financial statements.

(c) Income
All income is recognised in the Statement of Financial Activities once (i) the charitable company has entitlement to the funds, (ii) any performance conditions attached to the items of income have been met, (iii) it is probable that the income will be received, and (iv) the amount can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

(d) Expenditure
Expenditure is recognised once (i) there is a legal or constructive obligation to make a payment to a third party, (ii) it is probable that settlement will be required, and (iii) the amount of the obligation can be measured reliably.

Expenditure on charitable activities comprises the direct and indirect costs of the activities undertaken to further the purposes of the charitable company.

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Notes to the Financial Statements

Support costs are those functions that assist the work of the charitable company but do not directly undertake fundraising or charitable activities. Support costs include general overheads and governance costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice, including audit, strategic management, Trustee meetings and reimbursed expenses. Governance costs and support costs relating to charitable activities have been apportioned based on usage and are analysed in note 6.

As this is Jabalie's first reporting period, the figures include pre-formation and initial set-up costs incurred prior to the commencement of operational activities.

(e) Fixed Assets
Individual fixed assets are capitalised at cost and depreciated on a straight line basis over their useful economic lives.

(f) Short-term Debtors and Creditors
Debtors are recognised when the charitable company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the charitable company has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

(g) Cash and Cash Equivalents
Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less.

(h) Financial Instruments
The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, including debtors and creditors. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

(i) Funds
Restricted Funds represent donations or grants whose purposes have been restricted by the donor. Unrestricted funds represent income which can be used for charitable purposes at the discretion of the trustees.

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Notes to the Financial Statements

2. EXPENSES AND REMUNERATION

The Trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind. No standalone expenses were paid to the Trustees in this financial year, with the exception of reimbursement of Trustee delivery support costs for accommodation and food provided during the WAITS pilot programme which was accounted for in the restricted project budget (see note 5 below).

3. INCOME FROM DONATIONS

	Unrestricted	Restricted	Total Funds
	2025 (£)	**2025 (£)**	**2025 (£)**
Donations	2,988.69	6,880	9,868.69
Donated services and facilities	0	27,063.39	27,063.39
TOTAL	**2,988.69**	**33,943.39**	**36,932.08**

We are grateful to our Trustees and supporters who have made generous donations to Jabalie this financial year.

We would also like to extend our gratitude to those individuals and organisations who donated products and services to Jabalie.

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Notes to the Financial Statements

Donated services during this year include the following:

Donor	Description of support	2025 (£)
Clifford Chance	Legal pro bono support (72 hours)	21,204*
Clifford Chance	Events space (x 2 events)	2,080
Helen of Troy	Marketing support via We Make Change	3,779.39
		27,063.39

*In accordance with the Charities SORP (FRS 102), donated professional services have been recognised at the value to the charity, being the estimated cost of a standard legal service that the charity would have procured. Although the donor provided premium legal services valued commercially at £43,271.07, the charity would have engaged a standard legal service provider to provide the work required. Based on market evidence for typical solicitor fees, the value recognised is £21,204.

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted (£)	Restricted (£)	Purpose of Restricted Funds
	2025	**2025**	**2025**
Clifford Chance Foundation	0	2,035.00	WAITS pilot programme
Another Way Women's Foundation	0	4,845.00	2x skills development programmes to be delivered in 2026
TOTAL	0	**6,880.00**	

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Notes to the Financial Statements

5. EXPENDITURE FROM CHARITABLE ACTIVITIES

	Unrestricted (£)	Restricted (£)
	2025	**2025**
Programme Materials	0	500
Facilitator Costs	0	664.15
Transportation for Beneficiaries	0	114.40
Food & Refreshments	0	135.30
Monitoring & Evaluation	0	250
Delivery Support	136.11	371.15
Support Costs	1,037.14	27,063.39
TOTAL	**1,173.25**	**29,098.39**
GRAND TOTAL	**30,271.64**	

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Notes to the Financial Statements

6. GOVERNANCE AND SUPPORT COSTS

	2025 (£)
Accounting	4.25
Website & IT Costs	568.87
Insurance	285.60
Bank Charges	14.85
Office & Telephone Costs	163.57
Legal Support for Charity Registration and Policies (Pro Bono)	21,204
Marketing Support (Pro Bono)	3,779.39
Events Space (Pro Bono)	2,080
TOTAL	**28,100.53**

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Notes to the Financial Statements

Analysis of Governance and Support Costs Incurred on Charitable Activities

	WAITS Pilot Programme (£)	Total (£)	Basis for Apportionment
Accounting	4.25	4.25	These governance and support costs are general costs and therefore allocated evenly across projects.
Website & IT Costs	568.87	568.87	
Insurance	285.60	285.60	
Bank Charges	14.85	14.85	
Office & Telephone Costs	163.57	163.57	
Legal Support for Charity Registration and Policies (Pro Bono)	21,204	21,204	
Marketing Support (Pro Bono)	3,779.39	3,779.39	
Events Space (Pro Bono)	2,080	2,080	
TOTAL	**28,100.53**	**28,100.53**	

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Notes to the Financial Statements

7. TRANSFERS BETWEEN FUNDS

Transfers	Unrestricted Funds (£)	Restricted Funds (£)
	2025	**2025**
1.	(136.11)	136.11
2.	632.66	(632.66)
TOTAL	**496.55**	**(496.55)**

Transfer amount (£)	Fund from	Fund to	Description
£136.11	Unrestricted	WAITS pilot programme	Overspend covered from unrestricted funds
£632.66	WAITS pilot programme	Unrestricted	Payment of services provided for by Jabalie in delivering WAITS Pilot Programme, as provided for in agreed budget

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Notes to the Financial Statements

8. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds (£)	Restricted Funds (£)	Total Funds (£)
	2025	2025	
Current Assets	1,815.44	4,845	6,660.44
Liabilities	0	0	0
TOTAL	1,815.44	4,845	6,660.44

9. RESTRICTED FUNDS

Donor	Income £)	Expenditure (£)	Transfers (into fund)	At 31 December 2025
WAITS PILOT PROGRAMME				
Clifford Chance Foundation	2,035.00	2,171.11	136.11	0
SKILLS DEVELOPMENT PROGRAMMES				
Another Way Women's Foundation	4,845.00	0	0	4,845.00

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Notes to the Financial Statements

10. UNRESTRICTED FUNDS

Jabalie's unrestricted funds for this financial year total £2,988.69 (see 'Income from Donations' at note 3).

11. POST-BALANCE SHEET EVENTS

The Trustees consider that there are no post-balance sheet events to disclose.

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JABALIE

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Jabalie

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Registered charity number:
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