FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT

England & Wales · Charity number 292403

Details

Status	Registered
Legal form	Charitable company
Company number	01921508
Registered	1985-08-30
Register	View on the Charity Commission register

Contact

Address	Forward Suite 4.8 Chandelier Building 8 Scrubs Lane London NW10 6RB
Phone	02089604000
Email	forward@forwarduk.org.uk
Website	www.forwarduk.org.uk

Activities

Objects: (A) TO PROMOTE GOOD HEALTH AND ADVANCE EDUCATION AMONG WOMEN IN AFRICA. (B) TO RELIEVE POVERTY, DISTRESS AND SUFFERING IN ANY PART OF THE WORLD (INCLUDING DISEASE, SICKNESS AND MENTAL OR PHYSICAL DISABILITY, AND WHETHER ARISING FROM ANY PUBLIC CALAMITY OR OTHERWISE.

Activities: FORWARD is an African women-led organisation working to end violence against women and girls. From female genital mutilation and child marriage to domestic and sexual violence, we tackle abuse and discrimination, enabling African women and girls to have the dignity, health and equality they deserve. We provide training, advice, support, research and advocacy to shape policies and programmes.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** AFRICA
- Ghana
- Sierra Leone
- Tanzania
- Uganda
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£871,410	£937,334	£549,374	20
2024-03-31	£706,211	£871,507	£615,298	19
2023-03-31	£1,081,645	£871,134	£783,723	19
2022-03-31	£1,041,109	£817,964	£573,212	16
2021-03-31	£825,442	£695,365	£350,067	16

Trustees

Name	Role	Appointed
Dr TITILOLA BANJOKO	Chair	2019-07-13
Aniesha Obuobie		2020-08-08
Dr LISA NOELLE SMITH		
Joy Fraser- Amosun		2016-04-16
Kadra Abdinasir		2021-11-13
Vanessa Thomas Ms		2023-05-13

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FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT

England & Wales - Charity number 292403

Accounts

Company Registration Number 01921508
Charity Number 292403

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS

31 MARCH 2025

GOLDWINS
Chartered Accountants
75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT
(LIMITED BY GUARANTEE)
YEAR ENDED 31 MARCH 2025

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FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS

The Foundation for Women's Health, Research and Development (FORWARD) presents the report of its Board of Trustees for the year ended 31 March 2025.

Charity registration number: 292403

Company registration number: 01921508

Registered office: Suite 4.8 Chandelier Building
8 Scrubs Lane
London
NW10 6RB

Email: forward@forwarduk.org.uk
Website: www.forwarduk.org.uk

THE TRUSTEES AS AT 31 MARCH 2025

Dr Titilola Banjoko	Chair
Dr Lisa Smith	Treasurer
Joy Fraser-Amosun	
Dr Ali Sakaria	Resigned Nov 2024
Aniesha Obuobie	
Kadra Abdinasir	
Vanessa Thomas	

Senior Management Team

Naana Otoo-Oyortey MBE	Executive Director
Toks Okeniyi	Head of UK Programmes
Mary Otuko	UK Programme Manager
Fosdicka Crankson	Finance & Operations Consultant
Negar Zaman	Head of Business Development and Strategy

Bankers

Unity Trust Bank, 9 Brindley Place, Birmingham B1 2HB
NatWest, Strand Branch, P.O. Box 414, 38 Strand, London WC2H 5JB

Accountant

Goldwins, 75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT

1. Introduction

The Board of Trustees of the Foundation for Women's Health Research and Development (FORWARD) presents its annual report and audited financial statements for the year ended 31 March 2025.

This report from the Board of Trustees complies with the Charities Act 2011, the Companies Act 2006, and FORWARD's Memorandum and Articles of Association. It also aligns with the Statement of Recommended Practice (SORP) required of charities when preparing their financial accounts, according to the Financial Reporting Standard applicable in the UK and the Republic of Ireland.

1.1 Objects and Mission Statement

FORWARD's charitable objects are set out in its Memorandum of Association to guide the organisation's work. The organisation's strategy and objectives are developed and shaped within this framework. FORWARD's charitable objects are as follows:

(A) To promote good health and human rights, and to empower children and women, particularly African girls and women, wherever they reside.

(B) To eliminate gender-based discriminatory practices, including violence against women and girls, and to relieve the suffering of African children and women caused by those practices and compounded by poverty, ill health or distress, or arising from culture, tradition, public policy or legislation.

1.2 FORWARD's Vision and Mission

Our Vision

We want to see African women and girls everywhere live in dignity, be healthy and thrive free from the fear of violence.

Our Mission

We are a pioneering organisation led by and for African women, working towards the end of violence against African women and girls. We work to end child marriage, female genital mutilation (FGM), domestic and sexual violence, and associated harms.

We work to transform responses to violence against African women and girls through the delivery of specialist support services, partnerships and community interventions.

At FORWARD, we focus on amplifying the voices and lived experiences of African women and girls to make positive change. We provide culturally appropriate, and trauma-informed support on the ground by bringing together partner organisations and communities, fostering skills and knowledge, and nurturing resilient leaders.

We work strategically with decision-makers and practitioners to conduct community research, build partnerships and create opportunities for gender justice and social transformation.

Our Strategic "E" Goals

We exist to enable African women and girls to achieve gender equality and the fundamental human rights that they deserve. In the past year, we have reviewed

FORWARD's strategic goals, taking account of the changing environment in which we operate. This has led us to adopt six new "E" goals to guide our work from 2024 to 2027:

Goal 1 - **Engage Decision-Makers** - We will enable African women and girls to use their agency and lived experience to influence policy and funding decisions on abuse and gender equality.

Goal 2 – **Educate Professionals** - We will enable frontline agencies and schools to become culturally competent and embed inclusive and equitable responses that safeguards everyone's right to thrive.

Goal 3 - **Expand Partnerships** - We will strengthen existing and new partnerships, and young women-led organisations, enabling them to deliver transformative change for African women and girls.

Goal 4 – **Elevate Young Women Leaders** - We will nurture resilient young women leaders to drive social change movements in their communities and beyond.

Goal 5 - **Empower Communities** - We will support communities in tackling violence against women and girls, through capacity building, access to holistic support and well-being services.

Goal 6 (Organisational/Internal) - **Enhance Resilience** - We will strengthen FORWARD's financial resilience, programme effectiveness, impact and learning.

2. How We Work

2.1. What drives our work

Gender inequality fuels our work. However, growing global crises, political conflicts and regional instability have significantly impacted progress in combatting violence against women and girls (VAWG). The UN Sustainable Development Goal 5 on Gender Equality sets 2030 as the global target for achieving gender equality for women and girls, including ending VAWG. Yet, worldwide, 736 million women alive today are still estimated to have been subjected to physical and/or sexual intimate partner violence, non-partner sexual violence or both at least once in their lives (UN Women, 2023).

VAWG is defined by the UN as 'violence that is directed against a woman because she is a woman, or violence that affects women disproportionately'. At FORWARD, our work centres on tackling multiple forms of VAWG, particularly female genital mutilation (FGM), child marriage, forced marriage, intimate partner violence and sexual abuse. A 2024 UNICEF report shows that over 230 million women and girls worldwide have undergone FGM. In the UK 37,615 women and girls who have undergone some form of FGM, have been treated by the NHS since 2015 (Dept of Health 2025). On the issue of child marriage, the evidence shows that 640 million girls and women were married before they reached 18 years of age (UNICEF, 2023).

Early sexual initiation, sexual violence and child marriage results in child motherhood. Although globally, there has been a reduction in child mothers, Africa still has higher rates of births to 15-to-19-year-olds. World Health Organisation data in 2023 showed a total number of 6,114,000 births to African girls aged 19 or younger.

2.2. How we deliver on our strategic goals

In setting out our annual work programme, FORWARD adheres to the Charity Commission's general guidance on public benefit. The Board of Trustees ensures that the organisation's objectives and activities contribute to its charitable objectives and aims.

FORWARD delivers its operations from our offices in London and undertakes wide-reaching partnership work in the UK, Europe and Africa. We value our partnerships, as they are central to our work, building long-term relationships with our implementing partners on the ground - notably by providing them with sub-grants, technical support, connections and resources. Our partnerships enable us to reach a greater number of vulnerable and at-risk girls and women, on a greater scale. They also help us to build up local capacity and thus to ensure the sustainability of our programme outcomes, while at the same time enabling us to make the best use of local knowledge. Their valuable insights regularly inform all of our work.

In the past year we have revised the organisation's delivery structure and defined four operational work streams:

- **Business Development and Strategy** - this new work stream is in line with our new strategic goal to strengthen organisational resilience. It focuses on supporting our business development processes, our fundraising and our advocacy work, as well as the monitoring and evaluation of all business processes and programme delivery.

- **Programmes and Support Services** - the unit responsible for our specialist community support services, youth engagement and partnership working. This year, FORWARD's community programme was active in 25 London boroughs, engaging with new partners in London and continuing to support a long-term partner in Bristol. In addition, we also carried out partnership work in four African countries.

- **Technical Training and Commissioning Services** - a newly revamped team that consolidates all the training programmes provided by FORWARD, to strengthen their impact, while also seeking access to unrestricted funding through commissioned training and research services.

- **Central Operations Office** - provides general organisational support to all teams and ensures that they have the relevant human, administrative, financial and resource capacity to deliver effective programmes. Additionally, the team has oversight over our organisational policies and provides governance support.

2.3. Our programme activities

FORWARD is a "by and for" African women-led organisation. Our operational programme areas develop and deliver best-practice responses to multiple forms of violence against women and girls (VAWG). The core pillars underpinning our programme work, which sits alongside FORWARD's other more systemic interventions (such as policy advocacy, training of frontline professionals and research), includes prevention, protection through safeguarding, provision of support services and partnership development. FORWARD delivers this concrete work in the field in the UK, Africa and Europe, often working through local partners and collaborative programmes. We adopt a rights-based and trauma-informed approach during the delivery of all our specialist services and training offerings. The table below outlines in more detail how we deliver our programme activities.

How we deliver our work

2.4. Who benefits from our services?

FORWARD is an African women-led, "by and for" organisation, delivering services to women and girls from African, Black and minoritised communities. That said, we also partner with other organisations that share our values, to ensure that all vulnerable women, especially those from different backgrounds, can access the specialist services that we provide.

In the UK, our community programme benefits black and minoritised girls and women of African heritage as well as from Arab and Middle Eastern communities. We also work with asylum seekers, refugees and migrant women. We engage with key stakeholders through our work, including statutory professionals, community organisations and the general public.

In Africa, our work benefits marginalised girls and young women in Sierra Leone, Tanzania, Uganda, and the Gambia. Our programmes specifically target those most affected by – or at risk of – child marriage, sexual abuse, teenage pregnancy and FGM. In addition, other beneficiaries of our work in these countries include adult women and men (including parents), young men and boys, and community leaders; we operate through schools and local communities to reach them.

2.5. Public Benefit

The Board of Trustees has referred to the guidance provided by the Charity Commission regarding public benefit in reviewing the charity's aims and objectives and in planning its activities and services. The Trustees ensure that FORWARD's programme activities contribute to the organisation's aims and objectives and that they benefit the public. The Trustees also strive to identify risks and potential harm to the organisation's operations and programmes in good time, and to ensure that these are minimised and do not hamper the public benefit of its activities.

3. Achievements and Performance in the Year

FORWARD's work enables African women and girls to gain vital skills, develop greater self-confidence and access the support they need. Our training and outreach programmes aim to build their resilience, improve their well-being and develop their leadership capacity to transform their lives. We work at multiple levels, engaging women, community members and our local partners, building on all their vital insights to inform and shape policy and practice.

We are committed to evidence-based programming; assessing our programme performance and outcomes through regular monitoring, risk management, assessment of progress targets and evaluation, and using this learning to adjust our programmes. We use various quantitative, qualitative and participatory methods to monitor the delivery of our activities, and to evaluate their outcomes, including periodically engaging independent external consultants to assess our work.

The programme achievements presented here focus on the first year of FORWARD's new strategic plan 'Elevating Voices and Enhancing Resilience (2024-2027)'. This is made up of six strategic "E" goals, (c.f. Page 5 above). We aim to build on our unique position as a niche organisation in the sector to strengthen our programmes and the capacity of our partners and ourselves so we can deliver better and more for African women and girls everywhere. We aim to invest in amplifying women's voices, lived experience and our core organisational processes including strengthening capacity and internal systems.

FORWARD

IMPACT IN NUMBERS: 2024-2025

WOMEN AND GIRLS REACHED

- **867 STUDENTS** AND **253 STAFF** TRAINED ACROSS 20 SCHOOLS AND COLLEGES IN LONDON
- **38 TUWEZESHE FELLOWS** TRAINED IN THE UK AND GHANA
- **100 YOUNG WOMEN** TARGETED FOR LEADERSHIP TRAINING IN NORTHERN GHANA (TUWEZESHE GLOBAL)
- **833 APPLICANTS** FOR THE AFRICAN WOMEN'S LEADERSHIP FORUM; **30 SELECTED** FOR INTENSIVE TRAINING
- **19 COMMUNITY CHAMPIONS** TRAINED IN LONDON AND BRISTOL
- **209 STATUTORY PROFESSIONALS** TRAINED ACROSS HEALTHCARE, EDUCATION, POLICE, SOCIAL SERVICES, AND VOLUNTARY SECTORS

PARTNERSHIPS AND REACH

- ACTIVE IN **25 LONDON BOROUGHS** AND **1 LONG-TERM PARTNER** IN BRISTOL
- DELIVERED PROGRAMMES IN **4 AFRICAN COUNTRIES:** SIERRA LEONE, TANZANIA, UGANDA, AND THE GAMBIA
- HOSTED **8 MEDICAL STUDENTS** FROM IMPERIAL COLLEGE LONDON FOR GLOBAL HEALTH PLACEMENTS
- ENGAGED **15 BLACK AND GLOBAL MAJORITY LEADERS** IN THE Q-SEED CRIMINAL JUSTICE LEADERSHIP PROGRAMME
- CO-HOSTED A PAN-EUROPEAN WEBINAR WITH **27 DIASPORA WOMEN INTERVIEWED** ACROSS **15 COUNTRIES**

ADVOCACY AND INFLUENCE

- PARTICIPATED IN **FCDO MINISTERIAL ROUNDTABLE** ON FGM
- CO-HOSTED **LAUNCH OF THE PURPLE CHAIR PODCAST** WITH END FGM EUROPEAN NETWORK
- **'BREAKING THE CYCLE' EVENT** HELD AT WESTMINSTER

OUTCOME OF FGM POLICY

37615 WOMEN AND GIRLS TREATED BY THE NHS FOR FGM-RELATED CARE SINCE 2015 (DEPT OF HEALTH 2025)

3.1 Strategic Goal 1: Engage Decision-Makers - We will enable African women and girls to use their agency and lived experience to influence policy and funding decisions on abuse and gender equality.

Influence the policy agenda on violence against African women and girls

The outcome focuses on increasing engagement with policymakers to recognise new, holistic policy approaches based on prevention, protection, prosecution and service provision in relation to VAWG, with a particular focus on the issues of FGM, sexual violence and child marriage.

Ministerial Roundtable at the Foreign, Commonwealth & Development Office

FORWARD participated in a ministerial roundtable on FGM sector leaders and researchers as part of the Foreign and Commonwealth and Development Office (FCDO) to mark International Day of Zero Tolerance for FGM. The Minister for Women and Equalities Anneliese Dodds reaffirmed her strong commitment to zero tolerance and noted that the evidence shows that change is happening but cases of FGM were still rising and there was need to keep FGM on the political agenda. Naana Otoo-Oyortey the Executive Director who attended the roundtable noted that "FGM remains a challenge for attaining gender equality and empowerment of women and girls. Cultural integration often collides with traditional beliefs and diaspora communities often struggle with the complexity of maintaining their cultural identity, social and national laws in host countries."

FORWARD co-hosted a Pan European Knowledge Exchange webinar on Diaspora Change Makers in the Global Movement to End Female Genital Mutilation (FGM) with End FGM European Network. The event launched a new study conducted by FORWARD which interviewed 27 diaspora women, representing 15 diaspora countries in Europe, America and Australia. The study on "**Diaspora Change Makers in the Global Movement to End FGM-Amplifying their Voices, Experiences and Impact**" stresses the vital importance of listening to the voices of community change makers in the fight against FGM – both in the diaspora and in countries of origin. Their experiences and invaluable insights have helped shaped change in the global movement against FGM.

3.2. Strategic Goal 2: Educate Professionals - We will enable frontline agencies and schools to become culturally competent, and embed inclusive and equitable responses that safeguard's everyone's right to thrive.

This goal focuses on enhancing the knowledge and capacity of frontline professionals to effectively respond to and protect women and girls from harm. Additionally, it includes working in schools adopting a whole school approach based on targeting the school ecosystem, teachers, students and parents to provide critical information, skills and raise awareness about VAWG, gender equality matters, healthy relationships as well as safeguarding practices, and access to support and wellbeing services. We trained 209 statutory professionals across key sectors including healthcare, education, police, social services, and the voluntary sector. We strive to ensure that front lines are equipped with the knowledge, skills, and confidence necessary to protect vulnerable women and girls.

Our schools training adopts a rights-based, trauma-informed and prevention focused approach targeting professionals and students. In the past year we reached 867 students and 253 staff in 20 schools and colleges in London. Teachers, safeguarding officers, and school staff members in general received training throughout the year, which equipped them with the knowledge required to identify, respond to, and prevent violence against women and girls. Our workshops allowed schools to better understand culturally sensitive safeguarding practice, leading to more inclusive support for students from Black and minoritised communities.

3.3. Strategic Goal 3: Expand Partnerships to help strengthen existing and new partnerships, and young women-led organisations, enabling them to deliver transformative change for African women and girls.

Partnerships and strategic collaborations are central to FORWARD's approach to programming. Over the past year, we have worked with a diverse range of organisations and networks within the women's rights and specialist VAWG sectors. Our efforts have notably also included ongoing collaborations with statutory partners as well as building alliances with frontline organisations, supporting advocacy campaigns and engaging in policy development. In delivering our community programmes, meanwhile, we have continued to collaborate with various community-based organisations across the UK, Europe, and Africa, ensuring that our initiatives remain grounded in local expertise and that they can have a broad, meaningful impact.

END FGM European Network: Launch of the Purple Chair Podcast

FGM remains a transnational problem with communities across Europe and Africa. FORWARD is one of the founding members of this strategic network based in Brussels and has held key leadership roles. The Purple Chair is led by young ambassadors of the network. Two young women from FORWARD were part of the six young ambassadors who worked on the launch of the Purple Chair Podcast.

This is an innovative series dedicated to elevating the voices of young activists addressing FGM and Gender-Based Violence (GBV). This podcast formed part of a one-year

project and offers a unique platform for exploring these critical issues through personal narratives and intersectional insights. FORWARD launched our podcast in March as part of the International Women's Day activities. The podcasts from the FORWARD ambassadors focused on intersectionality and FGM and community care- healing together.

The Purple Chair Podcast is designed to showcase the power of youth-led activism, uncover hidden stories, and challenge societal norms, all while inspiring collective action towards a future free from FGM and GBV. This project aims to enhance the skills and visibility of young women from FGM-affected communities in the UK, Ireland and the Netherlands, promoting youth social entrepreneurship and the effective use of digital tools in advocacy.

Q-SEED-A Founders' Leadership Programme
Q-SEED is a pilot project led by FORWARD in collaboration with Black Men 4 Change, Change Grow Live and CLINKS and supported by Barrow Cadbury and Lloyds Bank Foundation. This innovative pilot leadership development programme works with 15 Black and Global Majority (BGM) leaders in the criminal justice sector (CJS). The overarching aim is to increase the resilience and capabilities of these leaders through training and networking and enable them to lead social change efforts at a time of great volatility and crises within the sector and help challenge and influence the CJS.

In the year we organised discovery sessions, webinars and a residential reflection session where participants explored key issues and fed into the development of the leadership sessions. A key highlight of the programme was the 'Breaking the Cycle' event held at Westminster in partnership with the office of Bell Ribeiro Addy MP on 20th November 2024. This event was organized by Q-SEED leaders and included speakers and contributors from the Q-SEED cohort and external speakers. A report on the event is being produced by two of the leaders and focuses on trauma, racial disparities as well as the layers of barriers that black people face within the CJS. Following the event at Westminster, two of the Q-SEED Leaders were invited to meet the Prisons Minister Lord Timpson, where they shared the Q-SEED position on the planned prison reforms. The Minister has requested to meet further with the leaders.

Essex University Knowledge Transfer Partnership (KTP) Initiative:
FORWARD is embarking on a new partnership with Essex University as part of the KTP innovation programme. This exciting 24-month project aims to enhance FORWARD's internal capacity in impact evaluation, data use, and strategic learning. This strategic partnership supports the development of tools, embeds a culture of analysis across the organisation, and connects FORWARD to academic expertise and innovation. It is a critical investment in our long-term effectiveness and sector leadership. This will help lay the foundation for a more learning-driven, reflective and sustainable organisation.

Collaboration between FORWARD and Imperial College London
Our longstanding partnership with Imperial College London continues to be a cornerstone of our commitment to education, capacity building and community impact. Now in its sixth year, this collaboration remains a dynamic and impactful initiative, offering medical students invaluable hands-on experience in global health and social inequalities. As part of the Imperial College London Global Health BSc programme, we host four to six students annually. This year we trained eight medical students, equipping them with the knowledge and skills to work effectively within local health and wellbeing voluntary sector organisations. Through this initiative, students not only gain critical insights into grassroots health challenges but also contribute meaningfully to our work, supporting vulnerable communities and promoting health equity. They bring fresh perspectives to help strengthen our programmes and collaborative work.

3.4. Strategic Goal 4 Elevate Young Women Leaders - We will nurture resilient young women leaders to drive social change in their communities and beyond.

This goal centres on empowering young women leaders to take up activism, transform their lives and support their peers. In so doing, we also focus on cultivating a strong sisterhood between these young change-makers and build a vibrant movement. Goal 4 also includes supporting young women-led organisations. In the year we supported Girl to Girl Empowerment Sierra Leone on organisational restructuring designed to foster their resilience. We funded Charity for Hope Uganda to support child mothers and Home Girls Unite UK to address the abuse of eldest daughters in migrant families. The main achievements over this past year with young women are outlined below.

TuWezeshe Akina Dada Programme
The TuWezeshe Akina Dada programme, meaning "empowering our sisters", continues to be a cornerstone of FORWARD's mission to nurture feminist leadership among young African, Black and minoritised women. The TuWezeshe feminist leadership training covers topics such as human rights, feminist principles, sexual and reproductive health/well-being, VAWG and social activism. This immersive programme builds the confidence and leadership skills needed to lead advocacy efforts against VAWG. In the past year we trained 38 fellows in the UK and in Ghana.

> *"Leadership, communication, self-reliance, self-care, confidence, and collaboration were strong lessons to me, alongside feminist leadership principles. These skills have been instrumental in my journey, allowing me to establish my own organization and thrive as a leader in my profession,"* Doreen, Tuwezeshe Fellow from Tanzania

Planting Seeds of Change in Ghana: TuWezeshe Global Leadership Training

In partnership with ActionAid Ghana and TuWezeshe Global, our affiliate organisation in Ghana we launched an exciting new three-year programme to equip 100 young women from Northern Ghana to become changemakers in their communities. 20 young women were the first of this initiative to take part in the TuWezeshe Global Young Women's Leadership Training which took place in Tamale.

The five-day transformative feminist training was rooted in healing, sisterhood and skill building. Through poetry, advocacy training, personal reflections, participants explored VAWG, sexual and reproductive health (SRH) mental health, and leadership skills. They also developed six social action projects (SAP) and were given seed funding and experienced mentors to support their wellbeing and SAPs implementation.

A major outcome of the training has been a request by ActionAid Ghana to expand the training to other regional offices. This was due to the successful sharing of their SAP activities at national level.

Spotlight 1:

Hajer Adrwish's Journey – 2024 TuWezeshe Fellow
For Hajer Adrwish, a sexual health and relationship educator, the TuWezeshe Programme was a turning point in her activism. Drawn to the programme's focus on marginalised communities, she gained confidence in addressing VAWG. TuWezeshe helped her approach activism with an intersectional lens, incorporating the diverse experiences of women into her work. The mentorship and networking opportunities further strengthened her advocacy, allowing Hajer to collaborate with other advocates to push for meaningful change in the fight for women's rights. Hajer's advice for newcomers: "Embrace your journey! Be excited about how you will change and grow throughout the fellowship."

Spotlight 2:

The African Women Leadership Forum
The Tuwezeshe Challenge Programme is offered to fellows who have completed their SAPs and want to take up more activism. Afua's TuWezeshe Challenge project, the African Women's Leadership Forum, a virtual training initially attracted 833 applicants. However, the programme worked with only 30 women, equipping them with leadership skills and providing a powerful platform to address critical issues affecting women and girls in their communities. Through transformative "Let's Talk About It" sessions, participants shared their personal journeys, creating a collective narrative of resilience, courage and empowerment. The project inspired women from East and West Africa to reflect on their experiences, embrace their potential, and take steps to create lasting change. A highlight of the project is a forthcoming book that chronicles the transformative journeys of these 30 young African women. The book captures personal stories, reflections and aspirations, interwoven with insights from the staff of our partner organisation, Precious Fountain Foundation based in Nigeria. The chapters are dedicated to the speakers' impactful topics. Afua intends to make this an annual event.

3.5. Strategic Goal 5: - **Empower Communities** - We will support communities in tackling violence against women and girls, through capacity building, access to holistic support and well-being services.

This goal underpins our community response and empowerment activities, including the Community Champions Leadership Programme, provision of specialist support and community engagement work of FORWARD. This goal includes three strategic partnerships in London and Bristol. The **Ascent Ending Harmful Practices** – covers 13 London Boroughs and the **P/ACT** initiative includes 4 boroughs. In total we work with over 20 boroughs in London and in Bristol.

Ongoing initiatives include the **Ealing FGM Awareness Project**, the **Pan-London Specialist Support and Safety Service,** to reduce risks and harm for survivors and their children. The **No Recourse to Public Funds (NRPF) Specialist Support** for women on spousal visas subject to NRPF and **Mend the Gap Phase 2**, the latter is the second year of a partnership project led by FORWARD in collaboration with Refugee Women of Bristol and Home Girls Unite. We trained 19 Community Champions in London and Bristol who have gone on to work on multiple social action projects.

"I recently got recommended your community and it has completely changed my life (not even exaggerating). I moved from France to escape my eldest daughter role because my mum and sister overly depended on me. This dependency was causing a lot of tension and negatively impacting our relationship. I am now in a much better place, about to get married and recently got a new job. I have my therapist and home girls to thank for that. My therapist actually recommended Home Girls to me; I didn't know such platform existed. Today's Hike was amazing!! I met so many amazing women. I now recommend it to every eldest daughter I meet. Can't wait for the next event. Thank you" **Service user 32, Mend the Gap Project 2 Project Partner, Home Girls Unite**

Specialist Support Services-Service Users Stories of Change

"I reached a point of hopelessness, experiencing dejection, anger, and anxiety. Despite Universal Credit support, I struggled to eat properly, lost weight, and developed diabetes due to the inability to cook in emergency housing. FORWARD 's tireless efforts eventually secured me temporary accommodation, and I was joyfully reunited with my 13-year-old daughter, who has now started school in the UK. Throughout this challenging time, some service providers lacked compassion and discriminated against me due to language barriers. Many failed to provide interpreters, resulting in incorrect assessments based on my limited English proficiency. However, FORWARD stood out, offering emotional support, advocacy, and practical assistance in my native language." FORWARD service user.

"A week after attending one of the coffee morning sessions, I mustered the courage to call one of the FORWARD staff members. She was an Arabic speaker, which made it easier for me to express my feelings. I poured out my fears and anxieties to her. She reassured me, telling me I was in the right place and safe hands. She offered to provide emotional support, and we began a series of four sessions. With her guidance and support, I started to feel more confident. Finally, I booked my appointment for a cervical smear test. When I actually went through with it, I couldn't believe myself—I had done it! I felt so impressed and proud of my accomplishment.This journey taught me the importance of seeking support and not letting fear prevent me from taking care of my health. Thanks to FORWARD and the compassionate staff, I overcame my fears and took a crucial step towards ensuring my well-being." FORWARD Servce User

Tackling faith-based abuse is a major part of our community programme response due to the links between faith, culture and other forms of abuse. FORWARD is a founding member of two key national networks:

- **Faith and VAWG Coalition-** consists of over 20 organisations working at the intersections of faith, race, feminism and VAWG. In the past year we supported two events in London, a national conference on faith and domestic abuse and an event to mark 16 Days of Activism in December 2024.
- **Working Group for Spiritual and Ritual Abuse (SARA).** SARA brings together survivors of spiritual and ritual abuse together with academics, voluntary sector and safeguarding professionals to provide guidance and support on SARA. They held their first national conference in Manchester in November 2024 on 'Survivor Stories of Spiritual and Ritual Abuse'. FORWARD is expanding this area of work in the coming year to help raise visibility and policy engagement. FORWARD's Head of Programmes is one of the two deputy chairs of SARA and has been instrumental in expanding the remit of the National Working Group.

3.5. Strategic Goal 6: (Organisational/Internal) - Enhance Resilience - We will strengthen FORWARD's financial resilience, programme effectiveness, impact and learning.

Enhancing organisational resilience and effectiveness is the foundation that allows FORWARD to deliver effectively on our mission to transform responses to tackling VAWG. We want to ensure our organisation's growth, sustainability and staff wellbeing and development. In 2024 we introduced a number of activities and strategic initiatives that promote strengthening the efficiency of our internal, organisation-wide systems, fundraising and improving staff capacity and wellbeing.

Highlights of our work to strengthen our resilience as an organisation include:

- The Business Development & Strategy Team became fully functional in the year with the recruitment of a Lead and a Fundraising Officer. This team focuses on operationalizing our new strategic plan, fundraising and communication as well as monitoring and evaluation. This is timely as we plan our 40th Anniversary celebration.
- We upgraded our CRM system to Beacon to improve our fundraising work, our stewardship, and managing better our key relationships with funders and individual donors.
- Our monitoring and evaluation work have been enhanced with the support of an external learning partner and external consultant together with our staff, we are making progress in strengthening our evidence-based working. The successful outcome of the 2-year Innovation Fund in partnership with Essex University is an additional impetus to support our monitoring, evaluation and learning.
- Our HR systems are running well with regular staff supervision processed underway for staff as part of our plans for Investors In People Accreditation.
- Our bi-annual staff away days are critical for staff bonding, co-creation of the days have helped improve learning across teams through team presentations and reflective sessions as well as celebrations of our successes of the year.
- We are committed to strengthening staff capacity through ongoing training. This year, members of the Community and Youth team completed the Independent Domestic Violence Advocate training, providing staff new skills in supporting survivors of domestic violence. The training has also equipped caseworkers with a deeper understanding of police responses, anti-racist practices, and other essential strategies to ensure survivors receive informed and effective support.
- We strengthened the senior management capacity, where we conducted a training needs survey to identify key areas that need to be improved. We are in the process of providing ongoing targeted training to ensure senior management deliver better to those they line manage.

3.7. Collaborative Partners and Networks of FORWARD

Our collaborative approach allows us to pursue our strategic goal of building capacity in partner organisations and fostering alliances between African diaspora women's organisations. Above and beyond programme delivery, these partnerships also continue to be a primary channel for our advocacy and campaigning activities, both nationally and internationally.

FORWARD is an active member of the following national networks and partnerships:

- End FGM European Network (based in Brussels)
- End Violence Against Women (EVAW)

- Faith and VAWG Coalition
- Girls Not Brides UK (co-chair)
- Gender and Development Network (GADN)
- MOPAC Harmful Practices Forum (at the London Mayor's Office for Policing and Crime)
- UK Home Office Stakeholders Group
- ASCENT (with London Councils)

Supporting local and national level advocacy work forms a key strength of the community programme. FORWARD sits on multiple VAWG strategic engagement platforms which have focused on tackling Pan London and local level advocacy issues, this includes being part of EVAW campaign for the VAWG meeting during the elections. The ASCENT partnership has been instrumental in shaping funding decisions at Pan London level.

- Tri-Borough Harmful Practices Operational Group
- Harmful Practices Working Group SW London Boroughs
- Haringey VAWG CCR Group
- Haringey VAWG and BAMER Community Forum
- Lambeth VAWG
- Bexley DA Operational Forum
- Islington's BAMER forum
- Croydon's FGM Stakeholders Meeting
- Brent VAWG Forum
- Merton DA Forum

"We have increased collaboration with Local Authorities, VAWG Leads, Safeguarding Leads, Social Services, Health profs, police and others with more training planned for the coming weeks. One of the requests we have been getting from professionals is 'how to beat the FEAR of talking about FGM'. So, our next training session with the Tri-Borough will focus on this. Almost everybody knows the facts about FGM but they now need to know how to use the information learnt to tackle the practice and provide appropriate support for survivors as well as safeguarding girls and women at risk." FORWARD UK Programme Manager

Our partners we worked with in key boroughs in London are provided below:

Islington: KMEWO (Kurdish & Middle Eastern Women's Organisation Eritrea Women's Network **Croydon:** Centre for Change SARA's Women's support group MIND in Croydon **Haringey:** Hearthstone **Greenwich:** Amour Destine **Hammersmith and Fulham:** ASE **Brent:** PLIAS	**Southwark:** LOVO Women's Day Centre **Lambeth:** Let's Grow Gaia Centre Riverside Community Radio **Westminster:** Family Lives Hear Women Abdul Megeed Educational Trust Hope for Better Future **Barking and Dagenham:** Al-Madina Mosque North East London NHS Trust Metropolitan Police **Bexley:** One-Stop-Shop

3.8. External factors affecting our work

Policy Challenges: Despite the Labour government's new policy statement to half domestic abuse within a decade this has not translated into strategy. The continuous failure to tackle prevention, integrate a broader VAWG approach based on equality, human rights and inclusion of all survivors is creating barriers to services. The current policy focus does not reflect the whole-society approach or cross government focus needed to effectively end VAWG in our view. The hierarchy of abuse and lack of action on prevention work within communities is an urgent missing link within the UK as focus of policy is more on survivor support. Furthermore, the government's hostile immigration policies continue to be a major barrier to migrant women's access to full support and protection from the public sector. The lack of sustainable funding from government creates huge issues for the VAWG specialist women's sector (End Violence against Women Coalition, Sept 2025).

Underfunding of the Women's Sector: A joint survey conducted by Rosa and Pro- Bono Economics (March 2025) found that the women's sector is underfunded, poorly resourced and under the radar. "*Women's and girls' organisations face considerable pressures, often disproportionately so, compared with the wider charity sector. Demand for services has surged, with 91% of the organisations that completed the survey reporting an increase over the past year, and 93% expecting demand to continue to grow."* This is compounded by increased referrals to our services including signposting new arrivals to "by and for" organisations by the Home Office without any associated funding. This is putting strains on finances especially in the context of many Local Authority contracts requiring pre-financing of contracts and one-year extensions which put staff security and retention at huge risk for the sector. This creates huge challenges in delivery of services.

Access to justice and housing for migrant women: Domestic abuse survivors with no recourse to public funds (NRPF) including women with spousal visas often lack access to needed housing and legal support to escape abuse. Free legal advice for our service users is challenging due to cut backs in legal aid support and high demand for Pro Bono legal services, policy barriers in accessing housing as well as the general cost-of-living crisis. This has impacted on VAWG survivors who are unable to access legal services especially women experiencing domestic abuse and immigration barriers.

Increase in demand for services: For the second year in a row, we are seeing an increased demand for our services, especially from women with NRPF, who usually have more complex and multi-layered challenges in addition to VAWG. Mainstream services fail to meet the intersectional and complex needs of Black and minoritised communities. For this reason, we need culturally appropriate, specialist services which are gender-specific and trauma-sensitive reflected in government policy on VAWG. Many women face immense cultural pressure from their families to remain in abusive marriages due to 'honour' stigma, regressive ideas around 'shame' and control over women's lives. We also regularly observe a link between faith and women's experience of VAWG.

Far right riots continue to create unsafe environment for black and minoritized women and by and for women's organisations working with black and minoritized communities. There is heightened fear and insecurity as a result of the riots, increased levels of racism against immigrants as well as Islamophobia. A new report by Angelou Centre and Project Resist (2025) noted that the socio-political context of the UK has irreversibly changed as a result of Brexit, austerity and perceived fear of immigrants. The increase in anti-Muslim racism and anti-immigration violence are intertwined and unfortunately women with insecure immigration status are extremely vulnerable. This is also due to discriminatory immigrant policies which bar them for accessing services and creates further dependency on families and abusers. There is therefore an urgent need to tackle racial justice, gender justice and migrant justice to enable specialist services to be able to operate in an environment of equality, access and safety.

4. Financial Review

4.1. Overview of income and fundraising activities

FORWARD's financial objectives seek to ensure sound financial management and reporting, as well as planning for and mitigating any strategic and operational risks. Our leadership team, including the Board of Trustees and Senior Management oversees and manages the budget for the year and maintains diligent financial record-keeping on all expenditures and reserves. This joint objective is monitored quarterly by the Trustees, through the management accounts and the Finance Committee's work.

FORWARD's income over the year ended 31st March 2025 amounted to £871,410, compared with £703,082 in the year ended 31st March 2024. Total expenditure was £937,334 at year end on 31st March 2025, compared with £871,507 in the previous year ended March 2024. The total unrestricted funds carried forward on 31st March 2025 totalled £530,341, of which £326,761 were general funds and £203,580 were designated funds, while our restricted funds carried forward on 31st March 2025 amounted to £19,033.

FORWARD continues to make progress in increasing the diversity of its funding sources, despite the challenging economic climate and the shift in some of our historic funders' funding priorities. We also continue to focus our fundraising efforts on the further diversification of income sources, reaching out to more private trusts and foundations and exploring the development of other income generating income streams from commissioned services, such as our accredited FGM training, support casework and other consultancy services. We have also in the progress of finalising a two-year Knowledge transfer partnership (KTP) with The University of Essex, funded via Innovate UK, which would enhance FORWARD's financial stability through diverse strategies.

4.2. Reserves policy and going concern

FORWARD's reserves are based on unrestricted, general funds that are set aside to ensure our long-term ability to meet the charity's objectives and to ensure the continued operation of our programmes. The Board of Trustees have reviewed FORWARD's Reserve Policy taking account of current risks outlined in the organisation's risk register as well as the external policy and funding environment.

The minimum amount to be designated as our Operating Reserve has been set by the trustees to maintain ongoing operations and programmes for up to six months. FORWARD's current reserves policy aims to allocate up to 50 % of its annual budget expenditure as its emergency operating reserves. The Trustees have also agreed that in addition, this minimum level of the EOR at any time should be equivalent to up to six months' operating costs. This figure is reviewed annually by the Board of Trustees in relation to internal and external circumstances.

The current reserves are as follows:

- Total Reserves
- Restricted Reserves
- Designated Reserves
- Unrestricted Reserves

FORWARD remains a going concern. The Board of Trustees have assessed the organisation and is confident that FORWARD has adequate resources and staff to continue to operate for the foreseeable future. It consequently adopts the going-concern basis in preparing this report.

4.3. Grant-making and fundraising

FORWARD's trustees see sub-granting as an essential component of the organisation's charitable operations. This is predominantly the case for our charitable projects in Africa, but also our partnership work in the UK. This year, we provided sub-grants to four partners in the UK. We also supported the establishment on an affiliate partner in Ghana, with the aim to scale up our young women's leadership programme globally. This approach to sub-granting has become a strategic lifeline for the smaller organisations that we nurture and support; it enables them to access funds and grow their income as many do not have internal fundraising expertise.

The majority of our charitable work in Africa is carried out through sub-grants to our local partners. These partners are selected in line with our strategy of working with girls and young women. Partners are required to re-apply for their grant on an annual basis; the renewal of the grants is subject to contract-specific performance measures and financial adherence. All partners sign a Memorandum of Agreement in addition to a grant agreement and a financial grant agreement, detailing roles and responsibilities and outlining the grant conditions. FORWARD's staff conduct regular monitoring, including site visits, and provide our partners with technical support and capacity development. In the past year, we have only worked in Ghana, Sierra Leone and Uganda due to lack of funding for our Africa Programmes. The majority of this has focused on technical support and co-delivery of training activities.

Fundraising is the responsibility of FORWARD's senior staff members and is led by the Executive Director. In addition, this past year we have successfully recruited a new role, the Head of Business Development and Strategy, who brings in new skills on business development processes and will help to identify new areas for growing our income. In this reporting period, we also worked with an intern and an external fundraising consultant to support our fundraising activities.

Our fundraising work includes writing funding applications, working through partnerships to bid for contracts and commissioned work, and undertaking fundraising campaigns that target the general public. In addition, we are very grateful to our numerous individual donations and legacies who provide our unrestricted funding. Our individual donors generally provide us with monthly direct debits, while additionally, we also receive one-off donations through our website donation page.

5. Our Future Plans

2025 marks FORWARD 40th anniversary. We will do a series of events over the 2025-26 financial year on "Seeds of Change; 40 Years of Transformation" to showcase the impact of FORWARD's work over the 40 years of our existence. This will include a fundraising campaign, community conference as well as an anniversary event. We will strengthen the implementation of our strategic plan focusing on the 6 Es

1. **Engage decision makers**- provide evidence base to influence and engage key decision makers and explore the unfinished FGM policy agenda. A number of research studies are underway which will be finalised in 2025/26. We will initiate new work on faith, culture and VAWG to develop evidence to inform our policy work. Our advocacy work in Africa will focus on child motherhood issues.

2. **Educate professionals**- we plan to enhance our professional training and tailor our school-based advocacy and awareness work to suit different needs of professionals and communities. We will collaborate with University of Birmingham on a project to explore appropriate language to use in educational and campaign materials relating to FGM and help inform production of evidence-based guidance.

3. **Expand partnerships**- we will build on existing partnerships and target new partnerships especially with young women-led organisations, academics and funders to deliver better for women and girls. We plan to strengthen partnerships with the End FGM European Network and member organisations working with diaspora communities in Italy and Spain to share learning.

4. **Elevate young women**- scale up our young women's leadership training in the UK and in Africa and support existing Tuwezeshe Fellows who have set up organisations to strengthen their networks and organisations. We will support young women-led organisations we work with in Africa to build their systems and organisational capacity, providing funding and technical support. We are excited about strengthening our partnership work in Ghana with Tuwezeshe Global and ActionAid and expanding our young women's leadership training to a second region in Ghana. We will plan activities towards the 10th anniversary of the Tuwezeshe Programme in 2026. We will pilot our University Ambassadors Programme, UNIFied, in five London universities.

5. **Empower communities**- We will continue to provide specialist support services with a focus on trauma informed and survivor centred services through virtual and in person services. We will scale up our collaboration with Pan-London partners and build on the partnership with NHS services around community women's health, using community research and lived experience to share women's experience of accessing cancer services. We will build on our Community Champions Programme, including new 'Step Up' training to champions who have already been trained and set up a network of Community Champions.

6. **Enhance organisational resilience-** We will continue to prioritise our staffing and human resources development, particularly staff capacity, staff resilience and well-being, and consolidate our programme evidence and learning. Staff capacity and wellbeing and management were identified in our staff Away Day and senior staff surveys as areas that needed attention. Finally fundraising will be strengthened and scaled up with our new staff and systems to improve and diversify our income, develop policies on financial sustainability and resilience.

6. Structure, governance and management

FORWARD was established in 1983 and registered with the Charity Commission of England and Wales in August 1985 as a charity with registration number 292403. FORWARD is also incorporated as a charitable company limited by guarantee (Company No. 01921508), governed by a Memorandum and Articles of Association; its incorporation came into force on 11th June 1985.

6.1. The Board of Trustees

In accordance with the charity's Memorandum and Articles of Association, the Board of Trustees have the responsibility to oversee the business of the organisation. The minimum number of trustees on the Board - also known as Directors - is five; the maximum number is fifteen members. We currently have seven Board members. One member resigned in the year due to work demands and the board is currently recruiting new board members with expertise in fundraising and strategy.

In line with the Articles of Association, the Board should be comprised of individuals with knowledge of the socio-economic factors faced by BME women and girls. It should be made up of three-fifths (i.e. 60 percent) of members of African descent and have at least a 75 percent representation of women. This ensures the effective participation in decision-making by those who are most affected by the issues that FORWARD works on.

The Board of Trustees meet four times a year. Seven Trustees served on the board in this reporting year. FORWARD's Trustees can co-opt new board members during the year, where needed, to fill vacancies or to meet any skills deficit identified by the Board. There are currently two honorary officers on the Board; the Chair and the Treasurer. All the Trustees are full members of FORWARD.

The Board of Trustees' work is governed by the seven principles of the Charity Governance Code. This includes organisational purpose, leadership, decision-making, risk and control through the monitoring of financial and operational systems and annual planning, risk analysis and risk management. The Board ensures that FORWARD complies with all relevant financial policies, regulations and good practices, and conducts an annual review of its work.

The Board now has three functioning sub-committees: Finance and Human Resources; Fundraising and Communications; and a new committee, Strategy and Governance, which will ensue that the board fulfils its legal, ethical, and functional responsibilities in relation to the overall mission and vision of the organisation. The Finance Committee provides oversight on financial and risk management matters, while the Fundraising and Communications committee oversees visibility and digital funding matters.

A skills audit of its members is conducted annually by the Board. For skill areas that are identified as needing further expertise, a selection process is started to identify potential new candidates, using advertisements and charity trustee recruitment organisations. The Board is currently seeking to recruit an additional male member of the Board.

New trustees are required to serve for a period of up to a year in an observer status. The induction training for new trustees addresses their legal obligations under charity and company law, the Charity Commission's guidance on the meaning of public benefit, and in general the duties and responsibilities of the Board. This induction process includes the provision of relevant statutory documents and reports, including copies of the charity's Memorandum and Articles of Association, its latest finance and annual reports, and an overview of current trustee roles.

6.2. Organisational management, staffing and volunteers

The Executive Director is appointed by the Board of Trustees to manage FORWARD's operations efficiently. The Executive Director holds delegated authority from the Board to manage operational matters, including finance, employment and programme planning and execution. This role is performed with the support of the Senior Management Team (SMT), together they are responsible for the implementation of the organisation's strategic plan and for realising FORWARD's mission and vision. The salaries of the Executive Director, Senior Management Team and members of staff are reviewed annually by the Board of Trustees. Provided that the necessary funding is available, the Board normally raises them in accordance with the annual change in average earnings within the Charity Sector.

16 members of staff worked with FORWARD in this reporting year, comprising 11 part-time and four full-time employees. Additionally, we worked with four sessional workers and two consultants supporting finance and monitoring and evaluation.

We have been successful in continuing to recruit Community Champions, permitting them to transition to staff members and sessional workers. Additionally, over the course of the year, four interns and five volunteers supported the organisation with a wide range of tasks. Our youth work is supported by 10 volunteers who are members of the Young Women's Advisory Committee, who provide oversight and guidance to our youth programme. FORWARD recruits new volunteers and interns through adverts published on our website and through recommendations from stakeholders and community advocates. We continue to improve our on-boarding procedures to ensure all new staff members are adequately supported and to facilitate their settling in at FORWARD.

Our current organisational structure is made up of

- Programmes and Support Services - covering the community, youth, and Africa work; Business Development & Strategy - made up of business development, fundraising, communication, monitoring and evaluation
- Technical, Training and Commissioning Services - which oversees our training and commissioned work and
- Central Operations Office - supports overall operations, administration, finance and human resources.

6.3. Related party transactions

In our operations over the past year, there were no related party transactions to disclose as at the end of March 2025.

6.4. Risk management

The Board of Trustees undertake periodic analyses of the major risks that the organisation faces, or is exposed to, in line with FORWARD's risk management policy and risk register. The risk analysis is reviewed twice a year during Board meetings. The analysis includes:

- The six-monthly review of FORWARD's risk matrix and the principal risks; the Board of Director's reports to each board meeting, which also include a review of key risks to the organisation.
- The development of appropriate policies, procedures and actions to mitigate any risks identified (including programme risk areas, which are reviewed every quarter).
- The development of procedures, plans and actions to minimise, mitigate and manage potential and identified risks to the organisation.

The principal risks that faced FORWARD this past year included financial risk, governance risks, operational risks and risks pertaining to the ongoing cost-of-living crisis. The charity's Treasurer and the Board's Finance and Human Resources Committee are together tasked with regularly reviewing the financial risks to which FORWARD could be exposed while we conduct our work, both internally and externally. Oversight of the risk register more generally is delegated by the Trustees to the Executive Director, who is tasked with reporting on it to the Board on a regular basis.

As a further element of our approach to effective risk management, external consultants are contracted to undertake end–of-project evaluations for every project, focusing on the choice of programme areas, project outcomes, value-for-money and budgetary considerations. We have also started to work with external learning partners on some of our projects, who provide on-going support to enhance the effective monitoring and evaluation of our work. The external consultants' reports confirm our adherence to financially sound practices, in line with SORP guidelines, and ensure transparency and scrutiny.

Finally, we continue to monitor the impact of the cost-of-living crisis and recent far right riots nationally on staff well-being; FORWARD continues to prioritise these risk areas. We have put in place a policy on safety measures to protect staff and volunteers, which aims to address potential risks associated with staff working remotely and helps us to provide staff and volunteers with ongoing support, including well-being supervision and flexible working, as well as professional training.

RESPONSIBILITIES OF THE TRUSTEES

The Board of Trustees is responsible for preparing the Trustees' Annual Report, the Chairman's Statement and the financial statements, in accordance with the applicable laws and regulations.

Company law requires the Board of Trustees to prepare financial statements for each financial year. Accordingly, the Trustees have prepared the financial statements in compliance with the United Kingdom's Generally Accepted Accounting Practice and the law applicable to charities in England and Wales. The financial statements are required by law to provide a true and fair view of FORWARD's financial situation, including incoming resources and the application of these resources by the charity.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on a going-concern basis, unless it is inappropriate to presume that the charity will continue in operation.

The Board of Trustees is responsible for keeping proper accounting records that disclose with reasonable accuracy, at any time, the financial position of the charity and for ensuring that the annual financial statements comply with the Companies Act of 2006. The Trustees are also responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud and other irregularities.

The Board of Trustees

The members of the Board of Trustees are FORWARD's directors for the purposes of company law and its trustees for the purposes of charity law, serving during the past financial year and up to the date of this report, as set out on page 3.

In accordance with company law, as the company's directors, we certify that:
So far as we are aware, there is no relevant audit information of which the company's auditors are unaware, and that, as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant auditor information and to establish that the charity's auditors are aware of that information.

Auditors

The trustees have considered the auditor's performance, independence, and the requirements of good governance regarding auditor rotation. Having concluded that continued appointment may be in the best interests of the charity, A proposal to re-appoint Goldwins as auditors for the forthcoming year will be put forward at the next trustees meeting in January 2026.

Approved by the Board of Trustees and
Signed on its behalf by:

.....
Trustee - Dr Lisa Smith

15 November 2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

Opinion

We have audited the financial statements of the Foundation for Women's Health Research and Development for the year ended 31 March 2025, which comprise the Statement of Financial Activities, the Balance Sheet, the statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is the applicable law and the United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as of 31 March 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the section of our report entitled Auditor's responsibilities for the audit of the financial statements. We are independent of the Charity, in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to the going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, to consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material

misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the Directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters, where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give an accurate and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting, unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements in their entirety are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance. However, it is not a guarantee that an audit conducted in accordance with the ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect to irregularities, including fraud. The extent to which our

procedures can detect irregularities, including fraud, is set out below.
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
    - Identifying, evaluating, and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
    - Detecting and responding to the risks of fraud and whether they had knowledge of any actual, suspected, or alleged fraud;
    - The internal controls that are established to mitigate fraud risks or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these against supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management overriding of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in establishing accounting estimates were indicative of a potential bias, and tested significant unusual transactions or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters that we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, this report, or the opinions we have formed.

…….
Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Foundation For Women's Health Research And Development (Limited By Guarantee)

Statement of Financial Activities (Incorporating An Income and Expenditure Account)

For the year ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	**2025 Total funds £**	2024 Total funds £
Income from:					
Donations and legacies	3	68,958	–	**68,958**	92,594
Charitable activities:	5				
Africa programme		–	–	**–**	27,978
Capacity building		20,000	132,907	**152,907**	50,000
Community programme		12,500	589,583	**602,083**	477,896
Youth programme		–	29,812	**29,812**	30,400
Public education, training & other		10,010	–	**10,010**	16,562
Other trading activities		–	–	**–**	–
Investments	4	7,640	–	**7,640**	7,652
Other		–	–	**–**	–
Total income		119,108	752,302	**871,410**	703,082
Expenditure on:					
Raising funds	6	1,089	–	**1,089**	1,254
Charitable activities					
Africa programme	6	20,000	–	**20,000**	192,105
Capacity building		17,557	124,344	**141,901**	39,530
Community programme		12,500	624,307	**636,807**	513,966
Youth programme		–	29,812	**29,812**	36,204
Other		107,725	–	**107,725**	88,448
Total expenditure		158,871	778,463	**937,334**	871,507
Net income / (expenditure) before net gains / (losses) on investments		(39,763)	(26,161)	**(65,924)**	(168,425)
Net gains / (losses) on investments		–	–	**–**	–
Net income / (expenditure) for the year	7	(39,763)	(26,161)	**(65,924)**	(168,425)
Transfers between funds		(4,557)	4,557	**–**	–
Net income / (expenditure) before other recognised gains and losses		(44,320)	(21,604)	**(65,924)**	(168,425)
Net movement in funds		(44,320)	(21,604)	**(65,924)**	(168,425)
Reconciliation of funds:					
Total funds brought forward		574,661	40,637	**615,298**	783,723
Total funds carried forward		**530,341**	**19,033**	**549,374**	615,298

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Foundation For Women's Health Research And Development (Limited By Guarantee)

Balance Sheet

Company no. 1921508

As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	12		**3,818**		6,494
			3,818		6,494
Current assets:					
Debtors	13	**101,609**		83,185	
Cash at bank and in hand		**511,340**		604,439	
		612,949		687,624	
Liabilities:					
Creditors: amounts falling due within one year	14	**67,393**		78,820	
Net current assets			**545,556**		608,804
Total assets less current liabilities			**549,374**		615,298
Creditors: amounts falling due after one year			**–**		–
Net assets			**549,374**		615,298
Total net assets			**549,374**		615,298
The funds of the charity:	18				
Restricted income funds			**19,033**		40,637
Unrestricted income funds:					
Designated funds		**203,580**		206,187	
General funds		**326,761**		368,474	
Total unrestricted funds			**530,341**		574,661
Total charity funds			**549,374**		615,298

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on 15 November 2025 and signed on their behalf by

Dr Lisa Smith
Treasurer

Foundation For Women's Health Research And Development (Limited By Guarantee)
Statement of Cash Flows

For the year ended 31 March 2025

	Note	2025		2024	
		£	£	£	£
Cash flows from operating activities	19				
Net cash provided by / (used in) operating			**(89,819)**		(142,942)
Cash flows from investing activities:					
Dividends, interest and rents from investments		–		–	
Proceeds from the sale of fixed assets		–		–	
Purchase of fixed assets		(3,280)		(4,893)	
Proceeds from sale of investments		–		–	
Purchase of investments		–		–	
Net cash provided by / (used in) investing			**(3,280)**		(4,893)
Net cash provided by / (used in) financing activities			–		–
Change in cash and cash equivalents in the year			**(93,099)**		(147,835)
Cash and cash equivalents at the beginning of the year			**604,439**		752,274
Change in cash and cash equivalents due to exchange rate movements			–		–
Cash and cash equivalents at the end of the year	20		**511,340**		604,439

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with 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 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £600. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Website development	Over 3 years
Computer equipment	33.33% straight line
Fixtures, fittings and equipment	25% straight line

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates stakeholder pension scheme.

2 Detailed comparatives for the statement of financial activities (Prior year-2024)

	Unrestricted £	Restricted £	Restated 2024 Total £
Income from:			
Donations and legacies	77,594	15,000	**92,594**
Charitable activities:			
Africa programme	-	27,978	**27,978**
Capacity building	-	50,000	**50,000**
Community programme	3,000	474,896	**477,896**
Youth programme	-	30,400	**30,400**
Public education, training & other	16,562	-	**16,562**
Other trading activities	-	-	-
Investments	7,652	-	**7,652**
Other	-	-	-
Total income	104,808	598,274	703,082
Expenditure on:			
Raising funds	1,254	-	1,254
Charitable activities:			
Africa programme	85,709	106,397	192,105
Capacity building	-	39,530	39,530
Community programme	6,700	507,267	513,966
Youth programme	-	36,204	36,204
Other	88,448	-	88,448
Total expenditure	182,110	689,397	871,507
Net income / expenditure	(77,302)	(91,123)	(168,425)
Transfers between funds	(4,634)	4,634	-
Net movement in funds	(81,936)	(86,489)	(168,425)
Total funds brought forward	656,597	127,126	783,723
Total funds carried forward	574,661	40,637	615,298

3 Income from donations and legacies

	Unrestricted £	Restricted £	2025 total Total £	2024 Total £
Donations	47,016	–	**47,016**	40,055
Legacies	11,060	–	**11,060**	28,803
Gaskell & Wilkinson	–	–	**–**	15,000
Gift Aid	10,882	–	**10,882**	8,736
	68,958	**–**	**68,958**	92,594

4 Income from investments

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Investment income	7,640	–	**7,640**	7,652
	7,640	**–**	**7,640**	7,652

5 Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Africa Programme				
Comic Relief - Manda 2	–	–	**–**	25,000
Children's Dignity Forum- Haki Ya Binti Phase 2	–	–	**–**	2,978
Capacity building				–
Comic Relief	–	32,907	**32,907**	–
Barrow Cadbury Trust	–	100,000	**100,000**	50,000
Keystone CAF Fund	20,000	–	**20,000**	–
Community programme				
London Councils	–	48,130	**48,130**	48,130
National Lottery Community Fund	–	231,157	**231,157**	180,236
GLA-Ascent NRPF	–	69,244	**69,244**	48,604
GLA-Refuge - NRPF		93,949	**93,949**	78,073
London Borough of Ealing	–	42,250	**42,250**	39,000
MOPAC - Prevention & Action EHP	–	40,853	**40,853**	40,853
Tudor Trust	–	64,000	**64,000**	40,000
Royal Marsden Partners RMP	10,000	–	**10,000**	500
BME Health Forum	2,500	–	**2,500**	2,500
Youth programme				
London Councils-AVA Schs	–	–	**–**	15,300
February Foundation	–	–	**–**	10,000
WRC End Harmful Practices	–	29,812	**29,812**	5,100
Public education & training				
Imperial College	–	–	**–**	1,128
Training, consultancy and event	10,010	–	**10,010**	15,434
Total income from charitable activities	**42,510**	**752,302**	**794,812**	602,836

6 Analysis of expenditure

	Charitable Activities							
	Cost of raising funds	Africa Programme	Capacity Building	Community Programme	Youth Programme	Support costs	**2025 Total**	2024 Total
	£	£	£	£	£	£	**£**	£
Staff costs (Note 8)	–	7,000	46,900	353,330	25,000	90,313	**522,543**	505,656
Direct project cost								
Partnership and networking	–	5,927	33,865	68,653	–	–	**108,445**	105,255
Consultant and research fees	–	–	1,169	7,922	–	–	**9,091**	37,414
Monitoring and evaluation	–	–	1,000	27,095	–	–	**28,095**	17,254
Campaigning and advocacy	–	–	–	–	–	–	**–**	4,240
Training outreach & event	–	2,700	40,261	92,975	434	–	**136,370**	71,162
Publication and media	–	1,559	2,116	9,170	1,878	–	**14,723**	14,463
Travelling and subsistence	–	2,814	637	5,167	–	351	**8,969**	10,257
Support cost							**–**	
Organisational development	–	–	5,726	15,519	–	–	**21,245**	21,393
Membership & Subscriptions	–	–	–	335	–	232	**567**	1,758
Accounting and professional	–	–	–	–	–	354	**354**	794
Rent, utilities and rates	–	–	5,750	29,846	2,500	15,883	**53,979**	48,256
Printing and stationery	–	–	197	2,129	–	–	**2,326**	4,783
Insurance	–	–	1,840	2,000	–	–	**3,840**	3,654
Capital costs\IT	–	–	–	6,266	–	–	**6,266**	6,431
Fundraising and marketing	1,089	–	1,200	5,750	–	–	**8,039**	2,586
Depreciation	–	–	–	5,650	–	–	**5,650**	10,502
Audit fees	–	–	–	5,000	–	–	**5,000**	5,500
Sundry	–	–	–	–	–	–	**–**	(2,790)
Governance costs	–	–	1,240	–	–	–	**1,240**	2,006
Bank charges	–	–	–	–	–	592	**592**	933
Total expenditure 2025	1,089	20,000	141,901	636,807	29,812	107,725	**937,334**	871,507
Total expenditure 2024	**1,254**	**192,105**	**39,530**	**513,966**	**36,204**	**88,448**	**871,507**	

Of the total expenditure, £158,871 was unrestricted (2024: £182,110) and £778,463 was restricted (2024: £689,397).

Analysis of expenditure (prior year)

	Charitable Activities						
	Cost of raising funds	Africa Programme	Capacity Building	Community Programme	Youth Programme	Support costs	2024 Total
	£	£	£	£	£	£	£
Staff costs (Note 8)	–	71,648	10,000	313,971	27,965	82,072	505,656
Direct project cost							–
Partnership and networking	–	47,584	21,125	36,546	–	–	105,255
Consultant and research fees	–	15,843	–	21,536	35	–	37,414
Monitoring and evaluation	–	14,900	–	2,354	–	–	17,254
Campaigning and advocacy	–	4,240	–	–	–	–	4,240
Training outreach & event	–	2,881	7,711	56,423	4,147	–	71,162
Publication and media	–	5,353	600	4,221	661	3,628	14,463
Travelling and subsistence	–	7,337	94	1,755	34	1,037	10,257
Support cost							
Organisational development	–	8,373	–	13,020	–	–	21,393
Membership & Subscriptions	–	–	–	1,570	–	188	1,758
Accounting and professional	–	–	–	–	–	794	794
Rent, utilities and rates	–	10,300	–	32,815	3,276	1,865	48,256
Printing and stationery	–	–	–	4,697	86	–	4,783
Insurance	–	–	–	1,500	–	2,154	3,654
Capital costs\IT	–	1,000	–	5,431	–	–	6,431
Fundraising and marketing	1,254	400	–	932	–	–	2,586
Depreciation	–	–	–	10,502	–	–	10,502
Audit fees	–	1,000	–	5,000	–	(500)	5,500
Capacity Building costs	–	–	–	–	–	–	–
Sundry	–	–	–	–	–	(2,790)	(2,790)
Governance costs	–	1,134	–	872	–	–	2,006
Bank charges	–	112	–	821	–	–	933
Total expenditure 2024	1,254	192,105	39,530	513,966	36,204	88,448	871,507

7 Net incoming resources for the year

This is stated after charging / crediting:

	2025	2024
	£	£
Depreciation	**5,650**	10,502
Operating lease rentals:		
Property	**22,272**	22,272
Auditors' remuneration (excluding VAT):		
Audit	**4,167**	4,000

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	**412,957**	399,975
Social security costs	**37,778**	30,412
Employer's contribution to defined contribution pension schemes	**10,748**	10,469
Freelance staffs	**58,060**	54,900
Other staffs costs	**3,000**	9,900
	522,543	505,656

No employee earned more than £60,000 during the year (2024: nil).

The total employee benefits including pension and national insurance contributions of the key management personnel were £69,410 (2024: £66,855).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025	2024
	No.	No.
Charitable activities:		
Africa programme	**0.1**	2.9
Capacity Building	**1.9**	1.1
Community programme	**13.5**	13.0
Youth programme	**1.1**	1.7
Support	**3.4**	3.3
	20.0	22.0

10 Related party transactions

There are no related party transactions to disclose for 2025 (2024: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Website Development £	Computer Equipment £	Fixtures and fittings £	**Total £**
Cost				
At the start of the year	60,090	72,919	31,751	**164,760**
Additions in year	–	3,280	–	**3,280**
At the end of the year	60,090	76,199	31,751	**168,040**
Depreciation				
At the start of the year	60,090	66,425	31,751	**158,266**
Charge for the year	–	5,956	–	**5,956**
At the end of the year	60,090	72,381	31,751	**164,222**
Net book value				
At the end of the year	–	3,818	–	**3,818**
At the start of the year	–	6,494	–	6,494

All of the above assets are used for charitable purposes.

13 Debtors

	2025 £	2024 £
Trade debtors	**96,161**	78,167
Other debtors	**1,205**	806
Prepayments	**4,243**	4,212
	101,609	83,185

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	**25,622**	16,370
Other creditors	**–**	–
Accruals	**15,271**	32,450
Deferred income	**26,500**	30,000
	67,393	78,820

15 Deferred income

Deferred grant income comprises Keystone CAF Fund £20,000 and London Borough of Ealing £6,500.

	2025 £	2024 £
Balance at the beginning of the year	**30,000**	45,000
Amount released to income in the year	**(30,000)**	(45,000)
Amount deferred in the year	**26,500**	30,000
Balance at the end of the year	**26,500**	30,000

16 Pension scheme

The charity operates stakeholder pension scheme and has no pension liability as at the year end.

17 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	**Total funds £**
Tangible fixed assets	3,818	–	–	**3,818**
Net current assets	322,943	203,580	19,033	**545,556**
Net assets at the end of the year	**326,761**	**203,580**	**19,033**	**549,374**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	**At the end of the year £**
Restricted funds:					
Capacity building					
Comic Relief	–	32,907	(27,907)	–	**5,000**
Barrow Cadbury Trust	10,470	100,000	(96,437)	–	**14,033**
Community programme					
London Councils	–	48,130	(48,130)	–	–
National Lottery Community Fund	26100	231,157	(257,257)	–	–
GLA-Ascent NRPF	4067	69,244	(73,311)	–	–
GLA-Refuge - NRPF	–	93,949	(93,949)	–	–
London Borough of Ealing	–	42,250	(42,250)	–	–
MOPAC - Prevention & Action EHP	–	40,853	(40,853)	–	–
Tudor Trust	–	64,000	(64,000)	–	–
Comic Relief MOJ Fund	–	–	(2,926)	2,926	–
Lottery Community Fund-Cost of Living	–	–	(1,631)	1,631	–
Youth programme					
WRC End Harmful Practices	–	29,812	(29,812)	–	–
Total restricted funds	40,637	752,302	(778,463)	4,557	**19,033**
Unrestricted funds:					
Designated funds:					
Capacity Building Fund	200,000	–	–	–	**200,000**
Keystone CAF Fund	–	20,000	(18,050)	–	**1,950**
Fixed Asset designated Funds	6,187	–	–	(4,557)	**1,630**
Total designated funds	206,187	20,000	(18,050)	(4,557)	**203,580**
General funds	368,474	99,108	(140,821)	–	**326,761**
Total unrestricted funds	574,661	119,108	(158,871)	(4,557)	**530,341**
Total funds	615,298	871,410	(937,334)	–	**549,374**

Purposes of designated funds

Designated funds are unrestricted funds earmarked by the trustees for particular purposes stated as above.

Purposes of restricted funds

Income, which is received for specific projects, as - for example - grants, donations and earned income - is accounted for as restricted funds. If project funds are projected to be overspent, we take action early to reduce expenditure and/or raise more funds to cover the potential shortfall. If we continue to project and incur an unavoidable overspend, a transfer is made from unrestricted funds. The balances on restricted funds arise from income received for specific projects on which some expenditure is still to be incurred in the coming financial year. Each of the projects is described in more detail below:

Movements in funds (continued)

Purposes of restricted funds

Africa Programme: The Africa Programme supports our international development work of FORWARD, providing opportunities for the diaspora to have a voice in development conversations. This programme operates through local partners in Africa and through collaborations in the UK.

Community Programme: FORWARD's vision is to support communities to say no to FGM and end all forms of violence against women and girls and to take the lead in campaigning against FGM, child marriage and all forms of domestic and sexual violence and discrimination - enabling African women and girls everywhere enjoy equality, live in dignity, be healthy, and thrive free from fear of violence.

Youth Programme: FORWARD's youth team provides FGM awareness sessions in primary and secondary schools, colleges, other higher education institutions and universities nationwide. Through the Tuwezeshe Leadership Programme, FORWARD seeks to nurture young women to become resilient leaders and changemakers to drive/inspire social change in their communities and beyond and in taking action on VAWG and rights of African & minority ethnic girls and young women.

Capacity Building: FORWARD aims to strengthen coalition building within our partnerships to amplify their reach and community of experts working to end VAWG affecting African women and girls. Our work aims to enhance the capacity of partner organisations to deliver evidence-based programmes through equipping them with resources, tools and technical support.
Our Barrow Cadbury and Lloyds Bank Foundation funded Q-SEED-A Founders' Leadership pilot initiative, previously under our Youth Programme, has the overarching aim of increasing the resilience and capabilities of Global Majority (BGM) leaders in the criminal justice sector (CJS), through training and networking and enabling them to lead social change efforts at a time of great volatility and crises within the sector and help challenge and influence the CJS.

19 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2025	2024
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	**(65,924)**	(168,425)
Depreciation charges	**5,956**	10,808
(Increase)/decrease in debtors	**(18,424)**	29,079
Increase/(decrease) in creditors	**(11,427)**	(14,404)
Net cash provided by / (used in) operating activities	**(89,819)**	(142,942)

20 Analysis of cash and cash equivalents

	At 1 April 2024	Cash flows	Other changes	**At 31 March 2025**
	£	£	£	**£**
Cash in hand	604,439	(93,099)	-	**511,340**
Total cash and cash equivalents	604,439	(93,099)	-	**511,340**

21 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property		Equipment	
	2025	2024	**2025**	2024
	£	£	**£**	£
Less than one year	**19,256**	19,256	**-**	-
One to five years	**29,928**	49,880	**-**	-
	49,184	69,136	**-**	-

The charity has secured three years property lease effected from 1 October 2024.

22 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

23 a. Summary analysis of assets and liabilities by funds of previous reporting period (2024)

	General	Designated	Restricted	**Total funds**
	£	£	£	**£**
Tangible fixed assets	6,494	–	–	6,494
Net current assets	361,980	206,187	40,637	608,804
Net assets at the end of the year	368,474	206,187	40,637	615,298

b. Details of movement in funds during the previous reporting period (2024)

	At the start of the year	Incoming resources & gains	Outgoing resources & losses	Transfers	**Restated At the end of the year**
	£	£	£	£	**£**
Restricted funds:					
Africa Programme					
Comic Relief - Manda 2	50,719	25,000	(75,719)	–	–
Children's Dignity Forum- Haki Ya Binti Phase 2	11,691	2,978	(15,521)	852	–
Gaskell & Wilkinson	156	15,000	(15,156)	–	–
Capacity building					
Barrow Cadbury Trust	–	50,000	(39,530)	–	**10,470**
Community programme					
London Councils	–	48,130	(48,130)	–	–
National Lottery Community Fund- Mend the Gap 1	8,624	69,868	(73,636)	(4,856)	–
National Lottery Community Fund- Mend the Gap 2	–	110,368	(84,268)	–	**26,100**
GLA-Ascent NRPF	11,235	48,604	(55,772)	–	**4,067**
GLA-Refuge - NRPF	22,197	78,073	(100,270)	–	–
London Borough of Ealing	9,140	39,000	(48,140)	–	–
MOPAC - Prevention & Action EHP	7,560	40,853	(48,413)	–	–
MOPAC - VAWG Grassroots	–	–	(670)	670	–
Comic Relief/DCMS Fund	–	–		–	–
Comic Relief MOJ Fund	–	–	(7,968)	7,968	–
Tudor Trust	–	40,000	(40,000)	–	–
Youth programme					
Dr Martens Foundation	2,416	–	(2,416)	–	–
London Councils-AVA Schs	3,388	15,300	(18,688)	–	–
February Foundation	–	10,000	(10,000)	–	–
WRC End Harmful Practices	–	5,100	(5,100)	–	–
Total restricted funds	127,126	598,274	(689,397)	4,634	40,637
Unrestricted funds:					
Designated funds:					
Capacity Building Fund	200,000	–	–	–	200,000
Fixed Asset designated Funds	9,969	–	–	(3,782)	6,187
Total designated funds	209,969	–	–	(3,782)	206,187
General funds	446,628	104,808	(182,110)	(852)	368,474
Total unrestricted funds	656,597	104,808	(182,110)	(4,634)	574,661
Total funds	783,723	703,082	(871,507)	–	615,298

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT

England & Wales - Charity number 292403

Accounts

Company Registration Number 1921508
Charity Number 292403

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS

31 MARCH 2024

GOLDWINS
Chartered Accountants
75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT
(LIMITED BY GUARANTEE)
YEAR ENDED 31 MARCH 2024

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FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS

The Foundation for Women's Health, Research and Development (FORWARD) presents the report of its Board of Trustees for the year ended 31 March 2024.

Charity registration number: 292403

Company registration number: 01921508

Registered office: Suite 4.8 Chandelier Building
8 Scrubs Lane
London
NW10 6RB

Email: forward@forwarduk.org.uk
Website: www.forwarduk.org.uk

THE TRUSTEES AS AT 31 MARCH 2024

Dr Titilola Banjoko	Chair
Dr Lisa Smith	Treasurer
Joy Fraser-Amosun	
Ali Sakaria	
Aniesha Obuobie	
Kadra Abdinasir	
Vanessa Thomas	Appointed May 2023
Julia Klein	Resigned June 2023
Sarah McDonald	Resigned June 2023

Senior Management Team

Naana Otoo-Oyortey MBE	Executive Director
Toks Okeniyi	Head of UK Programmes
Mary Otuko	UK Programme Manager
Amy Abdelshahid	Head of Evidence & Knowledge Management
Fosdicka Crankson	Finance & Operations Consultant
Negar Zaman	Head of Business Development and Strategy

Bankers
Unity Trust Bank, 9 Brindley Place, Birmingham B1 2HB
NatWest, Strand Branch, P.O. Box 414, 38 Strand, London WC2H 5JB

Accountant
Goldwins, 75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT

1. Introduction

The Board of Trustees of the Foundation for Women's Health Research and Development (FORWARD) presents its annual report and audited financial statements for the year ended 31 March 2024.

This report from the Board of Trustees complies with the Charities Act 2011, the Companies Act 2006, and FORWARD's Memorandum and Articles of Association. It also aligns with the Statement of Recommended Practice (SORP) required of charities when preparing their financial accounts, according to the Financial Reporting Standard applicable in the UK and the Republic of Ireland.

1.1 Objects and Mission Statement

FORWARD's charitable objects are set out in its Memorandum of Association to guide the organisation's work. The organisation's strategy and objectives are developed and shaped within this framework. FORWARD's charitable objects are as follows:

(A) To promote good health and human rights, and to empower children and women, particularly African girls and women, wherever they reside.

(B) To eliminate gender-based discriminatory practices, including violence against women and girls, and to relieve the suffering of African children and women caused by those practices and compounded by poverty, ill health or distress, or arising from culture, tradition, public policy or legislation.

1.2 FORWARD's Vision and Mission

Our Vision

We want to see African women and girls everywhere live in dignity, be healthy and thrive.

Our Mission

We are the pioneering organisation led by and for African women, working to end violence against African women and girls. We work to end child marriage, female genital mutilation (FGM), domestic and sexual violence, and associated harms.

We work to transform responses to violence against African women and girls through the delivery of specialist support services, partnerships and community interventions.

At FORWARD, we focus on amplifying the voices and lived experiences of African women and girls to make positive change. We provide culturally appropriate, and trauma-informed support on the ground by bringing together partner organisations and communities, fostering skills and knowledge, and nurturing resilient leaders.

We work strategically with decision-makers and practitioners to conduct community research, build partnerships and create opportunities for gender justice and social transformation.

Our Strategic "E" Goals

We exist to enable African women and girls to achieve gender equality and the fundamental human rights that they deserve. In the past year, we have reviewed FORWARD's strategic goals, taking account of the changing environment in which, we operate. This has led us to adopt six new "E" goals to guide our work from 2024 to 2027:

Goal 1 - **Engage Decision-Makers** - We will enable African women and girls to use their agency and lived experience to influence policy and funding decisions on abuse and gender equality.

Goal 2 – **Educate Professionals** - We will enable frontline agencies and schools to become culturally competent, and embed inclusive and equitable responses that safeguard's everyone's right to thrive.

Goal 3 - **Expand Partnerships** - We will strengthen existing and new partnerships, and young women-led organisations, enabling them to deliver transformative change for African women and girls.

Goal 4 – **Elevate Young Women Leaders** - We will nurture resilient young women leaders to drive social change movements in their communities and beyond.

Goal 5 - **Empower Communities** - We will support communities in tackling violence against women and girls, through capacity building, access to holistic support and well-being services.

Goal 6 (Organisational/Internal) - **Enhance Resilience** - We will strengthen FORWARD's financial resilience, programme effectiveness, impact and learning.

2. How We Work

2.1. What drives our work

Global crises, political conflicts and regional instability have meant that progress in combatting violence against women and girls (VAWG) has been significantly impacted. The UN Sustainable Development Goal 5 on Gender Equality sets 2030 as the global target for achieving gender equality for women and girls, including ending VAWG. Yet, worldwide, 736 million women alive today are still estimated to have been subjected to physical and/or sexual intimate partner violence, non-partner sexual violence or both at least once in their lives (UN Women, 2023).

VAWG is defined by the UN as 'violence that is directed against a woman because she is a woman, or violence that affects women disproportionately'. At FORWARD, our work centres on tackling multiple forms of VAWG, particularly female genital mutilation (FGM) child marriage and domestic and sexual abuse. A 2024 UNICEF report shows that over 230 million women and girls worldwide have undergone female genital mutilation. This is higher than the previous statistic, released in 2022, which estimated that 200 million women and girls globally had undergone FGM. On the issue of child marriage, the evidence shows that 640 million girls and women were married before they reached 18 years of age UNICEF, 2023).

Early sexual initiation, sexual violence and child marriage results in child motherhood. Although globally, there has been a reduction in child mothers, Africa still has higher rates of births to 15-to-19-year-olds. World Health Organisation data in 2023 showed a total number of 6,114,000 births to African girls aged 19 or younger.

2.2. How we deliver on our strategic goals

In setting out our annual work programme, FORWARD adheres to Charity Commission's general guidance on public benefit. The Board of Trustees ensures that the organisation's objectives and activities contribute to its charitable objectives and aims.

FORWARD delivers its operations from our offices in London and undertakes wide-reaching partnership work in the UK, Europe and Africa. We value our partnerships, as they are central to our work, building long-term relationships with our implementing partners on the ground - notably by providing them with sub-grants, technical support, connections and resources. Our partnerships enable us to reach a greater number of vulnerable and at-risk girls and women, and on a greater scale. They also help us to build up local capacity and thus to ensure the sustainability of our programme outcomes, while at the same time enabling us to make the best use of local knowledge. Their valuable insights regularly inform all of our work.

In the past year we have revised the organisational delivery structure and defined four operational work streams:

- **Business Development and Strategy** - this new work stream is in line with our new strategic goal to strengthen organisational resilience. It focuses on supporting our business development processes, our fundraising and our advocacy work, as well as the monitoring and evaluation of all business processes and programme delivery.

- **Programmes and Support Services** - the unit responsible for our specialist community support services, youth engagement and partnership working. This year, FORWARD's community programme was active in 25 London boroughs, engaging with new partners in London and continuing to support a long-term partner in Bristol. In addition, we also carried out partnership work in four African countries.

- **Technical Training and Commissioning Services** - a newly revamped team that consolidates all the training programmes provided by FORWARD, to strengthen their impact, while also seeking access to unrestricted funding through commissioned training and research services.

- **Central Operations Office** - provides general organisational support to all teams and ensures that they have the relevant human, administrative, financial and resource capacity to deliver effective programmes. Additionally, the team has oversight over our organisational policies and provides governance support.

2.3. Our programme activities

FORWARD is a "by and for", African women-led organisation. Our operational programme areas develop and deliver best-practice responses to multiple forms of violence against women and girls (VAWG). The core pillars underpinning our programme work – which sits alongside FORWARD's other more systemic interventions, such as policy advocacy, training of frontline professionals and research - including prevention, protection through safeguarding, provision of support services and partnership development. FORWARD delivers this concrete work in the field in the UK, Africa and Europe, often working through local partners and collaborative programmes. We adopt a rights-based and trauma-informed approach during the delivery of all our specialist services and training offerings. The table below outlines in more detail how we deliver our programme activities.

How we deliver our work

Specialist Support and Advice We provide sign-posting, referrals and specialist advice, both by telephone and face-to-face. We also deliver one-to-one and group counselling and psychotherapy services to women affected by various forms of abuse and trauma; these are available in multiple community languages.	**Community Outreach and Engagement** We engage with local communities, faith leaders and groups of men, providing safe spaces and resources to support discussions around the issues related to FGM and other forms of VAWG, and to train community members in advocacy around FGM and other forms of VAWG.	**Training Development and Consultancy** We deliver accredited and tailored training programmes to key professionals & community women changemakers, to enable them to respond appropriately to the needs of Black and minoritised women & girls. We also provide family psychosocial education, commissioned by courts and Social Services.
Partnerships We build strategic partnerships with women-focused organisations and other partners and offer them capacity-building and financial support, as well as technical advice, advocacy and campaigning, research, network building, monitoring and evaluation.	**Policy and Advocacy** We engage with policy-makers and decision-makers at local and national levels, to influence their policy choices by sharing key research insights, and to inform policy development with the lived experiences of women from Black and minoritised communities.	**Participatory Research** We conduct participatory research, contributing to the valuable and still nascent body of evidence that can help to shape better programmes and policies that seek to address multiple forms of violence against Black and ethnic minority women and girls.
Young Women's Leadership We run feminist leadership training programmes for young women from Black and minoritised communities, building up their knowledge of VAWG, self-confidence and leadership skills, and providing sub-grants and mentors to spur on their social action initiatives.	**Young Women's Advisory Council** This external group of young women leaders provides FORWARD with advice and guidance, and co-delivers our youth hub activities. The YWAC helps us to ensure that FORWARD's work is informed by the needs and lived experiences of young women of colour.	**Community Advisory Group** This external group of diaspora community members also gives FORWARD valuable strategic advice, guidance, technical support and insights regarding the effective planning, implementation and review of our community projects.

2.4. Who benefits from our services?

FORWARD is an African women-led, "by and for" organisation, delivering services to women and girls from African, Black and minoritised communities. That said, we also partner with other organisations sharing our values, to ensure that all vulnerable women, especially those from different backgrounds, can access the specialist services that we provide.

In the UK, our community programme benefits black and minoritised girls and women of African heritage as well as from Arab and Middle Eastern communities. We also work with asylum seekers, refugees and migrant women. We engage with key stakeholders through our work, including statutory professionals, community organisations and the general public.

In Africa, our work benefits marginalised girls and young women in Sierra Leone, Tanzania, Uganda, and the Gambia. Our programmes specifically target those most affected by – or at risk of – child marriage, sexual abuse, teenage pregnancy and FGM. In addition, other beneficiaries of our work in these countries include adult women and men (including parents), young men and boys, and community leaders; we operate through schools and local communities to reach them.

2.5. Public Benefit

The Board of Trustees has referred to the guidance provided by the Charity Commission regarding public benefit in reviewing the charity's aims and objectives and in planning its activities and services. The Trustees ensure that FORWARD's programme activities contribute to the organisation's aims and objectives and that they benefit the public. The Trustees also strive to identify risks and potential harm to the organisation's operations and programmes in good time, and to ensure that these are minimised and do not hamper the public benefit of its activities.

3. Achievements and Performance in the Year

FORWARD's work enables African women and girls to gain vital skills, develop greater self-confidence and access the support they need. Our training and outreach programmes aim to build their resilience, improve their well-being and develop their leadership capacity to transform their lives. We work at multiple levels, engaging women, community members and our local partners, building on all their vital insights to inform and shape policy and practice.

We are committed to evidence-based programming; we therefore assess the performance and outcomes of our work in multiple ways. This includes regular monitoring, risk management, assessment of progress targets and evaluation, and then using this learning to adjust our programmes. We use various quantitative, qualitative and participatory methods to monitor the delivery of our activities, and to evaluate their outcomes, including periodically engaging independent external consultants to assess our work.

The programme achievements presented here represent the outcomes of the final year of FORWARD's previous strategic plan, which ran from 2020 until 2024 and was structured around five strategic goals (differing somewhat from our six new "E" goals, C.f. Page 5 above).

3.1 Strategic Goal 1: Influence the policy agenda on violence against African women and girls

The outcome focuses on increasing engagement with policymakers to recognise new, holistic policy approaches based on prevention, protection, prosecution and service provision in relation to VAWG, with a particular focus on the issues of FGM, sexual violence and child marriage.

Increased engagement of key communities and policy makers to ensure holistic approaches to tackling FGM

In the past year, FORWARD has been part of a new advocacy initiative on FGM. ACERS-UK is a project advocating for **A**ccess to **C**litoral **R**econstruction and **E**motional **S**upport for FGM survivors within a research framework, which aims to build the evidence for FGM reconstructive services and advocate for its commissioning in the UK. The collective meets once a month and includes FGM survivors/women with lived experience; health care professionals and representatives from charities who support females living with FGM.

This new and exciting policy initiative aims to establish a national FGM reconstructive Centre of Excellence that integrates psychosexual assessments, psychotherapy and other treatment alternatives alongside the option of surgical reconstruction. A parliamentary petition forms part of the advocacy action. This initiative is a direct response to the lack of reconstructive services in the UK. The UK was instrumental in the establishment of specialist FGM services in Europe, but now, women are increasingly travelling abroad from the UK to access these services in continental Europe, which can be costly and unregulated.

London Violence Against Women and Girls Consortium (LVAWGC)

As part of our joint advocacy work with strategic partners, we have made some policy gains with the London Violence Against Women and Girls Consortium (LVAWGC). This alliance has 27 members and was set up 13 years ago in response to competitive commissioning processes run by public-sector funders.

The partnership has succeeded in shaping funding allocation to the sector, and other joint advocacy work in London. Currently the consortium delivers over £8million worth of services pan-London, to over 30,000 women and girls, and it has developed considerable influence across London, within London Borough Councils, the Mayor's Office for Policing and Crime, and the Greater London Authority (MOPAC).

The consortium has secured additional funds for its members' work through the Mayor's Grassroots fund, the Tier 1 duty and London Council's No Recourse to Public Funds (NRPF) partnership (both relate to visa conditions that define migrants' and asylum seekers' access to benefits in the UK). The consortium has also won new funding to support its advocacy for the improved provision of safe and suitable accommodation to women and children experiencing violence. This work will tackle issues around gatekeeping and the speed of assessments of cases, allowing a more timely and appropriate implementation of Section 17 (protection of vulnerable children and their families by local authorities under the Children's Act 1989).

3.2. Strategic Goal 2: cascading evidence-based interventions, models of good practice and social norm change

This goal is accomplished through the improved design and implementation of our programmes, the generation and use of robust evidence to inform our decision-making, and the strengthening of the capacity of the partner organisations we collaborate with. By focusing on these areas, we aim to ensure that our efforts are more effective, sustainable, and responsive to the needs of the communities we serve. These efforts are highlighted below:

Completion of Research Projects and Evidence Generation
We have set in motion a number of ground-breaking research initiatives which will help share our learning and shape policy**.** The next reports to be completed will be published in the coming year include the following:

- Diaspora Changemakers in the Global Movement to End Female Genital Mutilation: Amplifying Their Voices, Experiences, and Impact
- Bridge-Builders for Communities and Services: Showcasing Community Champions' Journeys & Voices in London & Bristol
- Sexual harassment and assault in London public spaces

Development of an E-Learning Offering on FGM

In the past year we have worked on developing an e-learning platform to enhance our training offer for professionals on FGM. This is a new endeavour that should enable us to improve our learning management systems and help to generate new income. The platform, which will be accessed through FORWARD's website, forms part of our new strategy to increase our learning offerings for professionals.

Embarking with Q-SEED Founding Leaders to Tackle the Criminal Justice System

Q-SEED is a collaboration between FORWARD and Black Men 4 Change supported by mainstream organisations Change Grow Live (CGL) and Clinks, with funding from Barrow Cadbury and the Lloyds Bank Foundation. The project aims to kindle fundamental reform of the criminal justice system through transformative leadership and policy engagement.

This 24-month pilot project seeks to redress the power disparity between establishment actors who hold the majority of funding resources, and members of marginalised Black and Global Majority communities who often lack a voice, but can be seen as among the best-informed experts by virtue of their experience and training, and are often best-placed to deliver transformative services for racialised communities. **Q-SEED** consists of three distinct pillars: personal development, systems thinking and organisational development. 16 leaders have been recruited to be part of this pilot project.

3.3. Strategic Goal 3: nurturing young women to become resilient leaders and change-makers

This goal centres on empowering young women leaders who choose to take up activism, to transform their lives and support their peers. In so doing, we also focus on cultivating a strong sisterhood between these young change-makers and thus building a vibrant movement. Our programmes for young women are designed to foster their resilience, technical skills and soft skills, ensuring that they are fully equipped to be powerful and effective change-makers. The main achievements over this past year in this area are outlined below.

Strengthening the capacity of young women's organisations

We supported 4 young women's organisations in 2023-24, based in Sierra Leone, Tanzania, Uganda and the UK, providing them with organisational development support through our **FAST model**. This streamlined model focuses our efforts on funding support, accompaniment through mentoring and continuity of relationships, and sustained technical support.

In Sierra Leone, we worked with two local consultants to strengthen the financial systems, governance, communication and fundraising capacities of the Girl to Girl Empowerment Network (G2G).

Spotlight on Mary Stevens, Programme Coordinator of the Girl-to-Girl Empowerment Network (G2G)

"Since the inception of G2G, FORWARD has provided [us with] access to funding from trusts, foundations and individual donors, mentorship and technical support, and linked us to new opportunities. This has helped G2G to grow from four community networks to 10 networks, [now with a total of] 450 members aged 10-35. FORWARD has guided us in proposal writing and organisational capacity-building, including governance, finance and strategy. FORWARD has been instrumental in our securing a 6-year grant from Comic Relief.

"Our partnership with FORWARD has helped us to understand the value of organisational development. The development of our systems, staff development, key policies and processes through their sustained technical support has provided a foundation for us to improve our performance and expand our work. We [have also] gained from other new partnerships that FORWARD facilitated.

"One of my greatest achievements has been in my leadership journey, in leading the team through major organizational change to a fully functioning young women-led organisation - and FORWARD has played a very important role in my leadership journey by providing capacity-building training to enhance my skills and confidence especially."

In Tanzania, meanwhile, our technical support enhanced the profile and organisational systems of WEEDO.

The insights and learning gained from partnership with FORWARD: a narrative shared by Rehema Konza, Director of WEEDO

"WEEDO has grown significantly because of this partnership, [as] we realised that there were several areas we needed to improve, from operational efficiency to policy development. The expert guidance we received helped us understand that integrating new practices would better equip us to support our community and align with standards. Furthermore, we learned that this partnership was not just about receiving support but about strengthening our commitment to serving our community. FORWARD's dedication to helping us grow from a small organization to one with higher capacity has been instrumental in expanding our reach.

"I personally want to thank Ms. Naana for helping me see the value of capacity-building. Before, I had not given it much attention, but after the assessment, I realised that it was necessary for the growth of WEEDO. She just made me so confident with my work and the community I serve. FORWARD has helped us build a culture of continuous learning and adaptation. This led to more creativity, stronger teamwork and new funding.

"Through training and mentorship, we gained tools to prioritise [our] long-term goals, align them with our organisational mission, and make informed decisions. This has strengthened our leadership in guiding the organisation with a clear vision and a strategic direction, ensuring that every action taken contributes to the broader impact we aim to achieve. Secondly, FORWARD's focus on inclusive practices helped us to transform our leadership style. We learned the importance of incorporating diverse perspectives, empowering staff at all levels, and fostering open communication within the organization. This shift has cultivated a culture of shared ownership, where team members feel valued and actively contribute to our growth, leading to more effective and cohesive leadership."

Building young women leaders

Young women from black and minoritised communities are often inhibited from taking up leadership opportunities by multiple barriers within their environment, as well as personal issues. At FORWARD, our goal of nurturing young women leaders aims to enable them to acquire core leadership skills, including communication, decision-making and confidence-building, empowering them to play a critical role in transforming VAWG and rights of women and girls.

The **TuWezeshe Akina Dada programme** - meaning "empowering our sisters" in Swahili - consists of five key pillars: feminist leadership training; social action; mentoring; sisterhood development; and activism. The feminist leadership training component covers topics such as human rights, feminist principles, leadership development, VAWG, sexual and reproductive health, social action and self-care. This immersive programme builds the confidence and leadership skills needed for these young trailblazers to lead advocacy efforts against VAWG.

In the past year, we trained 10 young women in the Tuwezeshe Young Women's Leadership programme and have supported them do their social action with the support of 6 mentors. We have also continued to support 9 fellows from the previous cohort,

assisting them in the execution of their social action projects. Past Tuwezeshe fellows can access further support by taking up a Tuwezeshe challenge to develop a social action that will amplify change at scale. Afua Nkansah-Asamoah's story below highlights her TuWezeshe experience.

TuWezeshe Spotlight: Afua Nkansah–Asamoah's Journey

As a participant in the TuWezeshe Leadership Programme in England in 2019, Afua Nkansah-Asamoah launched "The Young Fem Alliance" as her Social Action Project. This initiative focuses on addressing gender power imbalances and building alliances with young men to help them understand how their identities and actions impact the women around them.

"The TuWezeshe Leadership Programme - unlike any other I had previously attended - emphasised [my] understanding of myself as a woman, in addition to addressing certain cultural perceptions I had as part of my heritage culture. Through intensive workshops and mentorship sessions, I was able to unpack some of these perceptions, rising above certain mindsets [that I had] held previously, as part of primary socialisation."

Afua shared how the TuWezeshe Programme connected her leadership skills with her African heritage, empowering her to confront gender-specific societal challenges. Through mentorship and workshops, she gained confidence and advocacy skills, while the sisterhood network offered her a transformative support system.

Her advice to new participants is simple: *"Leadership is a journey. Believe in your potential, seek out mentors and never underestimate the power of your voice. Stay committed to your vision and let your passion drive you forward."*

3.4. Strategic Goal 4: educating and enabling key professionals and African communities to lead change

This goal focuses on enhancing the knowledge and capacity of frontline professionals to effectively respond to and protect women and girls from harm. Additionally, it encompasses the essential work of educating African communities and women about their rights, safeguarding practices, and access to support and wellbeing services. By partnering with statutory professionals across key sectors such as healthcare, education, law enforcement, social services, and the non-profit sector, we strive to ensure that those on the front lines are equipped with the knowledge, skills, and confidence necessary to protect vulnerable women and girls.

Building the capacity and knowledge of key professionals

In 2023-24, a total of 631 key professionals were trained across sectors: healthcare

providers, education professionals, police officers, social workers and other frontline workers. We are now starting to see our training numbers pick up again from the COVID pandemic, when they had dwindled.

Our accredited programmes provide sector-specific knowledge, and access to practical tips to enable professionals make meaningful changes in their day-to-day response to black and minoritised women affected by VAWG. Our training services are tailored to meet the needs of the different sectors, providing practical tools that help professionals to identify, prevent and respond better to multiple forms of VAWG, including FGM and other harmful practices. In this vein, FORWARD's training offerings are enhanced through collaboration with key stakeholders, including the Mayor of London's Office for Policing and Crime (MOPAC)**,** local authorities and frontline organisations such as the Refugee Council.

FORWARD has been an OCN-accredited training service for the past 10 years. OCN is a reputed educational qualification awarding body, based in London. This recognition allows us to provide accredited training to hundreds of key professionals each year, as well as OCN-endorsed certificates for our Community Champions Health Advocates Training. This past year, as part of our goal to revamp our training offer, we worked towards upgrading the OCN accreditation, conducting the required self-assessment and upgrading our policies – with success: FORWARD is now recognised as an OCN London Centre. This new OCN accreditation enhances the credibility of our training courses and qualifications, as it provides a framework for quality assurance, ensuring that our programmes meet relevant sector standards.

FORWARD's Community Outreach and Stakeholder engagement

At FORWARD, we recognise that the complex challenges faced by women and girls affected by violence differ across the communities we serve. That's why our **Pan-London services** aim to reach as many women as possible throughout London, ensuring that survivors — regardless of their location — have access to the critical support they need. Our goal is to provide culturally sensitive, tailored services to migrant and African-heritage women who often face harmful practices like FGM, breast ironing, 'honour'-based abuse, and forced or child marriage. Through partnerships with local councils and organisations, we extend our services across 13 London boroughs.

Over the past year, 2557 community members participated in our community outreach activities. This includes coffee mornings, workshops, awareness and education sessions, outreach and stakeholder events, and represents a more than 50% increase from last year. Six of our eight current sessional workers and community staff have come through FORWARD's community champions training programme.

Support and advice: In the last year we have received more support requests, with a greater number of complex cases, including requests from migrants/asylum seekers with No Recourse to Public Funds (NRPF). The support services provided include counselling, floating support services concerning welfare and immigration, as well as signposting to accommodation support services. We worked with 23 partners to answer these requests, including NHS services and local authorities.

Delivering Pan-London Services: ASCENT project, which forms a part of the London VAWG Consortium. Through ASCENT, we collaborate with all partners including, AWRC, IMECE, LAWRS, WGN, SBS, Al Aman (DVIP), Ashiana, and IKWRO[1] to provide specialist

[1] These are: the Asian Women's Resource Centre (AWRC); the IMECE Women's Centre; the Latin American Women's Rights Service (LAWRS), the Women and Girls Network (WGN), Southall Black Sisters (SBS), Al Aman

services and referrals that address both domestic and sexual violence. This coordinated approach ensures that women across London can access services that meet their specific needs, but also enables all partner organisations' services to be more holistic.

Partnership Spotlight on Refugee Women of Bristol (RWOB)

RWoB is a multi-ethnic, multi-faith organisation that targets the diverse needs of refugee women in Bristol; it is governed by women from the refugee and asylum-seeking community. In addition, they succeed in providing services to various disenfranchised groups over and above the generic category of 'refugee': they routinely reach cohorts of women that other service providers are unable to attain.

Below, Layla Ismail, the Development Manager of RWoB, gives feedback about their experience of working with FORWARD to deliver their programmes in Bristol. This has now been a 15-year partnership:

> *"FORWARD is RWoB's biggest and most strategic partner and ally. The shared values and approach enhance our working relationship and ensure [that] service designs and approaches are collaborative. Access to funding over the years [through FORWARD has] helped RWoB to grow and sustain our income and resources.*
>
> *Our current "Mend the Gap - phase two" project with FORWARD continuously engages and strengthens our community engagement in Bristol and surrounding areas. We share training, events and expertise in delivering this unique project in Bristol, [which] continues to empower refugee and asylum-seeking women to raise their voices and influence local services.*
>
> *Our partnership's impact is evidenced in the growth of some of our staff,*

(Arabic-speaking service within the Domestic Violence Intervention Project, DVIP), the Ashiana Network and the Iranian and Kurdish Women's Rights Organisation (IKWRO).

trustees, and volunteers who have been part of FORWARD's Community Development Project and gained from the Community Champions Training. [FORWARD have] transformed our organisation's existence and embedded their work in a community engagement approach that meets the needs of our target communities. "

3.5. Strategic Goal 5: strengthening organisational capacity, resilience and impact

This goal has served as the foundation that allows us to deliver effectively on our mission to help end multiple forms of violence against African women and girls (VAWG) through specialist services, supporting partnerships and community interventions that reflect their complex, diverse needs and lived experiences.

Here, we focus on the suitability and efficiency of our internal, organisation-wide systems, the capacity and wellbeing of our excellent staff team, and our organisation's financial sustainability, as well as our important efforts to demonstrate and share the impact of all our work. We highlight our progress and achievements in each of these areas below.

Increased staff capacity and skills to deliver effective and impactful programmes

Effective recruitment and staff training are important for our staff's capacity to deliver our programmes. In this reporting year, all FORWARD programme staff members had the opportunity to attend external specialist trainings as well as an internal training course on mental health awareness. We successfully recruited a new senior member to our leadership team, who brings in new skills in strategic business development. This will help us to improve our business processes and the growth mindset within the team. We have also adopted a new organisational organogram that will better meet the growing needs of the organisation.

Additionally, in the past year, we have continued to prepare our staff and policies towards our aspired Investors in People accreditation. To this end, we notably conducted a survey with staff, which has identified key areas needing to be addressed around management and staff support.

Strategic planning process

We dedicated our two annual staff Away Days this past year to the conception of our new strategic plan. We also engaged an external organisational development consultancy firm who worked with us over a six-month period to develop the new plan. This process involved a number of consultations with staff, trustees and selected stakeholders, including funders and key partners. The feedback has informed the development of our new strategic plan 2024-27.

During the discussions from staff on the work of FORWARD- a programme staff stated as follows: *"People know us now, they believe in what we do, they trust us. It makes me proud." – FORWARD team member.*

The consultants' report on the stakeholder consultations notably highlighted a key finding that "FORWARD occupies a 'middle space'", where our potential impact and reach is stifled by larger and more prominent organisations. They further went on to ask at the away day: "How can FORWARD balance moving beyond this 'stuck in the middle' situation (for instance, through greater promotion and by targeting different funding partnerships) without sacrificing the authenticity of their community-focused approach?"

Key areas that were agreed and integrated into FORWARD's new strategic plan included the following:

- **Addressing organisational competency and capability** - these emerged as a clear area of both concern and opportunity for the team. Strengthening our competency, capability (and by extension capacity) has therefore been adopted as a key strategic focus for the upcoming strategy.

- **Continuing the work of prioritisation of external engagement** - there was a shared conviction that we still need to refine the focus and positioning of our programmes, and correspondingly some of our work with external partners. This must include 'right-sizing' the level of effort in each programme to ensure it corresponds to the existing, available capacity. Moreover, FORWARD may need to be stricter in its prioritisation of partnerships and programmes, focusing on partners that add the most value to FORWARD's mission and work and programmes that align most our vision, goals and values.

3.6. Partnerships

Partnerships and strategic collaborations are central to FORWARD's approach to programming. Over the past year, we have worked with a diverse range of organisations and networks within the women's rights and specialist VAWG sectors. Our efforts have notably also included ongoing collaborations with statutory partners as well as building alliances with frontline organisations, supporting advocacy campaigns and engaging in policy development. In delivering our community programmes, meanwhile, we have continued to collaborate with various community-based organisations across the UK, Europe, and Africa, ensuring that our initiatives remain grounded in local expertise and that they can have a broad, meaningful impact.

FORWARD's FAST Support Model with Delivery Partners

Our commitment to partnership-working recognises that the partners with whom we work possess unique strengths and expertise and strengths – including their understanding of the local context and of the nuances of the social norms we seek to tackle, as well as these partners' courage to stand up to the patriarchy which perpetuates VAWG. In general, therefore, FORWARD has for long now adopted the approach of prioritising the organisational development partners, providing tailor-made support with this that responds to the specific needs of each partner organisation.

FORWARD currently works with five delivery partners: two in the UK and three in Africa, where our FAST support model has been effectively implemented for over 10 years now. FORWARD has helped to seed, develop, and scale up our local partners' interventions to make VAWG history. Rooted in the values of collaboration and partnership, the FAST model emphasises several key components, notably **f**unding support, ongoing **a**ccompaniment and **s**ustained **t**echnical assistance. These elements work together to empower our partners and enhance the impact of our collective efforts. In the words of our Executive Director Naana Otoo-Oyortey: *"…we have constant open communication with partners. Daily emails, advice sharing. We play a nurturing and mentoring role – it takes a lot of time and energy. This is true in all aspects of our work with partners – fundraising, events, training, etc."*

Collaborative Partners and Networks of FORWARD

Our collaborative approach allows us to pursue our strategic goal of building capacity in partner organisations and fostering alliances between African diaspora women's organisations. Above and beyond programme delivery, these partnerships also continue to be a primary channel for our advocacy and campaigning activities, both nationally and internationally.

FORWARD is an active member of the following networks and partnerships:

- End FGM European Network (based in Brussels)
- End Violence Against Women (EVAW)
- Faith and VAWG Coalition
- Girls Not Brides UK (co-chair)
- Gender and Development Network (GADN)
- MOPAC Harmful Practices Forum (at the London Mayor's Office for Policing and Crime)
- UK Home Office Stakeholders Group
- ASCENT (with London Councils)

- Pan-London VAWG forums (some working specifically with BME women):
    - Tri-Borough Harmful Practices operational group
    - Harmful Practices Working Group SW London Boroughs
    - Haringey VAWG CCR group
    - Haringey VAWG and BAMER community forum
    - Lambeth VAWG
    - Bexley DA operational forum
    - Islington's BAMER forum
    - Croydon's FGM stakeholders meeting
    - Brent VAWG forum
    - Merton DA forum

3.7. External factors affecting our work

VAWG remains a growing and endemic problem in the UK. The Shadow Report submitted to the Istanbul Convention, which was endorsed by 58 VAWG specialist sector organisations, highlighted the continued toll of VAWG on the sector. One in four women experience domestic abuse in their lifetimes. What is more, data from the Office for National Statistics found that in 2023, reported sexual offences were at the highest level recorded since records began. This also includes sexual abuse, and harassment in public spaces, schools as well as online. Often this data is not disaggregated, making it challenging to identify the extent of abuse within black and minority communities. While the data may be due to an increase in confidence to report, the stark reality is that many cases of abuse especially among migrant communities go unreported due to fear of reporting, stigma and lack of understanding of reporting processes.

The continuous lack of attention to broader VAWG in policy development affects the scale and effectiveness of intervention responses. Current policy responses do not reflect the whole-society approach needed to effectively end VAWG in our view, particularly prevention work within communities is an urgent missing link within the UK as focus of policy is more on survivor support. Furthermore, the government's hostile immigration policies continue to be a major barrier to migrant women's access to full support and protection from the public sector. For the second year in a row, we are seeing an increased demand for our services, especially from women with No Recourse to Public Funds (NRPF), who usually have more complex and multi-layered challenges in addition to VAWG.

Mainstream services fail to meet the intersectional and complex needs of Black and minority (B&M) communities. For this reason, a need for culturally appropriate, specialist B&M services (which are also gender-specific and trauma-sensitive) is reflected in government policy on VAWG; this means that our services are more in demand in these times. For example, many women face immense cultural pressure from their families to remain in abusive marriages due to 'honour' stigma, regressive ideas around 'shame' and control over women's lives. We also regularly observe a link between faith and women's experience of VAWG. Correspondingly, a study conducted by the Domestic Abuse Commissioner's Office (2022) on migrant victims of abuse found that support from B&M specialist VAWG organisations was the preferred option for migrant women.

Funding remains a major external factor that impacts on our work. A 2023 report by Rosa UK (a grant-giving organisation) found that 'by and for' organisations (like FORWARD and some of its partners) are six times more likely not to receive any statutory funding than other types of specialist organisations working on VAWG or domestic abuse. They were also far more likely to be delivering support without any dedicated funding, or have been forced to cease services due to lack of funds.

The funding crisis in the VAWG sector continues to adversely impact the sector. A new study conducted in Bristol in 2023 found that the challenges in funding for B&M community organisations, along with certain adverse policies on safeguarding in clinical settings, was resulting in women losing trust in services. Many of the women surveyed in the study lacked awareness of existing specialist services and had unmet health needs, including sexual counselling. The study called for awareness-raising in communities and improved access to specialist services. (University of Bristol, 2023).

Access to housing services and to the criminal justice system also remain barriers that impact our capacity to deliver support to vulnerable women, particularly in cases where they are facing homelessness or seeking justice for cases of abuse. One of the factors at play is the enforcement of safeguarding policies, which is often stigmatising and discriminatory. In addition, the crisis in the criminal justice system impacts differently on black and minoritised women. The Casey Review on the Met Police, published during this reporting year, laid bare police misogyny, racism, homophobia and ableism. The Review's authors concluded that women and girls were being failed by the broken institutional systems, and that these needed radical reforms.

FORWARD continues to respond to these external factors affecting our work with all our strength and conviction: by working strategically with communities, engaging community advocates, using research to create evidence, and collaborating in advocacy coalitions at national and local levels, both in the execution of campaigns and in the exploration of partnership/consortium-based funding opportunities.

4. Financial Review

4.1. Overview of income and fundraising activities

FORWARD's financial objectives seek to ensure sound financial management and reporting, as well as planning for and mitigating any strategic and operational risks. Our leadership team, including the Board of Trustees and Senior Management oversees and manages the budget for the year and maintains diligent financial record-keeping on all expenditures and reserves. This joint objective is monitored quarterly by the Trustees, through the management accounts and the finance committee's work.

FORWARD's income over the year ended 31st March 2024 amounted to £703,082, compared with £1,081,645 in the year ended 31st March 2023. The total expenditure was £871,507 from 31st March 2024, compared with £871,134 in the previous year. The total unrestricted funds carried forward on 31st March 2024 totalled £574,661, of which £368,474 were general funds and £206,187 were designated funds, while our restricted funds carried forward on 31st March 2024 amounted to £40,637.

FORWARD continues to make progress in increasing the diversity of our funding sources, despite the challenging economic climate. In the past year, we revised our organisational delivery structure and defined four operational workstreams two of which now include the Business Development and Strategy team - this new workstream is in line with our new strategic goal to strengthen organisational resilience, to focus on supporting our business development processes, our fundraising and our advocacy work, as well as the monitoring and evaluation of all business processes and programme delivery. The other workstream is our Technical Training and Commissioning Services - a newly revamped team that consolidates all the training programmes provided by FORWARD, to strengthen our impact, whilst also seeking access to unrestricted funding through commissioned training and research services. We have also successfully recruited a new Digital Communications Officer and are confident that this will further expand our reach on social media, harnessing our engagement with newer audiences and potential donors.

4.2. Reserves policy and going concern

FORWARD's reserves are based on unrestricted, general funds that are set aside to ensure our long-term ability to meet the charity's objectives and to ensure the continued operation of our programmes. The reserves policy makes provision for unforeseen obligations and emergency situations, taking into consideration key risks to our organisation as outlined in our risk register.

The Operating Reserve is intended to provide an unrestricted source of funds for unplanned situations, such as a sudden increase in expenses, unbudgeted expenses, an unanticipated loss of funding, or unsecured core expenses. Operating Reserves are not intended to replace a permanent loss of funds or to eliminate an ongoing budget gap. It is the intention of FORWARD for its Emergency Operating Reserves (EOR), when used, to be replenished within a reasonably short period of time. These reserve funds are designated funds set aside by the Board for the purposes detailed above.

The minimum amount to be designated as our Operating Reserve is set at a sum sufficient to maintain ongoing operations and programmes for one year. FORWARD's current reserves policy aims to allocate up to 50 % of its annual budget expenditure as its emergency operating reserves. The Trustees have also agreed that in addition, this minimum level of the EOR at any time should be equivalent to up to six months' operating costs. This figure will be calculated and reviewed annually by the Board of Trustees in relation to internal and external circumstances.

The current reserve level is based on general funds not allocated for programmes and includes income from donations, training services, bank interest and Gift Aid. The total amount of the Operating Reserves is calculated annually, based on the annual audit report, and approved by the Board of Trustees.

FORWARD remains a going concern. The Board of Trustees have assessed the organisation and are assured that FORWARD has adequate resources and staff to continue to operate for the foreseeable future. It consequently adopts the going-concern basis in preparing this report.

4.3. Grant-making and fundraising

FORWARD's trustees see sub-granting as an essential component of the organisation's charitable operations. This is predominantly the case for our charitable projects in Africa, but also our partnership work in the UK. This year, we provided sub-grants to four partners in the UK. We also supported the establishment on an affiliate partner in Ghana, with the aim to scale up our young women's leadership programme globally. This approach to sub-granting has become a strategic lifeline for the smaller organisations that we nurture and support; it enables them to access funds and grow their income as many do not have internal fundraising expertise.

The majority of our charitable work in Africa is carried out through sub-grants to our local partners. These partners are selected in line with our strategy of working with girls and young women. Partners are required to re-apply for their grant on an annual basis; the renewal of the grants is subject to contract-specific performance measures and financial adherence. All partners sign a Memorandum of Agreement in addition to a grant agreement and a financial grant agreement, detailing roles and responsibilities and outlining the grant conditions. FORWARD's staff conduct regular monitoring, including site visits, and provide our partners with technical support and capacity development.

Fundraising is the responsibility of FORWARD's senior staff members and is led by the

Executive Director. In addition, this past year we have successfully recruited a new role, the Head of Business Development and Strategy, who brings in new skills on business development processes and will help to identify new areas for growing our income. In this reporting period, we also worked with an intern and an external fundraising consultant to support our fundraising activities.

Our fundraising work includes writing funding applications, working through partnerships to bid for contracts and commissioned work, and undertaking fundraising campaigns that target the general public. In addition, we are very grateful to our numerous individual donations and legacies who provide our unrestricted funding. Our individual donors generally provide us with monthly direct debits, while additionally, we also receive one-off donations through our website donation page.

We have experienced challenges in the past in recruiting senior fundraising staff, as these roles are often not funded under programme funding. This can be seen more broadly as a barrier to building organisational resilience within the women's VAWG sector. Furthermore, the sector is also continuing to face cuts in funding, due to some funders' changes in focus as well as the impacts of the ongoing cost-of-living crisis.

5. Our Future Plans

Our plans for the 2024-25 financial year focus on strengthening our internal processes and systems and operationalising our new strategic plan by developing targets and business plans to support its effective implementation. The cost-of-living crisis is continuing to impact service users too, especially women with NRPF. We believe that for this reason, the increase in the numbers of service users that we have started to see will continue; we have to build up our resilience to meet this increased demand for support.

We will continue to prioritise our staffing and human resources development, particularly staff capacity, staff resilience and well-being, as well as to consolidate our programme evidence and learning. Staff capacity and wellbeing were identified in our staff Away Day as areas that needed attention. Additionally, the survey conducted with staff as part of our preparations for our Investors in People accreditation indicated that nearly 50% of staff felt they had heavy workloads and that staffing levels needed urgent attention. In this area, further management training will also form a major part of our future plans, to ensure that staff wellbeing and workload management are adequately addressed. We have developed a new staff organogram in line with the changes in our new strategic plan, to ensure that we have the relevant skillsets and programmes to support the plan's implementation and plan to recruit to address skills gaps within FORWARD.

We will implement new community programmes on VAWG with our partners and improve our data management to ensure better tracking of processes. This will include working with external learning partners to help build our capacity. We will work more closely with partners to scale up the community champions programme and share the learning from this innovative programme with our sector. We will also scale up our collaboration with Pan-London partners and build on the partnership with NHS services around community women's health. We will strengthen work on faith and VAWG, as a neglected major issue for our service users who come from faith-based communities.

Our plans for our schools and young women's leadership are ambitious. We will scale up our bespoke TuWezeshe young women's leadership programme, investing in new women's organisations and young women in Africa and UK, including our new university ambassadors programme. This will include planning the leadership training with our associate partner in Ghana, TuWezeshe Global. We will call on the leadership alumni, strengthening sisterhood and movement building through regular convening events and developing new partnerships. We will also strengthen resource development and better sharing of learning of the impact of the Tuwezeshe Programme in the UK and Africa.

On the research front, we will work towards completion of research activities that we have initiated on sexual violence and FGM. In Africa, we will build on the evidence work on child mothers' access to education, to help generate evidence on this neglected policy and development challenge. We also plan to increase our research capacity by rebuilding the team and exploring opportunities for scaling up partnerships with academics.

Finally, with the changing funding landscape, including reduced UK development funding and our related strategy of shifting funding to southern partners, we will firm up our Africa base and identify new funding partnerships. We are keen to further develop our staff capacity by recruiting new fundraising staff, and working with external consultants to identify new funding opportunities and models of working for our UK and Africa work.

With the change of government, we have new opportunities for advocacy work to shape the VAWG sector in the UK as well as strengthen our Diaspora role in development. We will continue work with our VAWG sector partners and networks in the UK and Europe and strengthen our new partnership work with the criminal justice system.

6. Structure, governance and management

FORWARD was established in 1983 and registered with the Charity Commission of England and Wales in August 1985 as a charity with registration number 292403. FORWARD is also incorporated as a charitable company limited by guarantee (Company No. 01921508), governed by a Memorandum and Articles of Association; its incorporation came into force on 11th June 1985.

6.1. The Board of Trustees

In accordance with the charity's Memorandum and Articles of Association, the Board of Trustees have the responsibility to oversee the business of the organisation. The minimum number of trustees on the Board - also known as directors - is five; the maximum number is fifteen members. We currently have seven Board members. Two members resigned in the year and the board is currently identifying two new board members.

In line with the Articles of Association, the Board should be comprised of individuals with knowledge of the socio-economic factors faced by BME women and girls. It should be made up of three-fifths (i.e. 60 percent) of members of African descent and have at least a 75 percent representation of women. This ensures the effective participation in decision-making by those who are most affected by the issues that FORWARD works on.

The Board of Trustees meet four times a year. Nine Trustees served on the board in this reporting year (including the member with observer status). FORWARD's trustees can co-opt new board members during the year, where needed, to fill vacancies or to meet any skills deficit identified by the Board. There are currently two honorary officers on the Board; the Chair and the Treasurer. All the Trustees are full members of FORWARD.
The Board of Trustees' work is governed by the seven principles of the Charity Governance Code. This includes organisational purpose, leadership, decision-making, risk and control through the monitoring of financial and operational systems, and annual planning, risk analysis and risk management. The Board ensures that FORWARD complies with all relevant financial policies, regulations and good practices, and conducts an annual review of its work.

The Board now has three functioning sub-committees: Finance and Human Resources; Fundraising and Communications; and a new committee, Strategy and Governance, which will ensue that the board fulfils its legal, ethical, and functional responsibilities in relation to the overall mission and vision of the organisation. The Finance Committee provides oversight on financial and risk management matters, while the Fundraising and Communications committee oversees visibility and digital funding matters.

A skills audit of its members is conducted annually by the Board. For skill areas that are identified as needing further expertise, a selection process is started to identify potential new candidates, using advertisements and charity trustee recruitment organisations. The board is currently seeking to recruit an additional male member of the board.

New trustees are required to serve for a period of up to a year in an observer status. The induction training for new trustees addresses their legal obligations under charity and company law, the Charity Commission's guidance on the meaning of public benefit, and in general the duties and responsibilities of the Board. This induction process includes the provision of relevant statutory documents and reports, including copies of the charity's Memorandum and Articles of Association, its latest finance and annual reports, and an overview of current trustee roles.

6.2. Organisational management, staffing and volunteers

The Executive Director is appointed by the Board of Trustees to manage FORWARD's operations efficiently. The Executive Director holds delegated authority from the Board to manage operational matters, including finance, employment and programme planning and execution. This role is performed with the support of the Senior Management Team (SMT); together, they are responsible for the implementation of the organisation's strategic plan and for realising FORWARD's mission and vision. The salaries of the Executive Director, Senior Management Team and members of staff are reviewed annually by the Board of Trustees. Provided that the necessary funding is available, the Board normally raises them in accordance with the annual change in average earnings within the Charity Sector.

19 members of staff worked with FORWARD in this reporting year, comprising 14 part-time and five full-time employees. In the past year, five staff members left FORWARD; this included two senior staff members. Seven new employees joined the team. Our staff retention rate has continued to improve in the past two years, and we intend to ensure that our human resources processes and management support provide an increasingly enabling environment for our staff.

We have been successful in continuing to recruit community champions, permitting them to transition to staff members and sessional workers. Additionally, over the course of the year, three interns and five volunteers supported the organisation with a wide range of tasks. FORWARD recruits new volunteers and interns through adverts published on our website and through recommendations from stakeholders and community advocates. We continue to improve our on-boarding procedures to ensure all new staff members are adequately supported and to facilitate their settling in at FORWARD.

We have adopted a new organisational structure that is made up of four revamped areas: Programmes and Support Services - covering the community, youth, and Africa work; Business Development & Strategy - made up of business development, fundraising, communication, and monitoring and evaluation; Technical, Training and Commissioning Services - which oversees our training and commissioned work; and the Central Operations Offices, who support our overall operations, administration, finance and human resources.

6.3. Related party transactions

In our operations over the past year, there were no related party transactions to disclose as at the end of March 2024.

6.4. Risk management

The Board of Trustees undertake a periodic analysis of the major risks that the organisation faces, or is exposed to, in line with FORWARD's risk management policy and risk register. This risk analysis is reviewed twice a year during Board meetings. The analysis includes:

- The six-monthly review of FORWARD's risk matrix and the principal risks; the Board of Director's reports to each board meeting, which also include a review of key risks to the organisation.
- The development of appropriate policies, procedures and actions to mitigate any risks identified (including programme risk areas, which are reviewed every quarter).

- The development of procedures, plans and actions to minimise, mitigate and manage potential and identified risks to the organisation.

The principal risks that faced FORWARD this past year included financial risk, governance risks, operational risks and risks pertaining to the ongoing cost of living crisis. The charity's Treasurer and the Board's Finance and Human Resources Committee are together tasked with regularly reviewing the financial risks to which FORWARD could be exposed while we conduct our work, both internally and externally. Oversight of the risk register more generally is delegated by the Trustees to the Executive Director, who is tasked with reporting on it to the Board on a regular basis.

Over the year, the main risk areas identified remained the changes in UK government policy and in the broader funding landscape, with cuts in public spending affecting the VAWG sector and the terms of government contracts presenting challenges, notably regarding pre-financing and the late payment of grants. The cost-of-living crisis is impacting adversely on our support clients and also poses additional challenges. Similarly, the shifting policy focus of the Domestic Abuse Act, hostile immigration policies and the changing public environment for migrants has also been especially challenging for FORWARD, as we now see more service users faced with complex needs in addition to VAWG. Providing holistic services requires more staff time and active collaboration due to these individuals' multiple needs. We continue to collect further evidence in support of our approach and to engage with policy-makers on this matter.

As a further element of our approach to effective risk management, external consultants are contracted to undertake end–of-project evaluations for every project, focussing on the choice of programme areas, project outcomes, value-for-money and budgetary considerations. We have also started to work with external learning partners on some of our projects, who provide on-going support to enhance the effective monitoring and evaluation of our work. The external consultants' reports confirm our adherence to financially sound practices, in line with SORP guidelines, and ensure transparency and scrutiny.

Finally, we continue to monitor the impact of the cost-of-living crisis on staff well-being; FORWARD continues to prioritise this risk area. We have put in place a policy on safety measures to protect staff and volunteers, which better supports staff working remotely and helps us to provide staff and volunteers with ongoing support, including well-being supervision and flexible working, as well as professional training.

We are working with our programme managers to improve their management practices, which includes improved staff supervision and staff appraisals. These efforts are being further supported through our human resources audit recommendations and processes, and the preparatory processes towards the Investors in People accreditation, which provides global standards for improving staff management, support and performance.

RESPONSIBILITIES OF THE TRUSTEES

The Board of Trustees is responsible for preparing the Trustees' Annual Report, the Chairman's Statement and the financial statements, in accordance with the applicable laws and regulations.

Company law requires the Board of Trustees to prepare financial statements for each financial year. Accordingly, the Trustees have prepared the financial statements in compliance with the United Kingdom's Generally Accepted Accounting Practice and the law applicable to charities in England and Wales. The financial statements are required by law to provide a true and fair view of FORWARD's financial situation, including incoming resources and the application of these resources by the charity.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on a going-concern basis, unless it is inappropriate to presume that the charity will continue in operation.

The Board of Trustees is responsible for keeping proper accounting records that disclose with reasonable accuracy, at any time, the financial position of the charity and for ensuring that the annual financial statements comply with the Companies Act of 2006. The Trustees are also responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud and other irregularities.

The Board of Trustees

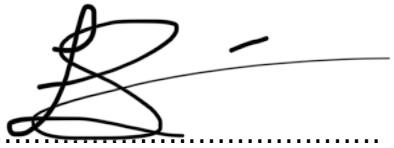
The members of the Board of Trustees are FORWARD's directors for the purposes of company law and its trustees for the purposes of charity law, serving during the past financial year and up to the date of this report, as set out on page 3.

In accordance with company law, as the company's directors, we certify that:
So far as we are aware, there is no relevant audit information of which the company's auditors are unaware, and that, as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant auditor information and to establish that the charity's auditors are aware of that information.

Auditors

Goldwins Chartered Accountants were-re-appointed as the charitable company's auditors.

Approved by the Board of Trustees and
Signed on its behalf by:



30 November 2024

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Trustee- Dr Lisa Smith

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

Opinion

We have audited the financial statements of the Foundation for Women's Health Research & Development for the year ended 31 March 2024, which comprise the Statement of Financial Activities, the Balance Sheet, the statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is the applicable law and the United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the section of our report entitled Auditor's responsibilities for the audit of the financial statements. We are independent of the Charity, in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to the going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, to consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material

misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters, where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give an accurate and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting, unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements in their entirety are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance. However, it is not a guarantee that an audit conducted in accordance with the ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our

procedures can detect irregularities, including fraud, is set out below.
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
    - Identifying, evaluating, and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
    - Detecting and responding to the risks of fraud and whether they had knowledge of any actual, suspected, or alleged fraud;
    - The internal controls that are established to mitigate fraud risks or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focussing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these against supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management overriding of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in establishing accounting estimates were indicative of a potential bias, and tested significant unusual transactions or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters that we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, this report, or the opinions we have formed.

Anthony Epton
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9 December 2024

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Foundation For Women's Health Research And Development (Limited By Guarantee)

Statement of Financial Activities (Incorporating An Income and Expenditure Account)

For the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	**2024 Total funds £**	2023 Total funds £
Income from:					
Donations and legacies	3	77,594	15,000	**92,594**	111,838
Charitable activities:	5				
Africa programme		–	27,978	**27,978**	327,295
Community programme		3,000	474,896	**477,896**	591,877
Youth programme		–	80,400	**80,400**	40,000
Public education, training & other		16,562	–	**16,562**	7,500
Other trading activities		–	–	**–**	–
Investments	4	7,652	–	**7,652**	3,129
Other		–	–	**–**	6
Total income		104,808	598,274	**703,082**	1,081,645
Expenditure on:					
Raising funds	6	1,254	–	**1,254**	8,182
Charitable activities					
Africa programme	6	85,709	106,397	**192,105**	184,940
Community programme		6,700	507,267	**513,966**	640,000
Youth programme		–	75,734	**75,734**	34,196
Other		88,448	–	**88,448**	3,816
Total expenditure		182,110	689,397	**871,507**	871,134
Net income / (expenditure) before net gains / (losses) on investments		(77,302)	(91,123)	**(168,425)**	210,511
Net gains / (losses) on investments		–	–	**–**	–
Net income / (expenditure) for the year	7	(77,302)	(91,123)	**(168,425)**	210,511
Transfers between funds		(4,634)	4,634	**–**	–
Net income / (expenditure) before other recognised gains and losses		(81,936)	(86,489)	**(168,425)**	210,511
Net movement in funds		(81,936)	(86,489)	**(168,425)**	210,511
Reconciliation of funds:					
Total funds brought forward		656,597	127,126	**783,723**	573,212
Total funds carried forward		**574,661**	**40,637**	**615,298**	783,723

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Foundation For Women's Health Research And Development (Limited By Guarantee)

Balance Sheet

Company no. 1921508

As at 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	12		**6,494**		12,409
			6,494		12,409
Current assets:					
Debtors	13	**83,185**		112,264	
Cash at bank and in hand		**604,439**		752,274	
		687,624		864,538	
Liabilities:					
Creditors: amounts falling due within one year	14	**78,820**		93,224	
Net current assets			**608,804**		771,314
Total assets less current liabilities			**615,298**		783,723
Creditors: amounts falling due after one year			**–**		–
Net assets			**615,298**		783,723
Total net assets			**615,298**		783,723
The funds of the charity:	18				
Restricted income funds			**40,637**		127,126
Unrestricted income funds:					
Designated funds		**206,187**		209,969	
General funds		**368,474**		446,628	
Total unrestricted funds			**574,661**		656,597
Total charity funds			**615,298**		783,723

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on 30 November 2024 and signed on their behalf by

Dr Lisa Smith
Treasurer

Foundation For Women's Health Research And Development (Limited By Guarantee)
Statement of Cash Flows

For the year ended 31 March 2024

	Note	2024		2023	
		£	£	£	£
Cash flows from operating activities	19				
Net cash provided by / (used in) operating			**(142,942)**		(94,141)
Cash flows from investing activities:					
Dividends, interest and rents from investments		–		–	
Proceeds from the sale of fixed assets		–		–	
Purchase of fixed assets		(4,893)		(9,696)	
Proceeds from sale of investments		–		–	
Purchase of investments		–		–	
Net cash provided by / (used in) investing			**(4,893)**		(9,696)
Net cash provided by / (used in) financing activities			–		–
Change in cash and cash equivalents in the year			**(147,835)**		(103,837)
Cash and cash equivalents at the beginning of the year			**752,274**		856,111
Change in cash and cash equivalents due to exchange rate movements			–		–
Cash and cash equivalents at the end of the year	20		**604,439**		752,274

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with 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 – effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £600. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Website development	Over 3 years
Computer equipment	33.33% straight line
Fixtures, fittings and equipment	25% straight line

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates stakeholder pension scheme.

2 Detailed comparatives for the statement of financial activities (Prior year-2023)

	Unrestricted £	Restricted £	2023 Total £
Income from:			
Donations and legacies	96,838	15,000	111,838
Charitable activities:			
Africa programme	188,662	138,633	327,295
Community programme	2,250	589,627	591,877
Youth programme	-	40,000	40,000
Public education, training & other	7,500	-	7,500
Other trading activities	3,129	-	3,129
Investments	6	-	6
Other	-	-	-
Total income	298,385	783,260	1,081,645
Expenditure on:			
Raising funds	8,182	-	8,182
Charitable activities:			
Africa programme	76,629	108,311	184,940
Community programme	28,678	611,322	640,000
Youth programme	-	34,196	34,196
Other	3,816	-	3,816
Total expenditure	117,305	753,829	871,134
Net income / expenditure	181,080	29,431	210,511
Transfers between funds	(1,452)	1,452	-
Net movement in funds	179,628	30,883	210,511
Total funds brought forward	476,969	96,243	573,212
Total funds carried forward	656,597	127,126	783,723

3 Income from donations and legacies

	Unrestricted £	Restricted £	2024 total Total £	2023 Total £
Donations	40,055	–	**40,055**	88,047
Legacies	28,803	–	**28,803**	–
Gaskell & Wilkinson	–	15,000	**15,000**	15,000
Gift Aid	8,736	–	**8,736**	8,791
	77,594	**15,000**	**92,594**	111,838

4 Income from investments

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Investment income	7,652	–	**7,652**	3,129
	7,652	**–**	**7,652**	3,129

5 Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Africa Programme				
Comic Relief - Manda 2	–	25,000	**25,000**	108,700
Children's Dignity Forum- Haki Ya Binti Phase 2	–	2,978	**2,978**	29,933
Schwab Charitable Fund	–	–	**–**	188,662
Community programme				
London Councils	–	48,130	**48,130**	48,131
National Lottery Community Fund	–	180,236	**180,236**	124,305
GLA-Ascent NRPF	–	48,604	**48,604**	49,013
GLA-Refuge - NRPF		78,073	**78,073**	78,073
Greenwich Council	–	–	**–**	–
London Borough of Ealing	–	39,000	**39,000**	39,000
Lloyds Bank Foundation	–	–	**–**	2,250
MOPAC - Prevention & Action EHP	–	40,853	**40,853**	40,853
National Lottery-Coronavirus Community Support Fund	–	–	**–**	–
The London Community Foundation	–	–	**–**	58,286
Comic Relief/DCMS Fund	–	–	**–**	111,966
Comic Relief MOJ Fund	–	–	**–**	–
Tudor Trust	–	40,000	**40,000**	40,000
Royal Marsden Partners RMP	500	–	**500**	–
BME Health Forum	2,500	–	**2,500**	–
Youth programme				
Barrow Cadbury Trust	–	50,000	**50,000**	–
Dr Martens Foundation	–	–	**–**	20,000
London Councils-AVA Schs	–	15,300	**15,300**	20,000
February Foundation	–	10,000	**10,000**	–
WRC End Harmful Practices	–	5,100	**5,100**	–
Public education & training				
London Councils - Prevention	–	–	**–**	–
Imperial College	1,128	–	**1,128**	–
Charityworks - Kickstart	–	–	**–**	–
Training, consultancy and event	15,434	–	**15,434**	7,500
Total income from charitable activities	**19,562**	**583,274**	**602,836**	966,672

6 Analysis of expenditure

	Charitable Activities						
	Cost of raising funds	Africa Programme	Community Programme	Youth Programme	Support costs	**2024 Total**	2023 Total
	£	£	£	£	£	**£**	£
Staff costs (Note 8)	–	71,648	313,971	37,965	82,072	**505,656**	442,381
Direct project cost							
Partnership and networking	–	47,584	36,546	21,125	–	**105,255**	152,213
Consultant and research fees	–	15,843	21,536	35	–	**37,414**	7,243
Monitoring and evaluation	–	14,900	2,354	–	–	**17,254**	25,356
Campaigning and advocacy	–	4,240	–	–	–	**4,240**	2,211
Training outreach & event	–	2,881	56,423	11,858	–	**71,162**	75,246
Publication and media	–	5,353	4,221	1,261	3,628	**14,463**	12,090
Travelling and subsistence	–	7,337	1,755	128	1,037	**10,257**	9,759
Support cost							
Organisational development	–	8,373	13,020	–	–	**21,393**	26,862
Membership & Subscriptions	–	–	1,570	–	188	**1,758**	1,392
Accounting and professional	–	–	–	–	794	**794**	1,436
Rent, utilities and rates	–	10,300	32,815	3,276	1,865	**48,256**	47,915
Printing and stationery	–	–	4,697	86	–	**4,783**	5,227
Insurance	–	–	1,500	–	2,154	**3,654**	3,595
Capital costs\IT	–	1,000	5,431	–	–	**6,431**	9,449
Fundraising and marketing	1,254	400	932	–	–	**2,586**	17,097
Depreciation	–	–	10,502	–	–	**10,502**	9,786
Audit fees	–	1,000	5,000	–	(500)	**5,500**	4,300
Capacity Building costs	–	–	–	–	–	**–**	12,711
Sundry	–	–	–	–	(2,790)	**(2,790)**	4,001
Governance costs	–	1,134	872	–	–	**2,006**	421
Bank charges	–	112	821	–	–	**933**	443
	1,254	192,105	513,966	75,734	88,448	**871,507**	871,134
Total expenditure 2024	**1,254**	**192,105**	**513,966**	**75,734**	**88,448**	**871,507**	

Of the total expenditure, £182,110 was unrestricted (2023: £117,305) and £689,397 was restricted (2023: £753,829).

Analysis of expenditure (prior year)

	Charitable Activities					
	Cost of raising funds	Africa Programme	Community Programme	Youth Programme	Support costs	2023 Total
	£	£	£	£	£	£
Staff costs (Note 8)	–	58,086	355,909	28,386	–	442,381
Direct project cost						
Partnership and networking	–	68,787	83,426	–	–	152,213
Consultant and research fees	–	6,715	528	–	–	7,243
Monitoring and evaluation	–	9,465	15,891	–	–	25,356
Campaigning and advocacy	–	–	2,211	–	–	2,211
Training outreach & event	–	1,191	72,266	1,789	–	75,246
Publication and media	–	5,162	6,928	–	–	12,090
Travelling and subsistence	–	8,297	1,457	5	–	9,759
Support cost						
Organisational development	–	6,129	20,733	–	–	26,862
Membership & Subscriptions	–	–	1,392	–	–	1,392
Accounting and professional	–	326	1,110	–	–	1,436
Rent, utilities and rates	–	9,082	32,017	3,000	3,816	47,915
Printing and stationery	–	–	5,212	15	–	5,227
Insurance	–	–	3,595	–	–	3,595
Capital costs\IT	–	2,000	7,449	–	–	9,449
Fundraising and marketing	8,182	6,500	1,415	1,000	–	17,097
Depreciation	–	–	9,786	–	–	9,786
Audit fees	–	1,300	3,000	–	–	4,300
Capacity Building costs	–	1,900	10,811	–	–	12,711
Office moving costs	–	–	4,001	–	–	4,001
Governance costs	–	–	421	–	–	421
Bank charges	–	–	443	–	–	443
	8,182	184,940	640,001	34,195	3,816	871,134
Total expenditure 2023	8,182	184,940	640,001	34,195	3,816	

7 Net incoming resources for the year

This is stated after charging / crediting:

	2024	2023
	£	£
Depreciation	**10,502**	9,786
Operating lease rentals:		
Property	**22,272**	22,272
Auditors' remuneration (excluding VAT):		
Audit	**4,200**	4,000

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	**399,975**	355,463
Social security costs	**30,412**	27,833
Employer's contribution to defined contribution pension schemes	**10,469**	9,226
Freelance staffs	**54,900**	41,093
Other staffs costs	**9,900**	8,766
	505,656	442,381

No employee earned more than £60,000 during the year (2023: nil).

The total employee benefits including pension and national insurance contributions of the key management personnel were £66,855 (2023: £63,059).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024	2023
	No.	No.
Charitable activities:		
Africa programme	**2.7**	2.5
Community programme	**11.8**	12.0
Youth programme	**1.4**	1.2
Support	**3.1**	3.3
	19.0	19.0

10 Related party transactions

There are no related party transactions to disclose for 2024 (2023: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Website Development £	Computer Equipment £	Fixtures and fittings £	**Total £**
Cost				
At the start of the year	60,090	68,026	31,751	**159,867**
Additions in year	–	4,893	–	**4,893**
At the end of the year	60,090	72,919	31,751	**164,760**
Depreciation				
At the start of the year	60,090	55,617	31,751	**147,458**
Charge for the year	–	10,808	–	**10,808**
At the end of the year	60,090	66,425	31,751	**158,266**
Net book value				
At the end of the year	–	6,494	–	**6,494**
At the start of the year	–	12,409	–	12,409

All of the above assets are used for charitable purposes.

13 Debtors

	2024 £	2023 £
Trade debtors	**78,167**	107,544
Other debtors	**806**	759
Prepayments	**4,212**	3,961
	83,185	112,264

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	**16,370**	17,270
Other creditors	**–**	50
Accruals	**32,450**	30,904
Deferred income	**30,000**	45,000
	78,820	93,224

15 Deferred income

Deferred grant income comprises NHS Partners – Cancer Awareness £10,000 and Tudor Trust £20,000.

	2024 £	2023 £
Balance at the beginning of the year	**45,000**	338,321
Amount released to income in the year	**(45,000)**	(338,321)
Amount deferred in the year	**30,000**	45,000
Balance at the end of the year	**30,000**	45,000

16 Pension scheme

The charity operates stakeholder pension scheme and has no pension liability as at the year end.

17 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	6,494	–	–	**6,494**
Net current assets	361,980	206,187	40,637	**608,804**
Net assets at the end of the year	**368,474**	**206,187**	**40,637**	**615,298**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Africa Programme					
Comic Relief - Manda 2	50,719	25,000	(75,719)	–	–
Children's Dignity Forum- Haki Ya Binti Phase 2	11,691	2,978	(15,521)	852	–
Gaskell & Wilkinson	156	15,000	(15,156)	–	–
Community programme					
London Councils	–	48,130	(48,130)	–	–
National Lottery Community Fund- Mend the Gap 1	8,624	69,868	(73,636)	(4,856)	–
National Lottery Community Fund- Mend the Gap 2	–	110,368	(84,268)	–	**26,100**
GLA-Ascent NRPF	11,235	48,604	(55,772)	–	**4,067**
GLA-Refuge - NRPF	22,197	78,073	(100,270)	–	–
London Borough of Ealing	9,140	39,000	(48,140)	–	–
MOPAC - Prevention & Action EHP	7,560	40,853	(48,413)	–	–
MOPAC - VAWG Grassroots	–	–	(670)	670	–
Comic Relief MOJ Fund	–	–	(7,968)	7,968	–
Tudor Trust	–	40,000	(40,000)	–	–
Youth programme					
Barrow Cadbury Trust	–	50,000	(39,530)	–	**10,470**
Dr Martens Foundation	2,416	0	(2,416)	–	–
London Councils-AVA Schs	3,388	15,300	(18,688)	–	–
February Foundation	–	10,000	(10,000)	–	–
WRC End Harmful Practices	–	5,100	(5,100)	–	–
Total restricted funds	127,126	598,274	(689,397)	4,634	**40,637**
Unrestricted funds:					
Designated funds:					
Capacity Building Fund	200,000	–	–	–	**200,000**
Fixed Asset designated Funds	9,969	–	–	(3,782)	**6,187**
Total designated funds	209,969	–	–	(3,782)	**206,187**
General funds	446,628	104,808	(182,110)	(852)	**368,474**
Total unrestricted funds	656,597	104,808	(182,110)	(4,634)	**574,661**
Total funds	783,723	703,082	(871,507)	–	**615,298**

Purposes of designated funds

Designated funds are unrestricted funds earmarked by the trustees for particular purposes stated as above.

Purposes of restricted funds

Income, which is received for specific projects, as - for example - grants, donations and earned income - is accounted for as restricted funds. If project funds are projected to be overspent, we take action early to reduce expenditure and/or raise more funds to cover the potential shortfall. If we continue to project and incur an unavoidable overspend, a transfer is made from unrestricted funds. The balances on restricted funds arise from income received for specific projects on which some expenditure is still to be incurred in the coming financial year. Each of the projects is described in more detail below:

Movements in funds (continued)

Purposes of restricted funds

Africa Programme: The Africa Diaspora Advocacy & Policy Team (ADAPT) programme continues to play a key role in the work of FORWARD. It bridges UK and Africa programmes, providing opportunities for the diaspora to have a voice in development conversations. ADAPT operates through local partners in Africa and through collaborations in the UK.

Community Programme: Women from FGM affected communities are leaders and advocates among their own communities. FORWARD's vision is to support communities to say no to FGM and end all forms of violence against women and girls and to take the lead in campaigning against FGM, child marriage and all forms domestic and sexual violence and discrimination – enabling African women and girls to have the dignity, health, and equality they deserve.

Youth Programme: FORWARD's youth team provides FGM awareness sessions in primary and secondary schools, colleges, other higher education institutions and universities nationwide. Through the TuWezeshe Leadership Programme, FORWARD seeks to nurture young women to become resilient leaders and changemakers to drive/inspire social change in their communities and beyond and in taking action on VAWG and rights of African & minority ethnic girls and young women.

19 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2024	2023
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	**(168,425)**	210,511
Depreciation charges	**10,808**	9,173
(Increase)/decrease in debtors	**29,079**	(16,429)
Increase/(decrease) in creditors	**(14,404)**	(297,396)
Net cash provided by / (used in) operating activities	**(142,942)**	(94,141)

20 Analysis of cash and cash equivalents

	At 1 April 2023	Cash flows	Other changes	**At 31 March 2024**
	£	£	£	**£**
Cash in hand	752,274	(147,835)	–	**604,439**
Total cash and cash equivalents	752,274	(147,835)	–	**604,439**

21 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property		Equipment	
	2024	2023	**2024**	2023
	£	£	**£**	£
Less than one year	**19,256**	18,560	**–**	–
One to five years	**49,880**	9,280	**–**	–
	69,136	27,840	**–**	–

The charity has secured three years property lease effected from 1 October 2024.

22 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

23 a. Summary analysis of assets and liabilities by funds of previous reporting period (2023)

	General £	Designated £	Restricted £	**Total funds £**
Tangible fixed assets	12,409	–	–	12,409
Net current assets	434,219	209,969	127,126	771,314
Net assets at the end of the year	446,628	209,969	127,126	783,723

b. Details of movement in funds during the previous reporting period (2023)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	**At the end of the year £**
Restricted funds:					
Africa Programme					
Wallace Global Fund	3,384	–	(3,384)	–	–
Comic Relief - Manda 2	15,207	108,700	(73,188)	–	50,719
Children's Dignity Forum- Haki Ya Binti Phase 2	–	29,933	(18,242)	–	11,691
Gaskell & Wilkinson	(1,347)	15,000	(13,497)	–	156
Community programme					
London Councils	–	48,131	(48,131)	–	–
National Lottery Community Fund	10,769	124,305	(126,450)	–	8,624
GLA-Ascent NRPF	–	49,013	(37,778)	–	11,235
GLA-Refuge - NRPF	–	78,073	(55,876)	–	22,197
London Borough of Ealing	8,521	39,000	(38,381)	–	9,140
MOPAC - Prevention & Action EHP	–	40,853	(33,293)	–	7,560
MOPAC - VAWG Grassroots	3,579	58,286	(62,535)	670	–
Comic Relief/DCMS Fund	20,685	111,966	(132,651)	–	–
Comic Relief MOJ Fund	28,402	–	(29,184)	782	–
Tudor Trust	7,043	40,000	(47,043)	–	–
Youth programme					
Dr Martens Foundation	–	20,000	(17,584)	–	2,416
London Councils-AVA Schs	–	20,000	(16,612)	–	3,388
Total restricted funds	96,243	783,260	(753,829)	1,452	127,126
Unrestricted funds:					
Designated funds:					
Capacity Building Fund	200,000	–	–	–	200,000
Fixed Asset designated Funds	11,421	–	–	(1,452)	9,969
Total designated funds	211,421	–	–	(1,452)	209,969
General funds	265,548	298,385	(117,305)	–	446,628
Total unrestricted funds	476,969	298,385	(117,305)	(1,452)	656,597
Total funds	573,212	1,081,645	(871,134)	–	783,723

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT

England & Wales - Charity number 292403

Accounts

Company Registration Number 1921508
Charity Number 292403

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS

31 MARCH 2023

GOLDWINS
Chartered Accountants
75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT
(LIMITED BY GUARANTEE)
YEAR ENDED 31 MARCH 2023

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FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS

The Foundation for Women's Health, Research and Development (FORWARD) presents the report of its Board of Trustees for the year ended 31 March 2023.

Charity registration number: 292403

Company registration number: 01921508

Registered office: Suite 4.8 Chandelier Building
8 Scrubs Lane
London
NW10 6RB

Email: forward@forwarduk.org.uk
Website: www.forwarduk.org.uk

THE TRUSTEES AS AT 31 MARCH 2023

Dr Titilola Banjoko	Chair
Dr Lisa Smith	Treasurer
Joy Fraser-Amosun	
Ali Sakaria	
Julia Klein	
Sarah McDonald	
Aniesha Obuobie	
Kadra Abdinasir	

Senior Management Team

Naana Otoo-Oyortey MBE	Executive Director
Toks Okeniyi	Head of UK Programmes
Amy Abdelshahid	Head of Evidence and Knowledge Management
Mary Otuko	UK Programme Manager
Wossenyelesh Kifle	Programme Design and Partnerships Manager
Fosdicka Crankson	Finance & Operations Consultant

Bankers

Unity Trust Bank, 9 Brindley Place, Birmingham B1 2HB
NatWest, Strand Branch, P.O. Box 414, 38 Strand, London WC2H 5JB

Accountant

Goldwins, 75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT

1. Introduction

The Board of Trustees of the Foundation for Women's Health Research and Development (FORWARD) presents its annual report and audited financial statements for the year ended 31 March 2023.

This report from the Board of Trustees complies with the Charities Act 2011, the Companies Act 2006, and FORWARD's Memorandum and Articles of Association. It also aligns with the Statement of Recommended Practice (SORP) required of charities when preparing their financial accounts, according to the Financial Reporting Standard applicable in the UK and the Republic of Ireland.

1.1 Objects (Objectives?) and Mission Statement

FORWARD's charitable objects are set out in its Memorandum of Association to guide the organisation's work. The organisation's strategy and objectives are developed and shaped within this framework. FORWARD's charitable objects are as follows:

(A) To promote good health and human rights and empower children and women, particularly African girls and women, wherever they reside.

(B) To eliminate gender-based discriminatory practices, including violence against women and girls, and to relieve the suffering of African children and women caused by those practices and compounded by poverty, ill health or distress, or arising from culture, tradition, public policy or legislation.

1.2 FORWARD's vision and mission

Our Vision
We are working for the day when African girls and women everywhere will live in dignity, be healthy, have choices and enjoy equal rights, free from fear of violence.

Our Mission
We are an African women-led organisation working to end violence against women and girls. From female genital mutilation and child marriage to domestic and sexual violence, we tackle abuse, inequality and discrimination - enabling African women and girls everywhere to enjoy the dignity, health and equality they deserve.

At FORWARD, we focus on personal stories and the bigger picture. That's why we invest in affected women and girls on the ground – bringing communities together, developing local skills and knowledge, and nurturing the young women leaders of tomorrow. We also work strategically to challenge and support decision-makers and practitioners – conducting community research, building partnerships and creating opportunities to transform lives.

For over 35 years, FORWARD has partnered with women-led and youth-focused organisations, pioneering new work on female genital mutilation (FGM), securing the relevant services, legislation and policies to protect the women and girls affected by it, and inspiring change-makers nationally and worldwide.

Together, we're working to create a world free of violence for all African women and girls – and we won't stop until we get there.

Our Strategic Goals

We exist to enable African women and girls to achieve the gender equality and fundamental human rights that they deserve. In the past year, we have revamped FORWARD's strategic goals, taking account of the changing environment and extended their applicability to 2023. Together, we aim to:

- Influence the policy agenda on violence against African women and girls,
- Cascade evidence-based interventions, good practices and social norm change,
- Nurture young women to become resilient leaders and change-makers,
- Educate and enable professionals and affected communities to lead change,
- Strengthen our organisational capacities, resilience and impact.

2. How We Work

2.1. How we deliver on our strategic goals

In setting out our annual work programme, FORWARD adheres to the Charity Commission's general guidance on public benefit. The Board of Trustees ensure that the organisation's objectives and activities contribute to its charitable objectives and aims.

FORWARD delivers its operations from our offices in London and undertakes wide-reaching partnership work in the UK, Europe and Africa. We value our partnerships, as they are central to our work, thus building long-term relationships with our implementing partners on the ground - providing them with sub-grants, technical support, connections and resources. Our partnerships enable us to reach more vulnerable and at-risk girls and women at scale. They also help us to build up local capacity and ensure the sustainability of programme outcomes while at the same time making the best use of local knowledge – which can inform all of our work.

We have revamped our work programme areas: The Programmes and Training Team, the Knowledge Management, Evidence and Communications Team and the Operations and Finance Team.

- The Programmes and Training team oversees the community specialist support services, youth engagement, leadership development and training for key professionals. This year, the community programme was active in 25 London boroughs, further supporting a long-term partner in Bristol and engaging with new partners in London. In addition, we also carried out partnership work in four African countries.

- The Knowledge Management, Evidence & Communications (KMEC) programme provides strategic support across the teams. KMEC gathers evidence for our work and coordinates monitoring and evaluation efforts. It also manages the organisation's knowledge and communication activities to strengthen our learning, programme design and resource development. Finally, it also focuses on policy engagement and visibility of FORWARD's work.

- The Operations and Finance Team oversees the general organisational work to ensure teams have the relevant human, administrative, financial and resource capacity to deliver their programmes. Additionally, the team has oversight of organisational policies and governance support.

All of FORWARD's programmes are grounded in a rights-based approach, ensuring that the norms and principles of human rights fundamentally guide our work and any policies and organisations we support. We prioritise protecting the rights of the most vulnerable, particularly girls and young women from migrant communities and rural areas, as they are disproportionately affected by gender-based discrimination and violence.

2.1. Our programme activities

FORWARD's programming areas focus on tackling multiple forms of violence against women and girls (VAWG). While FGM remains a primary focus, we also work on child and forced marriage and domestic and sexual abuse. FORWARD operates in the UK, Africa and Europe, often working through local partners and collaborative programmes. The table below shows how we deliver our programme activities.

2.3. Who benefits from our services?

FORWARD is an African-women-led organisation delivering services for black and African girls and women globally. That said, we also partner with other organisations to ensure that vulnerable women, especially those from different black and ethnic minority backgrounds, can access the appropriate services that we provide.

In the UK, our community programme benefits black and minoritised girls and women from African and African heritage – but we also work with Arab and Middle Eastern communities. This notably includes many asylum seekers, refugees and migrant women. We also engage with and support key stakeholders through our work, including statutory professionals, community organisations and the general public, through our training programmes, policy work and awareness-raising campaigns.

In Africa, our work benefits vulnerable girls and young women in Sierra Leone, Tanzania, Uganda and the Gambia. Our programmes specifically target those most affected by – or at risk of – child marriage, sexual abuse, teenage pregnancy and FGM. In addition, other beneficiaries of our work include adult men and women (including parents), young men and boys, and community leaders; we operate through schools and local communities to reach them.

2.4. Public Benefit

The Board of Trustees has referred to the guidance provided by the Charity Commission regarding public benefit in reviewing the charity's aims and objectives and in planning its activities and services. The Trustees ensure that FORWARD's programme activities contribute to the organisation's aims and objectives and that they benefit the public. The Trustees also strive to identify risks and potential harm to the organisation's operations and programmes in good time and to ensure that these are minimised and do not hamper the public benefit of its activities.

3. Achievements and Performance in the Year

FORWARD's work enables African women and girls to gain vital skills, develop self-confidence and access the support they need. Our training and outreach programmes aim to build their resilience, improve their well-being and develop their leadership capacity to transform their lives. We work at multiple levels, engaging women, community members and our local partners, building on all their vital insights to inform and shape policy and practice.

We are committed to evidence-based programming and assessing the performance and outcomes of our work in multiple ways. This includes regular monitoring, risk management, assessment of progress targets and evaluation, and using the learning to adjust our programmes. We use various quantitative, qualitative, and participatory methods to monitor the delivery of our activities and evaluate their outcomes, including periodically engaging independent external consultants to assess our work.

In this reporting year, our programs were affected by the adverse consequences of the COVID-19 pandemic and the cost-of-living crisis. The gendered impact of the cost of living and energy crisis and unfavourable policy environment for migrant women has exacerbated poverty and vulnerability levels for migrant women, particularly those with no recourse to public funds. Our services have started operating a hybrid model, providing online and offline services, especially in our outreach work. We have expanded our services to support the needs of migrant women with no recourse to public funds.

3.1 Strategic Goal 1: Influence the policy agenda on violence against African women and girls

This area of work focuses on undertaking advocacy actions to address policy gaps relating to violence that affects African women and girls. Our priority areas are FGM, sexual harassment, child and forced marriage, and the specific needs of child mothers. We carry out this work through joint actions and individual policy work; the scope of this advocacy spans the UK, Africa and continental Europe. The programme activities focused on attaining the following three outcomes:

- Increased engagement of key communities and policy-makers to ensure holistic approaches to tackling FGM
- Increased visibility and voices on sexual violence and harassment against African and minority ethnic young women, including in higher education
- Strengthened impact and partnerships in tackling early child and forced marriage and child motherhood

Diaspora change makers in the global movement to end FGM

In the past two years, FORWARD was an implementing partner in the Spotlight Initiative, a global partnership between the European Union and the United Nations, to eliminate violence against women and girls. One of the outcomes of FORWARD's project, "*Accelerating African-Led Diaspora Change Makers*", included a study on "Diaspora Change Makers in the Global Movement to End FGM: Exploring Experiences, Motivations, and Impact". This study aims to capture and showcase Diaspora Change Makers' work in the campaign to end FGM and provide policy recommendations for strengthening diaspora change makers in scaling up work on FGM. It documents evidence of their contributions to the body of knowledge on successful interventions for ending FGM. Also, it inspires young activists and affected communities to commit to ending the practice.

Little is known about the work of Africans in the Diaspora (Change Makers) in advancing FGM abandonment. Information is, at best, anecdotal and often undocumented, ignored, and overshadowed by work carried out by non-Africans. Change Makers have been actively working to end FGM since the 1980s in Diaspora countries. Even under challenging circumstances, when there was no law against FGM, in the absence of funding, and when speaking about FGM in their communities, Change Makers in the Diaspora persevered at great personal risk to put FGM on national agendas.

The Change Makers identified a total sample of 58 participants, and 27 participated in the final study from 15 countries in the diaspora. Change Makers came originally from 13 African countries where FGM is traditionally prevalent. The dissemination of the study will be in 2024. Below is a quote from a UK Change Maker.

> *"My academic background gives me that open door to research inequalities facing women, issues of violence against women including FGM…I am convinced we need more evidence to make the case for work in this area. I believe I can use research as an advocacy tool to make this point". FGM Researcher UK.*

Influencing the change in the UK Marriage and Civil Partnership Act

After five years of a joint policy campaign to end child marriage in the UK, with the UK Girls Not Brides Partnership, we were successful in influencing the passing of the **Marriage and Civil Partnership (Minimum Age) Act,** which received Royal Assent in April 2022 and came into effect on Monday 27 February 2023. The Bill was sponsored in the House of Commons by Pauline Latham (Conservative MP for Mid Derbyshire) with support from a legal team and Girls Not Brides UK partnership, co-chaired FORWARD,

the Independent Yemen Group, Karma Nirvana and the Iranian and Kurdish Women's Rights Organisation (IKWRO).

The Act helps to bring UK laws in line with international child rights laws and protects children from child marriage in two crucial ways. Firstly, it removes legal exceptions that allow children to marry in civil ceremonies at 16 years with parental consent, increasing the minimum age to 18. Secondly, it criminalises any other marital rites involving a child, such as religious marriages. This new law marks a significant milestone in eliminating harmful practices and protecting children's rights in the UK. We are delighted that such progress also demonstrates the UK's commitment to the UN Convention on the Rights of the Child and targets under UN Sustainable Development Goal 5 on harmful practices.

3.2. Strategic Goal 2: Cascade evidence-based interventions, models of good practice and social norm change

The programme goal focuses on developing evidence to shape our programmes and assesses what works in changing social norms that fuel VAWG, particularly FGM. The key outcomes we seek to attain are as follows:

- Improved design and delivery of effective and innovative evidence-based programmes and specialist support services
- Improved generation and dissemination of evidence and best practices on social norm change
- Enhanced capacity of partner organisations to deliver evidence-based programmes on social norm change

FORWARD launches an Integrated MEL System

We have revamped our systems for designing and evidencing our programmes through several online systems. We set up a new client database system through Charity Log in the reporting year. In 2022, we also launched our new integrated Monitoring, Evaluation and learning (MEL) system to ensure consistent data collection across all of FORWARD's programmes. The framework outlines the core principles of our MEL approach and includes new standardised evaluation surveys and qualitative tools to provide evidence of programmes' effectiveness and stories of change. All data collection and storage have been digitalised and centralised on the online Qualtrics platform. In addition, automated reports are available for all staff to access in real time.

10-year review of the Youth People Speak Out Programme (YPSO)

The YPSO programme, launched in 2010, targeted Black and Minority Ethnic (BME) communities in Birmingham, Bristol, London, Manchester, Newcastle, and Cardiff. Its objective was to safeguard the rights of girls and young women who had or were at risk of undergoing Female Genital Mutilation (FGM), as well as to empower young people to speak out in the movement to end FGM and other Gender-Based Violence (GBV) in the UK. We delivered the project in four streams: Awareness Raising and Peer-to-Peer Support of Girls and Young Women; Youth Advocates for Change; Schools Engagement Initiative; and National Youth Campaign to End FGM. The external evaluation identified five good practices in the 10-year project, reaching over 36,000 students nationally through 2000 school sessions. They included the following:

- Empowering young people to engage in national advocacy campaigns and social action projects has helped enhance their leadership and public speaking abilities.
- Enabling young people to use creative arts to communicate sensitive and advocacy messages helped reach communities that would be marginalised.
- Developing and disseminating youth-friendly resources and training to schools, universities, and youth groups have dispelled the beliefs and misconceptions underpinning FGM's continued practice.
- Providing mentors and cultural counselling training has enabled them to create a safe and culturally sensitive space that allows mentors and mentees to address taboo subjects comfortably.
- Creating virtual platforms like the 'Young Women's Hub' enabled BME young women to receive health, wellbeing and social support during the COVID-19 pandemic.

Case Study: Youth Voice Matters

"*Over the years, what was always kind of drilled into us was that youth voices matter, and that was actually something I really did not believe. I thought decision-making was for adults, decision-makers, people in power and everyone else kind of just had to follow. Looking back at it, it sounds silly, but I genuinely did believe that. If you're in a meeting, you know, with a bunch of adults, especially when they're talking about youth issues, we have the right to speak up. We were able to critique and analyse challenges around the UK, especially looking at FGM and what needed to happen. And we were able to then feed into advocacy-related activities and processes within FORWARD to have that input and a say. It was the first experience I had with advocacy and also policy work as well. I remember I had the opportunity to even analyse the policy documents and provide feedback and have that input.*" Youth Advocate

Case Study: Finding Healing

"Although I come from a culture of FGM, I didn't know or understand FGM. When I was studying at university, we had a lecture about FGM, which triggered something inside me. I asked my lecturer for some more information. She had seen a poster about FORWARD and was able to put me in touch with Jenny. I am just so grateful for how things aligned. This was a life-changing moment. I no longer felt alone or embarrassed. I suddenly had the language to talk about myself and my feelings. Knowing that there is help that exists is profoundly important. That there are laws that exist. FORWARD taught me that you could help women turn sexual and birth trauma into a place where they can feel safe in their bodies and they can heal themselves. They created a space where girls who come from communities under scrutiny can talk about issues in their community. Through FORWARD, I have been able to access de-infibulation surgery. I have been able to talk to my family and understand the difficult nuances of FGM. This is such a complex issue bound up in family traditions." Youth Participant

3.3. Strategic Goal 3: Nurture young women to become resilient leaders and change-makers

The goal focuses on leadership development and building a sisterhood movement to tackle VAWG in the UK and Africa. We prioritised partnerships with young women-led organisations, strengthening the young women's leadership alums. Eight (8) new members were recruited to join the Young Women's Advisory Council (YWAC). The function of the YWAC is to advise our youth programme, informing and shaping the work of the young women's hub activities. The outcomes for this goal are outlined below;

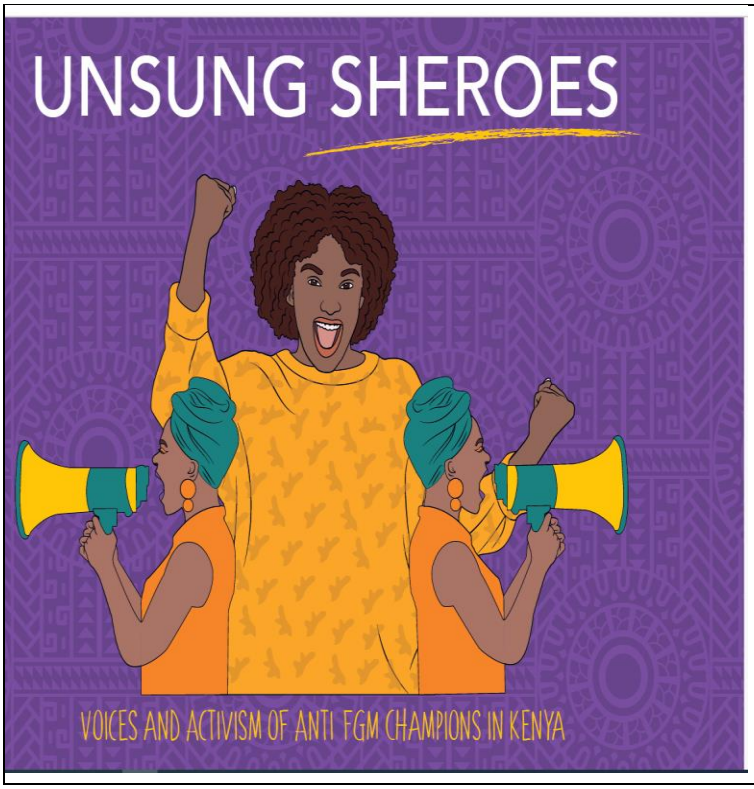
- Young African and minority ethnic women in the UK and Africa, including LBTQ and those differently abled, are resilient and empowered leaders and change-makers
- A dynamic sisterhood of diverse youth voices is nurtured and united in activism on VAWG and the rights of African and minority ethnic girls and young women

Investing in young women leaders in the UK and Africa

Under the Tuwezeshe Young Women's leadership programme in the UK and Africa, we trained thirty-nine (39) young women. In the UK, we trained 14 young women through in-person and virtual training and supported the previous cohort in shaping their social action projects. In the Gambia, 25 young women participated in the 5-day residential training focusing on personal, social and entrepreneurship leadership. A former UK Tuwezeshe Fellow originally from the Gambia supported the training in the Gambia as a co-facilitator. She also shared her experience setting up Home Girls Unite, a young women's space for immigrant elder daughters in the UK, an initiative that emerged from her Tuwezeshe experience. The training was a partnership with Think Young Women from the Gambia.

> "*I believe in self-worth, self-confidence, self-care and self-awareness as a good leader. I am a proud feminist who is ready to fight and advocate for the rights of women and girls. I am so glad meeting you all! You are so special. I love being trained by these strong activists. We promise to share the knowledge you taught us with our communities,*" Feedback from the Gambia Participants.

Participants & Trainers at the Young Women's Leadership Training in the Gambia.



The Unsung Sheroes Publication showcases the journeys of female activists in Kenya and 25 TuWezeshe Fellows who took part in the leadership training. The curation and production of the publication was jointly done by Akili Dada and FORWARD.

The stories of change help us understand Kenya's challenges, hopes, and opportunities for sustained change in ending FGM and child marriage.

Kenya presents a beacon of hope on ending FGM within our generation; this is evidenced in the reduction of prevalence of FGM from 38% to 15% in the past 20 years.

Strengthening the capacity of young women's organisations:

Young women leaders and their organisations are essential for breaking the cycle of poverty, gender inequality and entrenched gender-based violence. When supported, they have tremendous potential to mobilise their peers to advocate for change and serve as role models to others. Enhancing the capacity of young women-led organisations with lived experience ensures better access to women and girls who are most marginalised and left behind, hence shifting the power in development more effectively. By investing in young women and their organisations, we can unlock their full potential to contribute to inclusive growth and create a more gender-equitable and sustainable future.

In the past year, we continued supporting five (5) young women-led organisations in Sierra Leone, Uganda, the Gambia, and the UK. We started a new partnership with WEEDO in Tanzania. This support included board and management support and mentoring, provision of partnership grants, organisational support and co-creation of leadership programme. This was in line with FORWARD's FAST model of partnership support- providing funding, accompaniment and sustained technical support.

"*We are super happy for the financial and technical support you gave to WEEDO. The impact is huge. Now small organisations around us depend on us for training, especially safeguarding training*." Rehema Konza, Director of WEEDO, Tanzania"

Building young women's movement and activism

FORWARD's Young Women's Advisory Council (YWAC) comprises twelve (12) young women who provide advice to shape the direction of FORWARD's youth programme and strategy. They also help run FORWARD's young women's hub, including events and research. Members are FORWARD ambassadors, leaders and change makers.

During 16 Days of activism on VAWG, a Tuwezeshe Fellow worked with YWAC and other Tuwezeshe fellows on her social action project to explore feminism and what they do to #OrangeTheWorld daily through women's rights advocacy.

Alya Harding, a 2022 Tuwezeshe Fellow, conducted her social action project in Sierra Leone by working with Girl-to-Girl Empowerment (G2G) to celebrate their 10th anniversary. Alya provided training to G2G staff on communication and social media management.

The G2G@10 event also marked Zero Tolerance to FGM on 25th February 2023. Fifty young women from the G2G network and other young women and men attended the one-day event. The interactive event, co-hosted by network members helped showcase the work of G2G. It enabled network members to reflect on the work of G2G, the impact of G2G on their lives and the changes they wanted in the organisation.

G2G, a young women-led organisation, was supported by FORWARD in 2013 and operates in 10 slum areas in Freetown. They now have 450 network members aged 13- 35 years.

3.4. Strategic Goal 4: Educate and enable key professionals and African communities to lead change

The theory of change in our work with professionals and communities is to create an enabling environment and ecosystem of keepers and decision-makers to have the knowledge, awareness and leadership to support women's access support and lead change on the ground. We achieved change through professional training, provision of support services and training community champions to deliver peer-to-peer outreach within their communities. Partnership working remains a strategic part of our community and professional training work. The key outcomes include the following:

- Statutory organisations and frontline staff have improved knowledge and capacity to appropriately identify, safeguard and respond to women and girls affected by VAWG
- Increased awareness and leadership of communities in tackling multiple forms of VAWG in the UK and Africa
- African and minority ethnic women know their rights and entitlement and access support and well-being services

Raising awareness among key professionals and schools

Professional training and school sessions have picked up after the COVID crisis. We trained 560 professionals in the year, including education, health and social care. We have also continued the partnership with Imperial College on their annual placement of medical students and St. Mary's University trainee teachers. We reached 602 pupils and students through our schools and college sessions.

"Personally, my understanding of FGM has been dramatically enhanced after the session and understanding why FGM is undertaken in certain communities."
Feedback from Trained Professional, 2022.

Highlights of our Specialist Support Services

- 16 Community Champions trained
- 19 community champions participated in the study to document the journeys of community champions in Bristol and London.
- 31 women accessed 1-2-1 counselling
- 120 accessed emotional support and practical and advisory services
- 1627 community women through our events, coffee morning sessions and workshops on health and wellbeing
- 32 referrals received from outside London to our services, from 19 cities.
- We work pan-London. We deliver commissioned services in the borough of Ealing and 13 London boroughs where we deliver the London Councils EHP project -namely, Barking & Dagenham, Bexley, Brent, Croydon, Greenwich, Hammersmith & Fulham, Lambeth, Merton, Southwark, Wandsworth, Islington, Haringey, Westminster. We received referrals and supported women from outside these boroughs i.e. Redbridge, Richmond, Waltham Forest, Hillingdon, Tower Hamlets, Brentford and Newham.
- Initiated two new projects on Floating Support Services for women with No recourse to Public Funds.

Spotlight on Tagwa Ahmed- A FORWARD Community Champion

I am a qualified overseas medical doctor and mum of 4 children, all under 10 years. I put my General Medical Council's Professional and Linguistic Assessments Board exams on hold, which would enable me to obtain my license to practice in the UK so that I could start my family. I participated in FORWARD's Community Champion Leadership Training in October 2021. The training made me realise I could share some of my health skills through community engagement and mobilisation, potentially enabling me to become a community champion. This has ignited my fire to back to my profession.

The leadership training facilitated the opportunity to work with FORWARD as a Community Champion and later as a Sessional worker starting in March 2022 with the Community Programme. The training helped me better understand the UK landscape, management skills, interpersonal skills, and interacting with diverse groups from a culturally competent perspective. I acquired effective facilitation, organising support outreach activities such as information stalls at events, community engagement, attending events, forums and online sessions. It also helped build my networking skills.

I have been mobilising women to access specialist support, provide emotional and floating support to migrant women. I have helped to build women's confidence and collaborate with BME community organisations in London to raise awareness of FORWARD's support and outreach services. I mobilise people (women and men) to attend coffee morning workshops and help organise parent sessions.

Being a Sessional Worker at FORWARD gave me the opportunity to interact and engage with various communities, build contacts and forge working relationships with many BME organisations, individuals, faith groups, community organisations, as well as community influencers, GPs and other professionals. My work has helped me to choose my speciality of Obstetrics & Gynaecology due to the focus and learnings from my work at FORWARD. I am now processing my registration to practice medicine in UK.

3.5. Strategic Goal 5: strengthening organisational capacity, resilience and impact

This goal underpins the ability of FORWARD to deliver our programmes. It is about organisation-wide systems, staff capacity, financial sustainability and resilience. Our work focuses on communication, digital working, fundraising and human resource processes. We have made vast progress in strengthening staff and organisational capacity and resilience, tackling well-being and human resource processes. Our core outcomes focused on the following:

- Improved organisation-wide systems, digital resources, data and knowledge management processes
- Increased staff capacity and skills to deliver effective and impactful programmes
- Increased staff capacity and skills to deliver effective and impactful programmes
- FORWARD is recognised as a bold, trusted and thought leader in the sector

Improving systems, staff development and fundraising

FORWARD has successfully transformed our client management and human resource management to cloud-based systems. We are delighted to have shifted our case management and support work to Charity Log client systems – a cloud-based customer relationship management solution for managing casework and contacts, document storage and retrieval, and reporting. Charitylog will enable all programme information to accessed centrally. All staff have been trained to use Charitylog, improving our case management and client follow-up.

Our HR processes have been effectively transferred to the Breathe HR online platform. This is an exciting period for FORWARD as the HR system we have implemented allows us to simplify and optimise all our HR procedures. This includes managing holidays, appraisals, document storage, training, tracking and handling sickness and enhancing line managers' control over staff-related issues.

FORWARD Staff Away Day in 2023

We used our bi-annual FORWARD staff Away Day, where 18 staff and sessional workers attended to reflect on our progress over the year. We reviewed our strategic plan, team dynamics and human resources. Staff worked on an exercise to assess what progress has been made in the past 12 months in their personal or professional lives.

Staff were proud of their achievements at FORWARD, which was good to see, as the sector has faced rapid change, growth and demands. All recognised that the following year was going to be challenging. Staff need to continue to adapt, learn and grow to support our clients better. Several team members have achieved their training/development objectives, e.g., getting degrees and certificates.

3.6. Partnerships

Partnership working and strategic collaborations remain core elements of FORWARD's programme approach. Over the past year, we have worked alongside various agencies and organisations in the women's rights and specialist VAWG sectors. We have also continued to work alongside statutory partners at local and national levels, building alliances, supporting campaign actions and carrying out policy engagement. In delivering our community programmes, on the other hand, we have continued to work with a number of community-based organisations across the UK, Europe and Africa.

Our collaborative approach allows us to pursue our strategic goal of building capacity in partner organisations and fostering alliances between several African diaspora women's organisations. These partnerships remain a primary channel for our advocacy and campaigning activities, both nationally and internationally.

FORWARD is an active member of the following networks and partnerships:

- African Diaspora Women's Network (ADWN)
- End FGM European Network (based in Brussels)
- Girls Not Brides UK (co-chair)
- End Violence Against Women (EVAW)
- Gender and Development Network (GADN)
- MOPAC Harmful Practices Forum
- Home Office Stakeholders Group
- London Councils: ASCENT
- VAWG forums: we are involved in VAWG forums in a number of London boroughs, including those working with BME women. (This reporting year, these included the following: Tri-Borough Harmful Practices operational group, the Haringey VAWG CCR group, the Haringey VAWG and BAMER community forum, Lambeth VAWG, the Bexley DA operational forum, Islington's BAMER forum, Croydon's FGM stakeholders meeting, the Brent VAWG forum and the Merton DA forum.)

3.7. External factors affecting our work

In this reporting year, the impact of the cost-of-living crisis shortly after the COVID crisis, which adversely affected Black and minoritised communities, has created new challenges for our work and the communities we work with. VAWG continues to be a significant challenge for women, and with the cost-of-living crisis, this has become a major safety issue for women living with domestic abuse. Many women who face abuse and violence continue to experience economic hardships, which makes it much harder for them to escape abuse. The impact of adverse national policies on migrant women, including those with no recourse to public funds (NRPF) or insecure status, has resulted in a hostile environment, creating vulnerability and hardship for many migrant women. In particular policies such as the Victims and Prisoners Bill and 'Illegal' Migration Act, the Domestic Abuse Act, and most importantly, the UK's reservations to ratify the Istanbul Convention denying certain rights to migrant women.

We are seeing a high demand for our services, especially from women with NRPF who have more complex and multi-layered challenges in addition to VAWG. Many women also face immense cultural pressure from their families to remain in abusive marriages due to 'honour' stigma, ' 'shame,' and control of women's lives. Providing support involves adopting a holistic approach to tackle these multiple layers facing women. This has resulted in FORWARD operating a waiting list for the first time and having to secure the services of a second counsellor to support women.

Mainstream services fail to meet the intersectional and complex needs of Black and minority (B&M) communities. A study by the Domestic Abuse Commissioner's Office (2022) on migrant victims of abuse found that support from B&M specialist VAWG organisations was the preferred option for migrant women. This need for gender, trauma, and culturally appropriate specialist B&M services is reflected in government policy on VAWG; this means that our services are more in demand in these times.

The Women's Budget Group report released in 2023 highlighted the gendered impact of the cost-of-living and energy crisis on women who have become the 'shock absorbers of poverty'.[1] Women continue to be hardest hit due to increased maternal poverty rates, lack of savings or property, the ongoing gender pay gap and extensive caring responsibilities, amongst other issues. According to this report, B&M and disabled women face unprecedented levels of poverty.

The funding crisis in the sector continues to adversely impact the VAWG sector. A new study conducted in Bristol in 2023 highlights challenges in funding for community and adverse policies on safeguarding in clinical settings are all resulting in women losing trust in services. Women in the study lacked awareness of existing specialist services and had unmet health needs, including sexual counselling and called for awareness raising in communities and access to specialist services. (University of Bristol, 2023)

The recent 2023 Rosa Report *Mapping the UK Women and Girls Sector and its Funding: Where Does the Money Go*? states that less than 2% of total funding grants went to women and girls' organisations in 2021. Other associated challenges included staff recruitment in the sector due to career changes, as well as the shift in the funding landscape towards emergency and short-term funding. This situation is felt most acutely by specialist B&M women's organisations, who have historically been underfunded. Yet, we deal with more complex cases due to the intersectional impact of the cost of living and other crises on B&M women.

The introduction of the national Relationship and Sex Education curriculum for schools provides a new impetus for FORWARD's work in schools. However, schools are ill-prepared to tackle VAWG issues, mainly honour-based abuse, safeguarding and reporting duties on FGM. Most schools and teachers are not confident in teaching FGM and coercive control (SafeLives 2022). Communities often view the Enforcement of safeguarding policies as stigmatising and discriminatory because there is limited funding for community engagement awareness and prevention work.

FORWARD continues to respond to these external factors which affect our work through strategic work with communities, engaging community advocates, using research to create evidence and working through advocacy coalitions at national and local levels to campaign and explore partnership funding opportunities.

4. Financial Review

4.1. Overview of income and fundraising activities

FORWARD's financial objectives seek to ensure sound financial management, reporting, and planning for and mitigating strategic and operational risks. We oversee and manage the budget for the year and maintain financial record keeping on all expenditures and reserves. This joint objective is monitored quarterly through the management accounts and the finance committee's work.

[1] https://wbg.org.uk/wp-content/uploads/2022/03/The-gendered-impact-of-the-cost-of-living-crisis.pdf

FORWARD's income in the year ended 31st March 2023 was £1,081,645, compared with £1,041,109 in the year ended 31st March 2022. The total expenditure was £871,134 from 31st March 2023, compared with £817,964 in the previous year. The total unrestricted funds carried forward on 31st March 2023 was £656,597 of which £446,628 was general funds and £209,969 was designated funds, while our restricted funds carried forward on 31st March 2023 amounted to £127,126.

FORWARD continues to make progress in increasing the diversity of our funding sources, despite the challenging economic climate, post the Covid-19 years and the shift in some of our funders' funding priorities. We continue to focus our fundraising efforts on the diversification of income sources. We also continue to reach out to more private trusts and foundations in our fundraising efforts, and to develop other diversified income streams from commissioned services, such as our accredited FGM training, support casework and other consultancy services.

The Management Team continues to build up FORWARD's existing staff's capacity to support its fundraising efforts, including using digital media channels to increase our visibility and share information about our work more widely. In particular, the launch of our new fundraising appeal page last year, linked to our website, has since enabled us to launch a number of appeals to help engage FORWARD's followers in our funding efforts, encouraging them to support us and our programmes more regularly. We seek to recruit a new Digital Communications Officer in the coming year, and are confident that this will expand our reach on social media and harness our engagement with newer audiences and potential donors.

4.2. Reserves policy and going concern

FORWARD's Reserves are based on unrestricted, general funds that are set aside to ensure our long-term ability to meet the charity's objectives and to ensure the continued operation of our programmes. The reserves policy makes a provision for unforeseen obligations and emergency situations, taking into consideration the main risks to our organisation.

The Operating Reserve is intended to provide unrestricted source of funds for unplanned situations such as a sudden increase in expenses, unbudgeted expenses, unanticipated loss in funding, or unsecured core expenses. Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. It is the intention of FORWARD for its Emergency Operating Reserves (EOR) to be used and replenished within a reasonably short period of time. These Reserve Funds are designated funds set aside by the Board for purposes detailed above. The minimum amount to be designated as Operating Reserve will be established in an amount sufficient to maintain ongoing operations and programs measured for a set period of time, measured in months.

FORWARD's current reserve policy aims to allocate up to 50 % of its annual budget expenditure as its emergency operating reserves. The Trustees also agree that in addition, this minimum level of the EOR at any time should be equivalent to up to six months' operating costs. This figure will be calculated and reviewed annually by the Board of Trustees in relation to internal and external circumstances.

The current reserve level is based on general funds not allocated for programmes and includes income from donations, training, bank interest and Gift Aid. The total amount of the Operating Reserves is calculated annually based on the annual audit report and approved by the Board of Trustees.

FORWARD remains a going concern. The Board of Trustees have assessed the organisation and are assured that FORWARD has adequate resources and staff to continue to operate for the foreseeable future. It consequently adopts the going-concern basis in preparing this report.

4.3. Grant-making and fundraising

FORWARD's trustees see sub-granting as an essential component of the organisation's charitable operations. This is predominantly the case for our charitable projects in Africa as well as partnership work in the UK. We provided sub-grants to three community project partners in the UK this year. This approach to sub-granting has become a strategic lifeline for smaller organisations we nurture and support as this enables them to access funds and grow their income as many do not have fundraising expertise.

The majority of our charitable work in Africa is carried out through sub-grants to our local partners. These partners are selected in line with our strategy of working with girls and young women. Partners are required to re-apply for their grant on an annual basis; the renewal of the grants is subject to contract-specific performance measures and financial adherence. All partners sign a Memorandum of Understanding and a financial grant agreement, detailing roles and responsibilities and outlining grant conditions. FORWARD's staff conduct regular monitoring, including site visits, and provide our partners with technical support and capacity development.

Fundraising is the responsibility of FORWARD's senior staff members. In this reporting period, we worked with an intern and an external fundraising consultant to support our efforts, this included conducting an audit of our fundraising and fundraising policy and strategy. Our fundraising work includes writing funding applications, working through partnership bids and undertaking fundraising campaigns that target the general public. In addition, we are very grateful to our numerous individual fundraisers, who generate much of our unrestricted funding through their fundraising activities, and to our private donors providing us with monthly direct debits. We continue to experience challenges in recruiting senior fundraising staff, an experience affecting the women's VAWG sector.

5. Our Future Plans

Our plans for 2022-23 financial year will focus on strengthening our internal processes after coming out of COVID crisis and entering the cost of living crisis to ensure that we build our resilience to deliver for our service users. We will strengthen fundraising, prioritise our human resources particularly staff resilience and well-being, consolidate our partnership work and our programme evidence. We will consult internally and externally on development of a new strategic plan for the next 3 years, to enable us to build on our learning as well as respond to emerging challenges within our sector. In the coming year, our strategic efforts will focus in particular on the areas outlined below.

In relation to our community programmes, we will strengthen our community support and engagement work. This is because changing community social norms is essential for preventing abuse and enabling women to seek needed services. We will work more closely with partners to scale up the community champions programme. We will conduct research to share the learning from our community champions programme. We will continue to provide access to specialist support services, including counselling, mental health services and VAWG support, reaching out to new migrant women with limited access to such services. This work will continue to take place as a mix of hybrid and face-to-face services as the COVID crisis changes. In addition, we will support the mental well-being of our staff and volunteers in response to the ongoing challenges, providing training and external supervision support.

Our plans for our young women's leadership is ambitious. We will scale up our bespoke TuWezeshe young women's leadership programme, investing in new partners and young women in Africa and the UK. The feminist leadership training focusses on nurturing resilient young women leaders from B&M communities, who are affected by intersecting challenges, including VAWG, racism, and mental health issues. We will build on the leadership alumni, strengthening sisterhood and movement building through regular convening events and developing new partnership. We will also strengthen resource development and better sharing of learning of the Tuwezeshe Programme.

We will work on generating evidence from our programmes in the UK and Africa through research and end of project evaluations. We will continue the studies initiated on sexual harassment in public spaces as well as sexual harassment in universities to utilise the evidence for policy engagement as well as shape our programmes. In Africa we will build on the evidence work on child mothers' access to education to help generate evidence on this much neglected policy and development challenge.

With the changing landscape on funding for our Africa Programmes, including reduced UK development funding and related strategy to shifting funding to southern partners, we will firm up our Africa base and identify new funding partnerships. This will also include identifying new funding opportunities and models of working for our Africa-facing advocacy and programmes and develop further our Africa partnership office. We will also continue to carry out this advocacy work in collaboration with our existing national and global partners, such as Girls not Brides, the Gender and Development Network, and the African Diaspora Women's Network, focussing on child marriage, child motherhood and FGM. We aim to consolidate our work with current African partners and to identify new partners to help us roll out our young women's leadership programme in new countries.

6. Structure, governance and management

FORWARD was established in 1983 and registered with the Charity Commission of England and Wales in August 1985 as a charity with registration number 292403. FORWARD is also incorporated as a charitable company limited by guarantee (Company No. 01921508), governed by a Memorandum and Articles of Association; its incorporation came into force on 11th June 1985.

6.1. The Board of Trustees

In accordance with the charity's Memorandum and Articles of Association, the Board of Trustees have the responsibility to oversee the business of the organisation. The minimum number of trustees on the Board - also known as directors - is five; the maximum number is fifteen members. We currently have eight Board members. One board member joined with observer status for a year as part of the onboarding process.

In line with the Articles of Association, the Board should be comprised of individuals with knowledge of the socio-economic factors underlying BME women and girls. It should be made up of three-fifths (i.e. 60 percent) of members of African descent and have at least 75 percent representation of women. This ensures the effective participation in decision-making by those who are most affected by the issues that FORWARD works on.

The Board of Trustees meet four times a year. Nine Trustees served on the board in this reporting year (including the member with observer status). FORWARD's trustees can co-opt new board members during the year, where needed, to fill vacancies or to meet any skills deficit identified by the Board. There are currently two honorary officers on the Board; the Chair and the Treasurer. All the Trustees are full members of FORWARD.

The Board of Trustees' work is governed by the seven principles of the Charity Governance Code. This includes organisational purpose, leadership, decision-making, risk and control through the monitoring of financial and operational systems, and annual planning, risk analysis and risk management. The Board ensures that FORWARD complies with all relevant financial policies, regulations and good practices, and conducts annual review of their work.

The Board has two functioning sub-committees: The Finance and Human Resources Committee and the Fundraising and Communications Committee. The Finance Committee provides oversight on financial and risk management matters, while the fundraising and communication oversees visibility and digital funding matters. The Strategy and Governance Committee has been proposed to provide guidance on programmes, monitoring and evaluation, as well as on our organisational strategy.

A skills audit of its members is conducted annually by the Board. For skill areas that are identified as needing further expertise, a selection process is started to identify potential new candidates, using advertisements and charity trustee recruitment organisations. The board is seeking to recruit additional male member of the board.

New trustees are required to serve for a period of up to a year in an observer status. The induction training for new trustees addresses their legal obligations under charity and company law, the Charity Commission's guidance on the meaning of public benefit, and in general the duties and responsibilities of the Board. This induction process includes the provision of relevant statutory documents and reports, including copies of the charity's Memorandum and Articles of Association, its latest finance and annual reports, and an overview of current trustee roles.

6.2. Organisational management, staffing and volunteers

The Executive Director is appointed by the Board of Trustees to manage FORWARD's operations efficiently. The Executive Director has delegated authority of the Board to manage operational matters, including finance, employment and programme planning and execution. This role is performed with the support of the Senior Management Team (SMT); together, they are responsible for the implementation of the organisation's strategic plan and for realising FORWARD's mission and vision. The salaries of the Executive Director, Senior Management Team and members of staff are reviewed annually by the Board of Trustees. Provided that the necessary funding is available, the Board normally raises them in accordance with the annual change in average earnings within the Charity Sector.

19 members of staff worked with FORWARD in this reporting year, comprising 12 part-time and six full-time employees. In the past year, five staff left FORWARD, and three new staff joined the team. The staff retention rate has improved after staff challenges during the COVID crisis. We have been successful in continuing to recruit our community champions to transition to staff members. Additionally, over the course of the year, 8 interns and volunteers supported the organisation with a wide range of tasks. FORWARD recruits' new volunteers and interns through adverts published on its website and through recommendations from stakeholders and community advocates. We have updated our volunteers and interns' handbook and our on-boarding procedures to enable volunteers to be better supported to facilitate their experience at FORWARD's.

Our current organisational structure includes the Programmes team- made up of the community, youth, Africa and training; the Knowledge Management, Evidence and Communication team oversee the research and communication and the Operations team who support overall operations, finance and human resources.

6.3. Related party transactions

In our operations over the past year, there were no related party transactions to disclose as at the end of March 2023.

6.4. Risk management

The Board of Trustees undertake a periodic analysis of the major risks that the organisation faces, or is exposed to, in line with FORWARD's risk management policy and risk register. This risk analysis is reviewed twice a year during Board meetings. The analysis includes:

- The six-monthly review of FORWARD's risk matrix and the principal risks; the Board of Director's reports to each board meeting also include a review of key risks to the organisation.
- The development of appropriate policies, procedures and actions to mitigate any risks identified (including programme risk areas, which are reviewed every quarter).
- The development of procedures, plans and actions to minimise and manage potential and identified risks to the organisation.

The principal risks that faced FORWARD this past year included financial risk, governance risks, operational risks and risks pertaining to the ongoing cost of living crisis. The charity's Treasurer and the Board's Finance and Human Resources Committee are together tasked with regularly reviewing the financial risks to which FORWARD could be exposed to as we conduct our work both internally and externally. Oversight of the risk register more generally is delegated by the Trustees to the Executive Director, who is tasked with reporting on it to the Board on a regular basis.

Over the year, the main risk areas remained changes in UK government policy and in the funding landscape, with cuts in public spending affecting our sector and terms of government contracts which focus on pre-financing and late payments of grants. The cost of living crisis shortly after the harsh impact of COVID are posing additional challenges. The shifting policy focus of the Domestic Abuse Act, negative policy and public environment for migrants has also been especially challenging for FORWARD, as we now see more service users faced with complex needs in addition to VAWG. Providing holistic services requires more staff time and active collaboration due to their multiple needs. We continue to collect further evidence in support of our approach and to engage with policy-makers on this matter.

As a further element of our approach to effective risk management, external consultants are contracted to undertake end–of-project evaluations for every project, focussing on the choice of programme areas, project outcomes, value-for-money and budgetary considerations. The external consultants' reports confirm our adherence to financially sound practices, in line with SORP guidelines, and ensure transparency and scrutiny.

Finally, we continue to monitor the impact of the cost of living crisis on staff well-being; FORWARD continues to prioritise this risk area. We have put in place a policy on safety measures to protect staff and volunteers, which supports better staff working remotely and providing staff and volunteers with ongoing support, including well-being supervision and flexible working. These efforts are being further supported through our human resources audit recommendations and processes and development of a well-being policy and more streamlined HR processes.

RESPONSIBILITIES OF THE TRUSTEES

The Board of Trustees is responsible for preparing the Trustees' Annual Report, the Chairman's Statement and the financial statements, in accordance with the applicable laws and regulations.

Company law requires the Board of Trustees to prepare financial statements for each financial year. Accordingly, the Trustees have prepared the financial statements in compliance with the United Kingdom's Generally Accepted Accounting Practice and the law applicable to charities in England and Wales. The financial statements are required by law to provide a true and fair view of FORWARD's financial situation, including incoming resources and the application of these resources by the charity.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on a going-concern basis, unless it is inappropriate to presume that the charity will continue in operation.

The Board of Trustees is responsible for keeping proper accounting records that disclose with reasonable accuracy, at any time, the financial position of the charity and for ensuring that the annual financial statements comply with the Companies Act of 2006. The Trustees are also responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud and other irregularities.

The Board of Trustees

The members of the Board of Trustees are FORWARD's directors for the purposes of company law and its trustees for the purposes of charity law, serving during the past financial year and up to the date of this report, as set out on page 3.

In accordance with company law, as the company's directors, we certify that:
So far as we are aware, there is no relevant audit information of which the company's auditors are unaware, and that, as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant auditor information and to establish that the charity's auditors are aware of that information.

Auditors

Goldwins Chartered Accountants were-re-appointed as the charitable company's auditors.

Approved by the Board of Trustees and
Signed on its behalf by:

29 November 2023

.....
Trustee- Dr Lisa Smith

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

Opinion

We have audited the financial statements of the Foundation for Women's Health Research & Development for the year ended 31 March 2023, which comprise the Statement of Financial Activities, the Balance Sheet, the statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is the applicable law and the United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the section of our report entitled Auditor's responsibilities for the audit of the financial statements. We are independent of the Charity, in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to the going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, to consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material

misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters, where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give an accurate and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting, unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements in their entirety are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance. However, it is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our

procedures can detect irregularities, including fraud, is set out below.
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation concerning the charity's policies and procedures relating to:
    - Identifying, evaluating, and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
    - Detecting and responding to the risks of fraud and whether they had knowledge of any actual, suspected, or alleged fraud;
    - The internal controls are established to mitigate fraud risks or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focussing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these against supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management overriding of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in establishing accounting estimates were indicative of a potential bias, and tested significant unusual transactions or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters that we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, this report, or the opinions we have formed.

Anthony Epton
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29 November 2023

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Foundation For Women's Health Research And Development (Limited By Guarantee)
Statement of Financial Activities (Incorporating An Income and Expenditure Account)

For the year ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	**2023 Total funds £**	2022 Total funds £
Income from:					
Donations and legacies	3	96,838	15,000	**111,838**	57,764
Charitable activities:	5				
Africa programme		188,662	138,633	**327,295**	222,098
Community programme		2,250	589,627	**591,877**	634,717
Youth programme		–	40,000	**40,000**	99,065
Public education, training & other		7,500	–	**7,500**	26,564
Other trading activities		–	–	**–**	300
Investments	4	3,129	–	**3,129**	601
Other		6	–	**6**	–
Total income		298,385	783,260	**1,081,645**	1,041,109
Expenditure on:					
Raising funds	6	8,182	–	**8,182**	6,036
Charitable activities					
Africa programme	6	76,629	108,311	**184,940**	207,784
Community programme		28,678	611,322	**640,000**	540,382
Youth programme		–	34,196	**34,196**	63,762
Other		3,816	–	**3,816**	–
Total expenditure		117,305	753,829	**871,134**	817,964
Net income / (expenditure) before net gains / (losses) on investments		181,080	29,431	**210,511**	223,145
Net gains / (losses) on investments		–	–	**–**	–
Net income / (expenditure) for the year	7	181,080	29,431	**210,511**	223,145
Transfers between funds		(1,452)	1,452	**–**	–
Net income / (expenditure) before other recognised gains and losses		179,628	30,883	**210,511**	223,145
Net movement in funds		179,628	30,883	**210,511**	223,145
Reconciliation of funds:					
Total funds brought forward		476,969	96,243	**573,212**	350,067
Total funds carried forward		656,597	127,126	**783,723**	573,212

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Foundation For Women's Health Research And Development (Limited By Guarantee)

Balance Sheet

Company no. 1921508

As at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	12		**12,409**		11,886
			12,409		11,886
Current assets:					
Debtors	13	**112,264**		95,835	
Cash at bank and in hand		**752,274**		856,111	
		864,538		951,946	
Liabilities:					
Creditors: amounts falling due within one year	14	**93,224**		390,620	
Net current assets			**771,314**		561,326
Total assets less current liabilities			**783,723**		573,212
Creditors: amounts falling due after one year			**-**		-
Net assets			**783,723**		573,212
Total net assets			**783,723**		573,212
The funds of the charity:	18				
Restricted income funds			**127,126**		96,243
Unrestricted income funds:					
Designated funds		**209,969**		211,421	
General funds		**446,628**		265,548	
Total unrestricted funds			**656,597**		476,969
Total charity funds			**783,723**		573,212

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on 29 November 2023 and signed on their behalf by

Dr Lisa Smith
Treasurer

Foundation For Women's Health Research And Development (Limited By Guarantee)
Statement of Cash Flows

For the year ended 31 March 2023

	Note	2023		2022	
		£	£	£	£
Cash flows from operating activities	19				
Net cash provided by / (used in) operating activities			**(94,141)**		410,696
Cash flows from investing activities:					
Dividends, interest and rents from investments		–		–	
Proceeds from the sale of fixed assets		–		–	
Purchase of fixed assets		(9,696)		(17,830)	
Proceeds from sale of investments		–		–	
Purchase of investments		–		–	
Net cash provided by / (used in) investing activities			**(9,696)**		**(17,830)**
Net cash provided by / (used in) financing activities			**–**		–
Change in cash and cash equivalents in the year			**(103,837)**		**392,866**
Cash and cash equivalents at the beginning of the year			**856,111**		463,245
Change in cash and cash equivalents due to exchange rate movements			**–**		–
Cash and cash equivalents at the end of the year	20		**752,274**		856,111

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with 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 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £600. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Website development	Over 3 years
Computer equipment	33.33% straight line
Fixtures, fittings and equipment	25% straight line

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates stakeholder pension scheme.

2 Detailed comparatives for the statement of financial activities (Prior year-2022)

	Unrestricted £	Restricted £	2022 Total £
Income from:			
Donations and legacies	52,484	5,280	57,764
Charitable activities:			
Africa programme	–	222,098	222,098
Community programme	30,000	604,717	634,717
Youth programme	57,065	42,000	99,065
Knowledge Management, Evidence & Comms (KMEC)	–	–	–
Public education, training & other	21,964	4,600	26,564
Other trading activities	300	–	300
Investments	601	–	601
Other	–	–	–
Total income	162,414	878,695	1,041,109
Expenditure on:			
Raising funds	6,036	–	6,036
Charitable activities:			
Africa Programme	–	207,784	207,784
Community Programme	–	540,382	540,382
Youth Programme	375	63,387	63,762
Knowledge Management, Evidence & Comms (KMEC)	–	–	–
Public education, training & other	–	–	–
Total expenditure	6,411	811,553	817,964
Net income / expenditure	156,003	67,142	223,145
Transfers between funds	22,549	(22,549)	–
Net movement in funds	178,552	44,593	223,145
Total funds brought forward	298,417	51,650	350,067
Total funds carried forward	476,969	96,243	573,212

3 Income from donations and legacies

	Unrestricted £	Restricted £	2023 total Total £	2022 Total £
Donations	88,047	–	**88,047**	47,530
Gaskell & Wilkinson	–	15,000	**15,000**	5,000
Gift Aid	8,791	–	**8,791**	5,234
	96,838	15,000	**111,838**	57,764

4 Income from investments

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Investment income	3,129	–	**3,129**	601
	3,129	–	**3,129**	601

5 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Africa Programme				
Wallace Global Fund	–	–	–	28,387
Comic Relief - Manda 2	–	108,700	**108,700**	70,050
Children's Dignity Forum- Haki Ya Binti Phase 2	–	29,933	**29,933**	16,754
United Nations Population Fund (UNFPA)	–	–	–	106,907
Schwab Charitable Fund	188,662	–	**188,662**	–
Community programme				
London Councils	–	48,131	**48,131**	49,938
National Lottery Community Fund	–	124,305	**124,305**	124,304
GLA-Ascent NRPF	–	49,013	**49,013**	–
GLA-Refuge - NRPF		78,073	**78,073**	
Greenwich Council	–	–	–	2,000
London Borough of Ealing	–	39,000	**39,000**	39,000
Lloyds Bank Foundation	2,250	–	**2,250**	30,000
MOPAC - Prevention & Action EHP	–	40,853	**40,853**	52,945
National Lottery-Coronavirus Community Support Fund	–	–	–	–
The London Community Foundation	–	58,286	**58,286**	82,128
Comic Relief/DCMS Fund	–	111,966	**111,966**	121,932
Comic Relief MOJ Fund	–	–	–	112,470
Tudor Trust	–	40,000	**40,000**	20,000
Youth programme				
Paul Hamlyn-Act for Change	–	–	–	42,000
Dr Martens Foundation	–	20,000	**20,000**	–
London Councils-AVA Schs	–	20,000	**20,000**	–
The Big Give Trust	–	–	–	375
FGM - ERASMUS	–	–	–	2,690
Esmee Fairbain- Covid 19 Response Grant	–	–	–	54,000
Public education & training				
London Councils - Prevention	–	–	–	4,600
Imperial College	–	–	–	1,353
Charityworks - Kickstart	–	–	–	2,522
Training, consultancy and event	7,500	–	**7,500**	18,089
Total income from charitable activities	198,412	768,260	**966,672**	982,444

6 Analysis of expenditure

	Charitable Activities						
	Cost of raising funds	Africa Programme	Community Programme	Youth Programme	Support costs	**2023 Total**	2022 Total
	£	£	£	£	£	**£**	£
Staff costs (Note 8)	–	58,086	355,909	28,386	–	**442,381**	420,239
Direct project cost							
Partnership and networking	–	68,787	83,426	–	–	**152,213**	190,357
Consultant and research fees	–	6,715	528	–	–	**7,243**	7,110
Monitoring and evaluation	–	9,465	15,891	–	–	**25,356**	28,132
Campaigning and advocacy	–	–	2,211	–	–	**2,211**	200
Training outreach & event	–	1,191	72,266	1,789	–	**75,246**	34,066
Publication and media	–	5,162	6,928	–	–	**12,090**	13,633
Travelling and subsistence	–	8,297	1,457	5	–	**9,759**	2,977
Support cost							
Organisational development	–	6,129	20,733	–	–	**26,862**	11,324
Membership & Subscriptions	–	–	1,392	–	–	**1,392**	1,410
Accounting and professional	–	326	1,110	–	–	**1,436**	2,584
Rent, utilities and rates	–	9,082	32,017	3,000	3,816	**47,915**	59,079
Printing and stationery	–	–	5,212	15	–	**5,227**	8,339
Insurance	–	–	3,595	–	–	**3,595**	3,552
Capital costs\IT	–	2,000	7,449	–	–	**9,449**	10,925
Fundraising and marketing	8,182	6,500	1,415	1,000	–	**17,097**	12,915
Depreciation	–	–	9,786	–	–	**9,786**	6,082
Audit fees	–	1,300	3,000	–	–	**4,300**	4,000
Capacity Building costs	–	1,900	10,811	–	–	**12,711**	613
Office moving costs	–	–	4,001	–	–	**4,001**	–
Governance costs	–	–	421	–	–	**421**	–
Bank charges	–	–	443	–	–	**443**	428
	8,182	184,940	640,001	34,195	3,816	**871,134**	817,964
Total expenditure 2023	**8,182**	**184,940**	**640,001**	**34,195**	**3,816**	**871,134**	

Of the total expenditure, £117,305 was unrestricted (2022: £6,411) and £753,829 was restricted (2022: £811,553).

Analysis of expenditure (prior year)

	Charitable Activities					
	Cost of raising funds	Africa Programme	Community Programme	Youth Programme	Support costs	2022Total
	£	£	£	£	£	£
Staff costs (Note 8)	–	52,365	340,889	26,985	–	420,239
Direct project cost						
Partnership and networking	–	96,584	86,773	7,000	–	190,357
TuWez End of Project Allocation	–	–	–	–	–	–
Consultant and research fees	–	6,608	503	–	–	7,110
Monitoring and evaluation	–	20,132	–	8,000	–	28,132
Campaigning and advocacy	–	–	200	–	–	200
Training outreach & event	–	1,645	27,358	5,063	–	34,066
Publication and media	–	5,325	7,932	375	–	13,633
Travelling and subsistence	–	2,996	287	86	(393)	2,977
Support cost						
Organisational development	–	1,298	10,026	–	–	11,324
Membership & Subscriptions	–	–	1,410	–	–	1,410
Accounting and professional	–	503	2,081	–	–	2,584
Rent, utilities and rates	–	10,782	36,844	11,453	–	59,079
Printing and stationery	–	1,000	5,768	1,572	–	8,339
Insurance	–	–	3,552	–	–	3,552
Capital costs\IT	–	2,961	6,668	1,296	–	10,925
Fundraising and marketing	6,036	3,447	1,500	1,932	–	12,915
Depreciation	–	139	5,943	–	–	6,082
Audit fees	–	2,000	2,000	–	–	4,000
Other expenses	–	–	613	–	–	613
Bank charges	–	–	35	–	393	428
	6,036	207,784	540,382	63,762		817,964
Total expenditure 2022	**6,036**	**207,784**	**540,382**	**63,762**	**–**	

7 Net incoming resources for the year

This is stated after charging / crediting:

	2023	2022
	£	£
Depreciation	**9,173**	6,083
Operating lease rentals:		
Property	**22,272**	30,228
Auditors' remuneration (excluding VAT):		
Audit	**3,583**	3,583

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	**355,463**	349,659
Social security costs	**27,833**	27,387
Employer's contribution to defined contribution pension schemes	**9,226**	9,885
Freelance staffs	**41,093**	25,543
Other staffs costs	**8,766**	7,765
	442,381	420,239

No employee earned more than £60,000 during the year (2022: nil).

The total employee benefits including pension and national insurance contributions of the key management personnel were £63,059 (2022: £59,897).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023	2022
	No.	No.
Charitable activities:		
Africa programme	**2.5**	**2.0**
Community programme	**12.0**	**9.7**
Youth programme	**1.2**	**1.0**
Knowledge Management, Evidence & Comms (KMEC)	**3.0**	**3.0**
Public education, training & other	**0.3**	**0.3**
	19.0	16.0

10 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Website Development	Computer Equipment	Fixtures and fittings	**Total**
		£	£	**£**
Cost				
At the start of the year	60,090	58,330	31,751	**150,171**
Additions in year	-	9,696	-	**9,696**
Disposals in year	-	-	-	**-**
At the end of the year	60,090	68,026	31,751	**159,867**
Depreciation				
At the start of the year	60,090	46,444	31,751	**138,285**
Charge for the year	-	9,173	-	**9,173**
Eliminated on disposal		-	-	**-**
At the end of the year	60,090	55,617	31,751	**147,458**
Net book value				
At the end of the year	-	12,409	-	**12,409**
At the start of the year	-	11,886	-	11,886

All of the above assets are used for charitable purposes.

13 Debtors

	2023	2022
	£	£
Trade debtors	**107,544**	90,856
Other debtors	**759**	729
Prepayments	**3,961**	4,250
	112,264	95,835

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	**17,270**	22,905
Other creditors	**50**	50
Accruals	**30,904**	29,344
Deferred income	**45,000**	338,321
	93,224	390,620

15 Deferred income

Deferred grant income comprises Comic Relief Manada2 £15,000, Tudor Trust £20,000 and The February Foundation £10,000.

	2023	2022
	£	£
Balance at the beginning of the year	**338,321**	172,587
Amount released to income in the year	**(338,321)**	(172,587)
Amount deferred in the year	**45,000**	338,321
Balance at the end of the year	**45,000**	338,321

16 Pension scheme

The charity operates stakeholder pension scheme and has no pension liability as at the year end.

17 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	12,409	-	-	**12,409**
Net current assets	434,219	209,969	127,126	**771,314**
Net assets at the end of the year	**446,628**	**209,969**	**127,126**	**783,723**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Africa Programme					
Wallace Global Fund	3,384	-	(3,384)	-	-
Comic Relief - Manda 2	15,207	108,700	(73,188)	-	**50,719**
Children's Dignity Forum- Haki Ya Binti Phase 2	-	29,933	(18,242)	-	**11,691**
Gaskell & Wilkinson	(1,347)	15,000	(13,497)	-	**156**
Community programme					
London Councils	-	48,131	(48,131)	-	-
National Lottery Community Fund	10,769	124,305	(126,450)	-	**8,624**
GLA-Ascent NRPF	-	49,013	(37,778)	-	**11,235**
GLA-Refuge - NRPF	-	78,073	(55,876)	-	**22,197**
London Borough of Ealing	8,521	39,000	(38,381)	-	**9,140**
MOPAC - Prevention & Action EHP	-	40,853	(33,293)	-	**7,560**
MOPAC - VAWG Grassroots	3,579	58,286	(62,535)	670	-
Comic Relief/DCMS Fund	20,685	111,966	(132,651)	-	-
Comic Relief MOJ Fund	28,402	-	(29,184)	782	-
Tudor Trust	7,043	40,000	(47,043)	-	-
Youth programme					
Dr Martens Foundation	-	20,000	(17,584)	-	**2,416**
London Councils-AVA Schs		20,000	(16,612)	-	**3,388**
Total restricted funds	96,243	783,260	(753,829)	1,452	**127,126**
Unrestricted funds:					
Designated funds:					
Capacity Building Fund	200,000	-	-	-	**200,000**
Fixed Asset designated Funds	11,421	-	-	(1,452)	**9,969**
Total designated funds	211,421	-	-	(1,452)	**209,969**
General funds	265,548	298,385	(117,305)	-	**446,628**
Total unrestricted funds	476,969	298,385	(117,305)	(1,452)	**656,597**
Total funds	573,212	1,081,645	(871,134)	-	**783,723**

Purposes of designated funds

Designated funds are unrestricted funds earmarked by the trustees for particular purposes stated as above.

Purposes of restricted funds

Income, which is received for specific projects, as - for example - grants, donations and earned income - is accounted for as restricted funds. If project funds are projected to be overspent, we take action early to reduce expenditure and/or raise more funds to cover the potential shortfall. If we continue to project and incur an unavoidable overspend, a transfer is made from unrestricted funds. The balances on restricted funds arise from income received for specific projects on which some expenditure is still to be incurred in the coming financial year. Each of the projects is described in more detail below:

Movements in funds (continued)

Purposes of restricted funds

Africa Programme: The Africa Diaspora Advocacy & Policy Team (ADAPT) programme continues to play a key role in the work of FORWARD. It bridges UK and Africa programmes, providing opportunities for the diaspora to have a voice in development conversations. ADAPT operates through local partners in Africa and through collaborations in the UK.

Community Programme: Women from FGM affected communities are leaders and advocates among their own communities. FORWARD's vision is to support communities to say no to FGM and end all forms of violence against women and girls and to take the lead in campaigning against FGM, child marriage and all forms domestic and sexual violence and discrimination – enabling African women and girls to have the dignity, health, and equality they deserve.

Youth Programme: FORWARD's youth team provides FGM awareness sessions in primary and secondary schools, colleges, other higher education institutions and universities nationwide. Through the TuWezeshe Leadership Programme, FORWARD seeks to nurture young women to become resilient leaders and changemakers to drive/inspire social change in their communities and beyond and in taking action on VAWG and rights of African & minority ethnic girls and young women.

19 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2023	2022
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	**210,511**	223,145
Depreciation charges	**9,173**	6,083
(Increase)/decrease in debtors	**(16,429)**	6,318
Increase/(decrease) in creditors	**(297,396)**	175,150
Net cash provided by / (used in) operating activities	**(94,141)**	410,696

20 Analysis of cash and cash equivalents

	At 1 April 2022	Cash flows	Other changes	**At 31 March 2023**
	£	£	£	**£**
Cash in hand	856,111	(103,837)	-	**752,274**
Total cash and cash equivalents	856,111	(103,837)	-	**752,274**

21 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property		Equipment	
	2023	2022	**2023**	2022
	£	£	**£**	£
Less than one year	**18,560**	18,560	**-**	-
One to five years	**9,280**	27,840	**-**	-
	27,840	46,400	**-**	-

The charity has secured three years property lease effected from 1 October 2021.

22 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

23 a. Summary analysis of assets and liabilities by funds of previous reporting period (2022)

	General £	Designated £	Restricted £	Total funds £
Tangible fixed assets	11,886	-	-	**11,886**
Net current assets	253,662	211,421	96,243	**561,326**
Net assets at the end of the year	**265,548**	**211,421**	**96,243**	**573,212**

b. Details of movement in funds during the previous reporting period (2022)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Africa Programme					
Wallace Global Fund	-	28,387	(25,003)	-	**3,384**
Comic Relief - Manda 2	-	70,050	(52,493)	(2,350)	**15,207**
Children's Dignity Forum- Haki Ya Binti Phase 2	-	16,754	(16,754)	-	-
United Nations Population Fund (UNFPA)	-	106,907	(106,907)	-	-
Make Child Mothers Count	-	280	(280)	-	-
Gaskell & Wilkinson	-	5,000	(6,347)	-	**(1,347)**
Community programme					
London Councils	-	49,938	(49,938)	-	-
National Lottery Community Fund	-	124,304	(113,535)	-	**10,769**
Greenwich Council	-	2,000	(2,000)	-	-
London Borough of Ealing	9,750	39,000	(40,229)	-	**8,521**
Lloyds Bank Foundation	20,000	-	(16,335)	(3,665)	-
MOPAC - Prevention & Action EHP	-	52,945	(52,945)	-	-
London Funders	-	10,000	(10,000)	-	-
MOPAC - VAWG Grassroots	-	61,674	(56,755)	(1,340)	**3,579**
MOPAC - VAWG MOJ	-	10,454	(10,454)	-	-
Comic Relief/DCMS Fund	-	121,932	(101,247)	-	**20,685**
Comic Relief MOJ Fund	-	112,470	(73,987)	(10,081)	**28,402**
Tudor Trust	-	20,000	(12,957)	-	**7,043**
Youth programme					
Paul Hamlyn-Act for Change	-	42,000	(42,000)	-	-
City Bridge Trust	12,000	-	(12,000)	-	-
Esmee Fairbain	9,900	-	(9,387)	(513)	-
Public education & training					
London Councils - Prevention	-	4,600	-	(4,600)	-
Total restricted funds	51,650	878,695	(811,553)	(22,549)	**96,243**
Unrestricted funds:					
Designated funds:					
Capacity Building Fund	-	-	-	200,000	**200,000**
Fixed Asset designated Funds	-	-	-	11,421	**11,421**
Total designated funds	-	-	-	211,421	**211,421**
General funds	298,417	162,414	(6,411)	(188,872)	**265,548**
Total unrestricted funds	298,417	162,414	(6,411)	22,549	**476,969**
Total funds	350,067	1,041,109	(817,964)	-	**573,212**

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT

England & Wales - Charity number 292403

Accounts

Company Registration Number 1921508
Charity Number 292403

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS

31 MARCH 2022

GOLDWINS
Chartered Accountants
75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT
(LIMITED BY GUARANTEE)
YEAR ENDED 31 MARCH 2022

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FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT (LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS

The Foundation for Women's Health, Research and Development (FORWARD) presents the report of its Board of Trustees for the year ended 31 March 2022.

Charity registration number: 292403

Company registration number: 01921508

Registered office: Suite 4.8 Chandelier Building
8 Scrubs Lane
London
NW10 6RB

Email: forward@forwarduk.org.uk
Website: www.forwarduk.org.uk

THE TRUSTEES AS AT 31 MARCH 2022

Dr Titilola Banjoko	Chair
Dr Lisa Smith	Treasurer
Joy Fraser-Amosun	
Priti Dave	Resigned November 2021
Ali Sakaria	
Julia Klein	
Sarah McDonald	
Aniesha Obuobie	
Kadra Abdinasir	Appointed November 2021

Senior Management Team

Naana Otoo-Oyortey MBE	Executive Director
Adwoa Kwateng-Kluvitse	Head of Global Advocacy and Partnerships
Toks Okeniyi	Head of UK Programmes and Operations
Amy Abdelshahid	Head of Evidence and Knowledge Management
Mary Otuko	UK Programme Manager
Wossenyelesh Kifle	Programme Design and Partnerships Manager
Fosdicka Crankson	Finance Consultant

Bankers
Unity Trust Bank, 9 Brindley Place, Birmingham B1 2HB
NatWest, Strand Branch, P.O. Box 414, 38 Strand, London WC2H 5JB

Accountant
Goldwins, 75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT (LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT

1. Introduction

The Board of Trustees of the Foundation for Women's Health Research and Development (FORWARD) presents its annual report and audited financial statements for the year ended 31 March 2022.

This report from the Board of Trustees complies with the Charities Act 2011, the Companies Act 2006, and FORWARD's Memorandum and Articles of Association. It is also in line with the Statement of Recommended Practice (SORP) required of charities when preparing their financial accounts, according to the Financial Reporting Standard applicable in the UK and the Republic of Ireland.

1.1 Objects and mission statement

FORWARD's charitable objects are set out in its Memorandum of Association, to guide the organisation's work. The organisation's strategy and objectives are developed and shaped within this framework. FORWARD's charitable objects are as follows:

(A) To promote good health and human rights, and to empower children and women, with particular reference to African girls and women, wherever they reside.

(B) To eliminate gender-based discriminatory practices, including violence against women and girls, and to relieve the suffering of African children and women caused by those practices and compounded by poverty, ill health or distress, or arising from culture, tradition, public policy or legislation.

1.2 FORWARD's vision and mission

Our Vision
We are working for the day when African girls and women will live in dignity, be healthy, have choices and enjoy equal rights, free from fear of violence.

Our Mission
We are the African women-led organisation working to end violence against women and girls. From female genital mutilation and child marriage to domestic and sexual violence, we tackle abuse and discrimination - enabling African women and girls to enjoy the dignity, health and equality that they deserve.

At FORWARD, we focus both on personal stories and on the bigger picture. That's why we invest in affected women and girls on the ground – bringing communities together, developing local skills and knowledge, and nurturing the young women leaders of tomorrow. And it's also why we work strategically to challenge and support decision-makers and practitioners – conducting community research, building partnerships and creating opportunities to transform lives.

For over 35 years, FORWARD has partnered with women-led and youth-focused organisations, pioneering new work on female genital mutilation (FGM), securing the relevant services, legislation and policies to protect the women and girls affected by it, and inspiring change-makers nationally and around the world.

Together, we're working to create a world free of violence for all African women and girls – and we won't stop until we get there.

Our Strategic Goals
We exist to enable African women and girls to achieve the gender equality and the fundamental human rights that they deserve. In the past year, we have revamped FORWARD's strategic goals, taking account of the changing environment and extended their applicability to 2023. Together, we aim to:

- Influence the policy agenda on violence against African women and girls,
- Cascade evidence-based interventions, good practices and social norm change,
- Nurture young women to become resilient leaders and change-makers,
- Educate and enable professionals and affected communities to lead change,
- Strengthen our organisational capacities, resilience and impact.

2. How We Work

2.1. How we deliver on our aims

In setting out our annual work programme, FORWARD adheres to the Charity Commission's general guidance on public benefit. The Board of Trustees ensures that the objectives and activities planned and implemented by the organisation contribute to its charitable objects and aims.

FORWARD delivers its operations from our offices in London, and undertakes wide-reaching partnership work in the UK, in Europe and in Africa. We value our partnerships, seeing them as central to our work, and we build long-term relationships with our implementing partners on the ground - providing them with sub-grants, technical support, connections and resources. Our partnerships enable us to reach a higher number of vulnerable and at-risk girls and women. They also help us to build up local capacity and ensure the sustainability of programme outcomes, while at the same time making the best use of local knowledge – which can in turn inform all of our work.

We have three main programme areas and teams: the Africa, Diaspora, Advocacy and Policy Team ("ADAPT" for short), the UK Programmes Team, and the Knowledge Management, Evidence and Communications Team.

- The ADAPT team's programme bridged FORWARD's UK and Africa programmes in 2020, providing more opportunities for the diaspora to continue to have a voice in development conversations. Through the year, ADAPT worked with a total of eight partners in six African countries, as well as with a further partner in Wales.

- The UK Programmes team oversees community and youth engagement, leadership development and the provision of training for key professionals. This year, the community programme was active in 25 London boroughs, also supporting a long-term partner in Bristol and strengthening FORWARD's partnership work in Newcastle. In addition, we also carried out work in six further cities across England and Wales.

- The Knowledge Management, Evidence & Communications (KMEC) programme provides strategic support across the teams. KMEC gathers evidence for our work and coordinates monitoring and evaluation efforts. It also manages the organisation's knowledge and information libraries, to strengthen our learning, programme design and resource development. Finally, it works to increase the visibility of FORWARD's work.

All of FORWARD's programmes are grounded in a rights-based approach, centred on ensuring that our work, as well as any policies and organisations that we support, are

fundamentally guided by the norms and principles of human rights. As such, we prioritise the protection of the rights of the most vulnerable, particularly those of girls and young women from migrant communities and rural areas, as they are disproportionately affected by gender-based discrimination and violence.

2.1. Our programme activities

FORWARD's programme areas focus on tackling multiple forms of violence against women and girls (VAWG). While FGM continues to be a major focus, we also work on child and forced marriage, domestic abuse and sexual abuse. FORWARD operates in the UK, in Africa and in Europe, often working through local partners and collaborative programmes. The table below shows how we deliver our programme activities.

2.3. Who benefits from our services?

FORWARD's objectives require us to focus on African girls and women globally. That being said, we also partner with other organisations to ensure that vulnerable women, especially those from other black and ethnic minority backgrounds, are able to access the appropriate services we provide.

In the UK, our community programme directly benefits African girls and women from FGM-affected communities – but it also reaches those from Arab and Kurdish-speaking communities. This notably includes many asylum seekers, refugees and migrant women. We also engage with and support key stakeholders through our work, including statutory professionals, community organisations and the general public, through our training programmes, policy work and awareness-raising campaigns.

In Africa, our work benefits vulnerable girls and young women in Sierra Leone, Tanzania, Uganda and several other countries. Our programmes specifically target those who are most affected by – or at risk of – child marriage, sexual abuse, teenage pregnancy and FGM. In addition, other beneficiaries of our work include adult men and women (including parents), young men and boys, and community leaders; we operate through schools and local communities in order to reach them.

2.4. Public Benefit

The Board of Trustees has referred to the guidance provided by the Charity Commission regarding public benefit in reviewing the charity's aims and objectives, and in planning its activities and services. The Trustees ensure that FORWARD's programme activities contribute to the organisation's aims and objectives, and that they benefit the public. The Trustees also strive to identify risks and potential harm to the organisation's operations and programmes in good time, and to ensure that these are minimised and do not hamper the public benefit of its activities.

3. Achievements and Performance in the Year

FORWARD's work enables African women and girls to gain vital skills, to develop their self-confidence and to access the support that they need. Our training and outreach programmes aim to build up their resilience, improve their wellbeing and develop their leadership capacity to transform their lives. We work at multiple levels, engaging women, community members and our local partners, building on all their vital insights to inform and shape policy and practice.

We are committed to evidence-based programming and assess the performance and the outcomes of our work, in multiple ways. This includes regular monitoring, risk management, assessment of progress targets and, when necessary, the adjustment of our programmes. We use a range of quantitative, qualitative, and participatory methods to monitor the delivery of our activities and to evaluate their outcomes. This includes periodically engaging independent, external consultants to evaluate our work.

In this reporting year, the COVID pandemic continued to impact our work. While this created huge challenges for our staff and the communities we work with, we also found opportunities to deliver effectively and to re-position our work. In particular, we increased our competency in virtual programming. Nevertheless, this transformation also highlighted the challenges around digital access faced by the majority of the women whom we support. For this reason and others, we are now slowly moving to a hybrid model, providing online and offline services, especially in our outreach work.

3.1 Strategic Goal 1: influencing the policy agenda on violence against African women and girls

This area of work focusses on undertaking advocacy actions to address policy gaps in relation to violence that affect African women and girls. Our priority areas are FGM, sexual harassment, child and forced marriage, and the specific needs of child mothers. We carry out this work through both joint actions and individual policy work; the scope of this advocacy spans the UK, Africa and continental Europe.

Increased engagement of key communities and policy-makers to ensure holistic approaches to tackling FGM

- **FGM peer research with young women in Europe:** As part of the UNFPA SPOTLIGHT initiative on FGM, we launched a new peer research study to explore the knowledge and attitudes towards FGM of young diaspora women in the UK and selected European countries. The study also investigated young women's understanding of national FGM legal frameworks, and their experiences of FGM-related support services. This research has generated valuable insights that can help to inform future work with young women on FGM. Following the completion of the research, three of the young women peer researchers, based in Europe, presented the study's findings to the European Parliament; they received support from our partner organisation, the END FGM European Network.

- **Improved understanding of the needs of African communities:** In 2021, FORWARD launched a Covid-19 Impact Study looking at the pandemic's impact on the lives of women from African diaspora communities in the UK, and in order to raise awareness of their specific needs. The research achieved strong public and policy attention. It was published by the House of Commons' Women and Equalities Committee, and received coverage in Stylist Magazine. Our Twitter post announcing the study's publication achieved over 22K impressions and 1,000 engagements, and was endorsed by 17 leading VAWG organisations. FORWARD shared the study's insights at an MP roundtable in Parliament, hosted by the Labour Party's BAME group, to help inform policies on Black people's mental health.

Increased visibility and voices on sexual violence and harassment against African and minority ethnic young women, including in higher education

- **Evaluation of sexual misconduct policies in higher education (HE):** this past year, FORWARD launched a policy review to assess how effectively the Russell Group universities were abiding by the Office for Students' 2021 policy guidance on sexual misconduct in HE. When published, our report will provide a detailed assessment of the universities' policies and identify key gaps.

- **Sexual harassment in public spaces in London:** FORWARD launched a new quantitative study to examine the incidence and nature of sexual harassment in public spaces experienced by young women aged 18-34, living in London. Using a sample of 1,300 participants, the study will provide evidence on how young BME women's experiences differ from those of other young women. It will also be the first study to provide insights on racialised sexual harassment. This study is match-funded by MOPAC and Comic Relief.

- **Qualitative research into experiences of young women in HE seeking to report sexual harassment:** FORWARD is also partnering with the University of York on a new qualitative study to explore the experiences of sexual harassment

in UK higher education institutions among young Black women, focussing in particular on their experiences in seeking to report these cases and to access support. This study builds on pilot research into this area, conducted by FORWARD in 2020, and the short film we released at the time. The new study will be published in 2023, following which a two-year advocacy campaign will seek to achieve policy reforms in HE.

Strengthened impact and partnerships in tackling early child and forced marriage, and child motherhood

- **Influencing policy change on the UK Minimum Age of Marriage:** in April 2022, after 5 years, FORWARD's successful campaign with the Girls not Brides UK partnership became an Act of UK Parliament. The legislative process was initiated by Pauline Latham MP's Private Members Bill. This law will ensure that UK law is in line with the UN minimum age of marriage. 16 to 17-year-olds will no longer be able to marry or enter into a civil partnership under any circumstances, including with parental or judicial consent from 26 February 2023 when the law comes into force. It will now be an offence to force a child under the age of 18 to enter a marriage under any circumstances, without the need to prove that a form of coercion was used. In the coming year the Network will focus its advocacy work to ensure that the new law is operationalized.

3.2. Strategic Goal 2: cascading evidence-based interventions, models of good practice and social norm change

This goal seeks to accelerate the implementation of evidence-based programming across FORWARD's and its partners' work. Further, it aims to promote the most effective approaches to instigate changes in the social norms and behaviours that currently still hinder African women's and girls' attainment of basic rights, dignity and gender equality. Over this reporting year, the key outcomes of this strategic work stream have included improvements to the design and delivery of FORWARD's services; better generation and dissemination of research-based evidence to underpin our programmes; and capacity-building support provided to our partner organisations, training them in best-practice methods and empowering them to deliver more effective and evidence-based programmes.

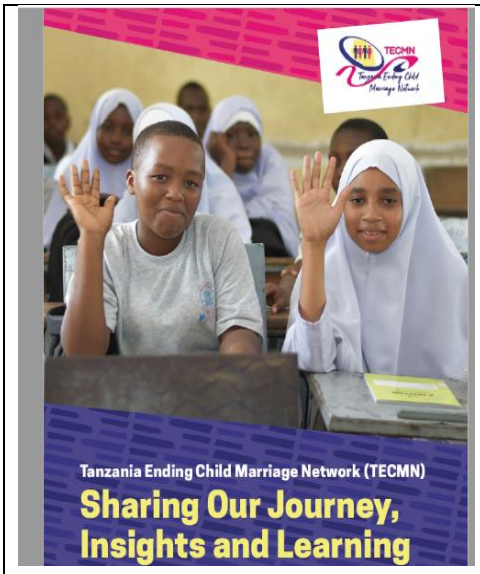
- **Improved generation and dissemination of evidence and best practice:** This year, we launched our integrated Monitoring, Evaluation and learning (MEL) system. This ensures consistent data collection across FORWARD's programmes. The framework includes new standardised evaluation surveys and qualitative tools to provide evidence of programmes' effectiveness. It also makes use of stories of change. All data collection and storage processes have been digitalised and centralised, using the Qualtrics platform. Overall, this new MEL system reflects FORWARD's ongoing commitment to evidence-based practice. It now provides year-on-year insights into the real impact of our work, and ensures that our strategic focus and programmes continue to meet the needs of the women and communities we seek to empower.

- **Research on FGM change-makers:** As part of our UNFPA Spotlight project, in both Africa and the UK, we conducted a study on the impact that change-makers from within the African diaspora have made in the movement to end FGM. The study documents these community advocates' experiences of FGM activism globally and celebrates the major role of diaspora women's activism in bringing about positive change on FGM. Furthermore, the study is also the first to showcase models of good practice on FGM interventions among African

diaspora women. It will help the growing effort to highlight the untold stories of these change-makers, their journeys and the challenges faced, as well as making key recommendations to amplify their agency and impact.

- **New, Accredited Training Course:** improvements have been made to the design and delivery of our community champions training course, endorsed by OCN (a national not-for-profit awarding organisation) at Level 2 this year. A more advanced course, also accredited by OCN at continuous professional development (CPD) level and focusses on skills in community support work. This has also been developed and is now available to those who have already attended the Community champion's course.

- **Improved capacity of partner organisations to deliver evidence-based programmes on social norm change:** In this area, we notably supported Children's Dignity Forum (CDF), our partner for more than 10 years now, and the Wadada Centre in Tanzania. Under Phase 2 of the three-year Haki ya Binti project, funded by Comic Relief, and as the technical partners in this project, we provided both partners with ongoing training and support related to their MEL efforts. Additionally, we provided training on the subjects of wellbeing and psychosocial support to 10 staff members and volunteers at the Wadada Centre during our monitoring visit in March 2022.

	FORWARD was instrumental in the establishment of the Tanzania Ending Child Marriage Network in 2012. A platform for the many stakeholders to collaborate on tackling child marriage, the network is run by CDF and currently has 59 members. In the last two years, FORWARD has supported CDF in documenting the key learnings from the network's work since it was set up. In Tanzania, the minimum age of marriage is still 14; this has not yet changed, despite the successful court case brought by a member of the Network and calling for the minimum age to be amended. The Network has been instrumental in shaping work on child marriage and child mothers at the regional level, and in conducting important research on the drivers of child marriage. The resulting report also covers key achievements to date, successful strategies and key policy recommendations.

3.3. Strategic Goal 3: nurturing young women to become resilient leaders and change-makers

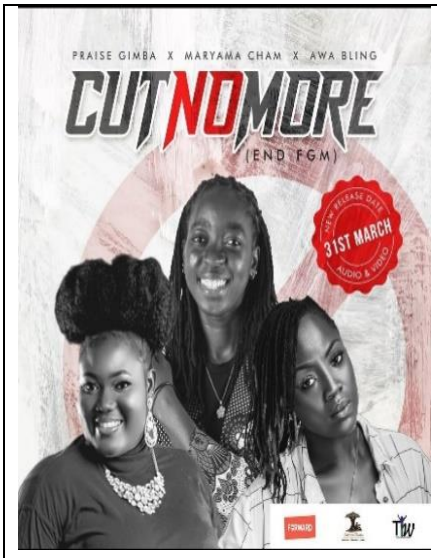
This strategic goal aims to catalyse the leadership potential of young women, both in the UK and in Africa, and thus to empower them to spearhead social change at all levels of society. It also seeks to strengthen the spirit of sisterhood among these young activists, to contribute to building a movement – within each country as well as internationally – and to unite the diverse voices speaking out against all forms of violence against women and girls (VAWG).

FORWARD's bespoke TuWezeshe Akina Dada (Swahili term for empowering our sisters) training model has been proven to equip its young women Fellows with new and invaluable skills and opportunities. Its holistic programme enhances the young women's

confidence, resilience and leadership capacity. Alongside the training component, they are also given ample networking opportunities, mentoring and psychosocial support, and financial sub-grants that allow them to implement social action projects (SAPS) on an aspect of VAWG of their choice.

- **Strengthening capacity of young women's organisations**: In Sierra Leone we worked with G2G network to support their leadership transition, mentoring the project coordinator, the new young women's board and new management. In the UK, we supported the ONYX Youth Hub, based in Milton Keynes, partnering with them to provide them with sub-grants, training and partnership support, which enabled them to run the TuWezeshe leadership programme locally.

- **Incubating young women leaders** –We trained 113 young women in total this year, in the UK and Africa; this included piloting the LEAP (Leadership, education, advocacy programme) training in a number of schools. This is an 8-session programme that is run in schools and colleges and targets 15-17-year olds. The TuWezeshe leadership training programme was funded, depending on the country, by the UNFPA/UNICEF Spotlight Programme, the Wallace Global Fund and Act for Change. It was rolled out in Kenya, the Gambia, Sierra Leone and Europe this year, with the majority of the Fellows choosing to implement SAPs on the subject of FGM. We worked with six partners to deliver this programme.



One of the highlights of the social action projects in the Gambia was the release of the song "Cut No More." Sally Njie and Praise Gimba, two Tuwezeshe Fellows' new track has a catchy melody with lyrics about FGM. It warns of the risks of FGM and the need to protect girls from the harmful practice. This song, performed in two local languages and English, is fast becoming a youth anthem for tacking FGM in the Gambia. It is now increasingly appearing on the radio and on different social media platforms, such as TikTok, YouTube, Instagram and Twitter. The prevalence rate of FGM in the Gambia is currently 75%, despite it being illegal.

The film can be accessed at https://www.youtube.com/watch?v=jQVTTOjlCZk

- **Nurturing young women's organisations**. We supported three of our young women leaders this year to set up their own new organisations, after participating in the leadership programme, in the UK and in Uganda. We now hope to replicate this with recent TuWezeshe Fellows, to sustain and scale up the impact of the programme. In the UK, two young diaspora women set up Home Girls Unite, a support network for migrant eldest daughters to address the challenges they face. In Uganda, Charity for Hope is currently working with 30 child mothers in Pader, Northern Uganda. Charity for Hope has benefitted from additional sub grants.

- **Building a young women's movement**: With over 400 young women now trained through our Tuwezeshe Fellowship programme, we are now developing a strong alumni network. Our aim is to give past Fellows opportunities to continue working alongside FORWARD. In addition to acting as TuWezeshe ambassadors, or supporting FORWARD's youth programmes, they can be incredibly valuable in

helping us to grow a movement of change-makers in the UK and Africa who are in critical spaces and can substantially influence change on the ground. Additionally, in the UK, our young women's advisory council (YWAC) includes several TuWezeshe Fellows; they are now young professionals, working in policy spaces, and their guidance and advice will be of great value for FORWARD. The YWAC also helps to coordinate the activities of FORWARD's youth hub.

3.4. Strategic Goal 4: educating and enabling key professionals and African communities to lead change

Primary prevention and protection are core strategies in FORWARD's approach to challenging the social norms that fuel VAWG. Community engagement is central to social norm change and to enabling community women to have access to information in order to participate in decisions that affect them. This forms part of our rights-based approach, which in our UK work means ensuring that migrant women's rights are respected, protected, and fulfilled. We notably focus on upholding women's rights to gender equality, non-discrimination, and dignity as rights holders.

In this context, we seek to partner up with key service providers and statutory professionals, assisting them to be adequately informed about the specific context regarding VAWG within migrant communities. The three outcomes of this strategic goal are as follows: 1) Improved knowledge and capacity among statutory organisations and frontline staff to appropriately identify, safeguard and respond to women and girls affected by VAWG; 2) Increased community awareness and leadership in tackling multiple forms of VAWG, both in the UK and in Africa; 3) African and minority ethnic women know their rights and entitlements, and enjoy better access to support and wellbeing services.

In the reporting year, we implemented 5 community programmes in the UK and partnered on a girls' rights project in Tanzania. Our national community engagement and support programme works with partners in London and Bristol. We also continue to deliver support work on request. The highlights of our community and professional training achievements this year included:

- **Training key professionals**: Professional training has started to pick up once more, after many training activities were cancelled during the COVID pandemic. We trained over 456 professionals from the health, education and social care and from frontline staff from the VAWG sectors. The training focuses on FGM, forced marriage, VAWG within BME communities and cultural competency. We also ran our annual partnership with Imperial College, with work placements for 6 students. Lastly, we trained a total of 150 medical students at St Mary's University and at the annual Imperial College OBGYN conference in London.

- **Training Community Champions:** These champions are a critical part of our outreach strategy and have become a central part of our community work in the UK. We trained 56 champions in the year, in London and Bristol. In addition, we are documenting the leadership journeys of 20 community champions, which will enable us to share this model of good practice. For many of the champions, the training and volunteer work has become a pathway to employment. Indeed, we recruited four of them to join our staff as sessional workers in the community team in this reporting year. During the COVID crisis, the community champions acted as a lifeline to many community women: they were instrumental in befriending and signposting them, as well as conducting online outreach and support. A current challenge within our champions' work is not being able to recruit men to the programme, we have one sole male community champion.

- **Support and advice**: We are seeing increasingly more women with complex and multiple issues accessing our services. Empowering women to have a voice - and to find the confidence - to access support and seek advice is critical if we are to effectively help women affected by violence. Women often do not know their rights and the services that are available to them. Additionally, the policy barriers facing women with No Recourse to Public Funds (NRPF) mean that we also tend to have more referrals from vulnerable women with NRPF, including refugees and asylum seekers. These complex cases require specialised signposting, language support and legal advice. This past year, we provided counselling to 245 women in Bristol and London. We also continued to support the running of the Brent Hibiscus clinic, up until March when we unfortunately had to terminate the contract due to staffing challenges.

- **Outreach and community engagement**: this year we have reached more than double the target of women accessing our awareness sessions and events. We continued to navigate the changes brought by the covid-19 pandemic and have also continued to make use of digital tools and platforms to reach out to communities providing workshops, coffee mornings and wellbeing and health sessions raising awareness of the different types of VAWG, immigration issues, divorce and local services. Across London and Bristol we delivered several outreach activities to 817 community members.

Case Study on Community Champions in Action

Two of FORWARD's community champions have mobilised a group of 120 friends, women from the Sudanese community, to establish a Facebook group online in 2013, to communicate with each other, and share ideas and information, moderated only by the group Admins. The group's reputation that its members help each other, answering questions and enquiries, spread fast in the community, and many new members have joined the group since its inception, especially during the COVID pandemic.

The group now has over 5000 members nationally. The group, renamed to 'Hareem London' (London's Ladies), offers multiple forms of support to its members. This includes awareness-raising live sessions, where professionals such as doctors, nurses, social workers, lawyers, FORWARD staff (Arabic speakers) and other experts are invited to discuss the issues and challenges surrounding VAWG, FGM and immigration abuse.

FORWARD's engagement on the platform has attracted interest from survivors of VAWG, who now contact us directly for support. This has also lead to increased client referrals to the FGM clinic and counselling services, as well as allowing signposting to services providing legal advice on immigration issues and Islamic divorces. FORWARD regularly delivers coffee mornings, workshops and awareness sessions to the group; this has allowed us to recruit more than ten more women to join our community champions training and to volunteer on our programmes this year. FORWARD has helped the group to establish a secure online joining policy, to help protect its members' privacy and to provide a safe space for women to come to.

3.5. Strategic Goal 5: strengthening organisational capacity, resilience and impact

This goal underpins the effective delivery of our organisation's work and operations. It focusses on actions that will help to improve organisation-wide systems, staff capacities, financial sustainability & resilience. In this reporting year, COVID has been a major factor in our work, with staff working remotely. As such, communication, digital working and staff wellbeing were all key areas of our work this year. Other critical themes under this strategic goal included strengthening the organisation, finances, fundraising and human resources processes.

- **Building digital resilience**: With financial support from the Ministry of Justice and Comic Relief, along with technical support from the DOT Project, we were able to fully digitalize our support programmes this year. We also developed new policies in this area, and purchased much needed IT equipment to support home-working and other operations. Staff members were trained to use the Charity Log, a critical database helping us to provide better support work, and to carry out our programmes and HR activities.

- **Improved organisation-wide digital systems, including data collection and storage:** Our Knowledge Management Logs, developed in 2020, continue to be fundamental to the recording and tracking of all FORWARD's activities, including programme delivery. In the coming months, our monitoring Logs will be digitalised and transferred to the new CRM system, Charity Log - a comprehensive charity CRM solution for effectively managing clients and service users' information. This will ensure that all data on our programme participants and activities are securely stored in one place for all staff to access and update.

- **Increased staff capacity and skills to deliver effective and impactful programmes**: Staff development and wellbeing have been the cornerstone of our work, especially during the COVID crisis. We provided external and internal training courses, made staff promotions and reassigned managers in order to address workload imbalances. We also reworked our HR systems, policies and recruitment processes with the aim of improving our onboarding processes, support for staff members and staff retention. We are now preparing to apply for accredited status as Investors in People for the coming year.

- **FORWARD recognised as a bold and trusted thought leader in the sector:** Last year, we launched FORWARD's new Digital Communication Strategy, a comprehensive document outlining strategies for organisation's growth over the years 2021-2024. On this basis, between April 2021 and March 2022, we then proceeded to strengthen the engagement of our social media content. As a result, our Twitter engagement rate has further increased from c. 2% last year to c. 3% this year (exceeding the industry average of c. 0.1%), while FORWARD's Twitter account achieved more than 220K profile visits and gained notable high-profile followers. Similarly, our online work has reached 10.3K people on Instagram and 7K on Facebook this past year. Social media engagement remains a key public engagement channel for FORWARD.

- **Increased website traffic**: We have also grown our digital presence by increasing traffic to our website using Google AdWords. Between April 2021 and March 2022, FORWARD achieved a total of 38.5K website users, a significant 27% increase over the same time last year (30.2K). We also registered more than 3K downloads of our publications. A technical change, meanwhile, has been that over the past months, we have transitioned our website hosting to a new agency,

'Circle Interactive'. This will allow us to revamp the website in the coming year, further capitalising on the value of this great resource.

- **Spotlighting FORWARD's impact**: we have developed a new three-minute film to celebrate FORWARD's achievements over the last nearly 40 years. The film will be shared in engagement events and across our digital platforms, to promote our work, generate support and help with fundraising.

3.6. Partnerships

Partnership working and strategic collaborations remain core elements of FORWARD's programme approach. Over the past year, we have worked alongside a wide range of agencies and organisations in the women's rights and specialist VAWG sectors. We have also continued to work alongside statutory partners at local and national levels, building alliances, supporting campaign actions and carrying out policy engagement. In delivering our community programmes, on the other hand, we have continued to work with a number of community-based organisations across the UK, Europe and Africa.

Our collaborative approach allows us to pursue our strategic goal of building up capacity in partner organisations and fostering alliances between a number of African diaspora women's organisations. Overall, these partnerships continue to be a primary channel for our advocacy and campaigning activities, both nationally and internationally.

FORWARD is an active member of the following networks and partnerships:

- African Diaspora Women's Network (ADWN)
- Africa-Europe Diaspora Development Platform (ADEPT)
- End FGM European Network (based in Brussels)
- Girls Not Brides (we are a co-chair of Girls Not Brides UK)
- End Violence Against Women (EVAW)
- Gender and Development Network (GADN)
- MOPAC Harmful Practices Forum
- Home Office Stakeholders Group
- London Councils: ASCENT
- VAWG forums: we are involved in VAWG forums in a number of London boroughs, including those working with BME women. (This reporting year, these included the following: the Tri-Borough Harmful Practices operational group, the Haringey VAWG CCR group, the Haringey VAWG and BAMER community forum, Lambeth VAWG, the Bexley DA operational forum, Islington's BAMER forum, Croydon's FGM stakeholders meeting, the Brent VAWG forum and the Merton DA forum.)

3.7. External factors affecting our work

In this reporting year, COVID continued to be the most far-reaching external challenge to our work. We continued to adhere to government policies on lockdown, remote working and virtual services. We have effectively transitioned our work in response to the crisis. Other associated challenges included staff recruitment in the sector, due to career changes, as well as the shift in the funding landscape towards emergency and short-term funding.

On 29 April 2021, the UK passed the landmark Domestic Abuse Act 2021. This law paves the way for the UK government to ratify the Istanbul Convention. Sadly, however, this law still fails to protect migrant women with no recourse to public funds. Moreover, the

new law prioritises domestic abuse while failing to provide a fully comprehensive response to VAWG. Although the UK government's revised VAWG Strategy does include other forms of VAWG, such as honour-based abuse, this policy document currently has no targeted funding linked to it.

In another area, the introduction of the national Relationship and Sex Education curriculum for schools provides a new impetus for FORWARD's work in schools. FORWARD continues to work within national advocacy coalitions on these subjects, including EVAW, which campaigns for fairer and more inclusive legislation.

The changing funding situation associated with the COVID crisis has affected our fundraising. The transition to short-term emergency grants has continued, making it challenging to access sustainable funding and stretching our fundraising capacity. This challenging landscape has been worsened by the post-Brexit loss of our funding from the European Commission and the related work with our European partnerships.

4. Financial Review

4.1. Overview of income and fundraising activities

FORWARD's financial objectives seek to ensure sound financial management and reporting and planning for and mitigating strategic and operational risks. We oversee and manage the budget for the year and to maintain financial record keeping on all expenditure and reserves. This joint objective is monitored quarterly through the management accounts and the work of the finance committee.

FORWARD's income in the year ended 31st March 2022 was £1,041,109, compared with £825,442 in the year ended 31st March 2021. The total expenditure was £817,964 in the year to 31st March 2022, compared with £695,365 in the previous year. The total unrestricted funds carried forward on 31st March 202 was £476,969 of which £265,548 was general funds and £211,421 was designated funds, while our restricted funds carried forward on 31st March 2022 amounted to £96,243.

FORWARD continues to make progress in increasing the diversity of our funding sources, despite the challenging economic climate, the disruption of the Covid-19 years and the shift in some of our funders' funding priorities. We continue to focus our fundraising efforts on the diversification of income sources. With the support of specific ICT funding, FORWARD is technologically much better positioned, following the digital revamping of its ITC systems. This is now allowing us to explore and develop digital-friendly resources and to introduce e-learning elements to our work; we hope to be able to monetise these in turn. We also continue to reach out to more private trusts and foundations in our fundraising efforts, and to develop other diversified income streams from commissioned services, such as our accredited FGM training, support case work and other consultancy services.

The Management Team continues to build up FORWARD's existing staff's capacity to support its fundraising efforts, including by using digital media channels to increase our visibility and share information about our work more widely. In particular, the launch of our new fundraising appeal page last year, linked to our website, has since enabled us to launch a number of appeals to help engage FORWARD's followers in our funding efforts, encouraging them to support us and our programmes more regularly. We seek to recruit a new Digital Communications Manager in the coming year, and are confident that this will expand our reach on social media and harness our engagement with newer audiences and potential donors.

4.2. Reserves policy and going concern

FORWARD's reserves are based on unrestricted, general funds that are set aside to ensure our long-term ability to meet the charity's objectives and to ensure the continued operation of our programmes. The reserves policy makes a provision for unforeseen obligations and emergency situations, taking into consideration the main risks to our organisation. Reserves are also needed to enable programmes to continue on a provisional basis in cases where committed funds have not yet been received.

FORWARD's reserves policy requires a level of at least 20% of the annual budget to be kept as emergency operating reserves. This amount is deemed sufficient for our unrestricted general funding to deliver operations in the event of unforeseen circumstances. Our current reserves of £265,548 represent about 25.5% of our total income for the year, a sign of the continuing efforts made to abide by this policy and to maintain around 20% of our total annual income as reserves.

We have recently revamped our fundraising strategy to identify potential new income-generating opportunities, with the aim of increasing FORWARD's unrestricted income and our planned operating surpluses. The Board of Trustees' finance sub-committee reviews the level of reserves annually and recommends appropriate actions to the Board. This ensures that the policy remains effective and functional.

FORWARD remains a going concern. The Board of Trustees have assessed the organisation and are assured that FORWARD has adequate resources and staff to continue to operate for the foreseeable future. It consequently adopts the going-concern basis in preparing this report.

4.3. Grant-making and fundraising

FORWARD's trustees see sub-granting as an essential component of the organisation's charitable operations. This is predominantly the case for our charitable projects in Africa. We also provided sub-grants to five community project partners in the UK this year.

The majority of our charitable work in Africa is carried out through sub-grants to our local partners. These partners are selected in line with our strategy of working with girls and young women. Partners are required to re-apply for their grant on an annual basis; the renewal of the grants is subject to contract-specific performance measures and financial adherence. All partners sign a Memorandum of Understanding and a financial grant agreement, detailing roles and responsibilities and outlining the grant conditions. FORWARD's staff conduct regular monitoring, including site visits, and provide our partners with technical support and capacity development.

Fundraising is the responsibility of FORWARD's senior staff members. In this reporting period, we further worked with an intern and an external fundraising consultant to boost our efforts. This step was taken to enable us to respond in a timely manner to the changing fundraising climate resulting from the COVID pandemic, as the turnaround for many sources of funding became extremely short and required additional support for FORWARD's team.

Our fundraising work includes writing funding applications, working through partnership bids and undertaking fundraising campaigns that target the general public. In addition, we are very grateful to our numerous individual fundraisers, who generate much of our unrestricted funding through their fundraising activities, and to our private donors providing us with monthly direct debits. A big challenge this year has been our inability to secure a fundraising staff member, despite two rounds of recruitment.

5. Our Future Plans

As we come out of the COVID pandemic, our plans for 2022-23 will focus on strengthening our fundraising efforts, our digital programmes, the partnership work and our evidence-based programmes. We also aim to tie up the implementation of our current strategic plan and to start the planning process for our next 3-year strategy. This will no doubt set out to build on our evidence base, while responding to the changing COVID pandemic and UK policy environment, to ensure that the focus of our work remains relevant and meets the current realities of the communities we support. In the year to come, our strategic efforts will in particular include the following:

Firstly, we will scale up our **bespoke TuWezeshe young women's leadership programme,** investing in new partners and young women in Africa and the UK. The feminist leadership training focusses on nurturing resilient young women leaders from BME communities, who are affected by intersecting challenges, including VAWG, racism, and mental health issues. We will also reinforce our existing partnersips in order to consolidate the leadership programme.

Secondly, we will implement the recommendations of the 10-year **review of our Young People Speak Out (YPSO)** programme. The overall purpose of the review has been to examine the success of the programme, focussing in particular on its relevance, effectiveness, impact, and sustainability. There are huge lessons to draw from this evaluation, which we now aim to integrate into our programming. In this regard, we will also build on our Young Women's Advisory Council, to enable them become even more integral to our youth programme. We also hope to utilise the lessons learnt to shape new applications and our youth strategy going forwards.

With the changing landscape on funding for our Africa Programmes, including reduced UK development funding, strategy to shift funding power to southern partners, coupled with ending of our multi-year grants, FORWARD will identify new funding opportunities and models of working for our **Africa-facing advocacy and programmes.** We will also continue to carry out this advocacy work in collaboration with our existing national and global partners, such as Girls not Brides, the Gender and Development Network, and the African Diaspora Women's Network, focussing on child marriage, child motherhood and FGM. We aim to consolidate our work with current African partners and to identify new partners to help us roll out our young women's leadership programme in new regions.

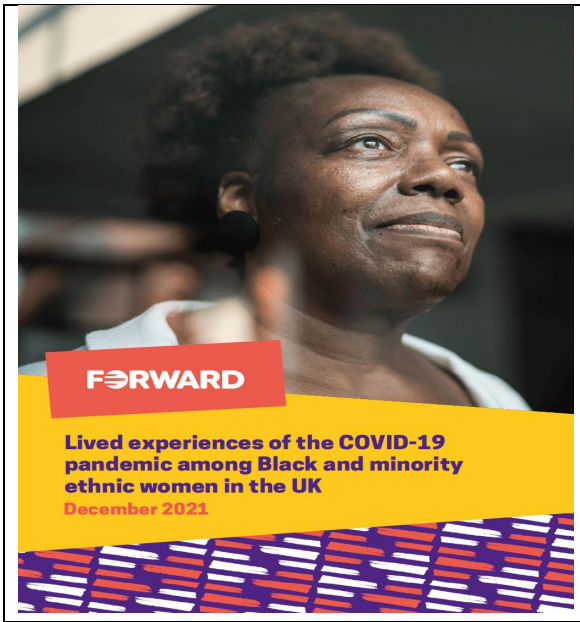
And lastly, FORWARD's **community support and engagement work** has grown significantly over the COVID period, including working more closely with partners. We will continue to build on and scale up the community champions programme, as well as exploring opportunities to integrate them as staff in our outreach work. We will continue to provide access to specialist support services, including counselling, mental health services and VAWG support, reaching out to new migrant women with limited access to such services. This work will continue to take place as a mix of hybrid and face-to-face services as the COVID crisis changes. In addition, we will support the mental wellbeing of our staff and volunteers in response to the ongoing challenges, providing training and external supervision support.

COVID-19 and its impact on programming

FORWARD was successful in our COVID-19 response. We rapidly adapted our services to online delivery methods, purchased new IT equipment, trained our staff in digital programming and revisited our strategic plan. Throughout this process, we have prioritised the wellbeing of our staff and volunteers, as the pandemic and remote working created new challenges and constraints.

As we move forward with COVID continuing to be a reality of day-to-day life, our advice and support services to women affected by domestic abuse and FGM will continue to follow COVID protocols. We plan to continue offering hybrid services and to expand our virtual training programmes, while once again starting to offer more face-to-face sessions and responding to the increased demand for support services from new communities with more complex issues.

FORWARD has been successful in securing short-term COVID-19 response funding. This is now coming to an end, leading us to explore alternative funding for our support work. Nonetheless, it must be said that these grants have been instrumental in helping to bridge the funding gap that we faced, due to the shift in funders' priorities. We have recently improved our fundraising policy, systems and stewardship, which will no doubt help us to mitigate this risk.



We will continue to build on our research evidence to ensure that the impact of the crisis on black and minority ethnic women are understood and adequately supported.

We will continue to share the insights from the study conducted in 2021 on the lived experiences of the COVID 19 pandemic among BME women in the UK. The issues identified are still a reality for many of the women we work with.

In this vein, we have included a question on the impact of COVID crisis in our community conversations, to keep us informed of its ongoing impact on the communities we work with.

During the COVID crisis, to enable us continue to deliver our work effectively, we have strengthened our digital services, including by equipping community champions and staff members who were working remotely with IT equipment and telephones. We have also shifted our emails to a cloud-based system, helping to ensure that we remain functional. We now plan to introduce new database systems to capture our work better and provide easy access to staff working remotely. Furthermore, we continue to offer virtual counselling services in several community languages in response to requests from women whom we support and provide training to; this enables them to engage more effectively.

At the organisational level, we have gained new expertise in running our programmes virtually and we have built out our staff capacity. We continue to provide COVID measures to staff, volunteers and community women as well as partners, including hand sanitisers and masks. We are now working to ensure that our policies and HR procedures are effective and COVID-friendly. We are planning to build on all of this new experience, reshaping our overall strategy as an organisation and expanding our service offering, especially with regard to the support services that we can provide to young women, for whom the new digital focus will be especially valuable.

6. Structure, governance and management

FORWARD was established in 1983 and registered as a charity with the Charity Commission of England and Wales in August 1985 under registration number 292403. FORWARD is also incorporated as a charitable company limited by guarantee (Company No. 01921508), governed by a Memorandum and Articles of Association; its incorporation came into force on 11th June 1985.

6.1. The Board of Trustees

In accordance with the charity's Memorandum and Articles of Association, the Board of Trustees has the responsibility to oversee the business of the organisation. The minimum number of trustees on the Board - also known as directors - is five; the maximum number is fifteen. We currently have eight Board members.

In line with the Articles of Association, the Board should be comprised of individuals with knowledge of the socio-economic factors underlying BME women and girls. It should be made up of three-fifths (i.e. 60 percent) of members of African descent and have at least a 75 percent representation of women. This ensures the effective participation in decision-making by those who are most affected by the issues that FORWARD works on.

The Board of Trustees meets four times a year. Nine Trustees served on the board in this reporting year. One board member resigned during the reporting year, at the end of her three-year tenure. FORWARD's trustees can co-opt new board members during the year, where needed, to fill vacancies or to meet any skills deficit identified by the Board. There are currently two honorary officers on the Board; the Chair and the Treasurer. All the Trustees are full members of FORWARD.

The Board of Trustees' work is governed by the seven principles of the Charity Governance Code. This includes organisational purpose, leadership, decision-making, risk and control through the monitoring of financial and operational systems, and annual planning, risk analysis and risk management. The Board ensures that FORWARD complies with all relevant financial policies, regulations and good practices, and conducts annual review of their work.

The Board has two functioning sub-committees: The Finance and Human Resources Committee and the Fundraising and Communications Committee. The Finance Committee provides oversight on financial and risk management matters, while the fundraising and communication oversees visibility and digital funding matters. The Programmes Committee is now being set up to provide guidance on programmes, monitoring and evaluation, as well as on our organisational strategy.

A skills audit of its members is conducted annually by the Board. For skill areas that are identified as needing further expertise, a selection process is started to identify potential new candidates, using advertisements and charity trustee recruitment organisations. In this vein, a young woman who also represents FORWARD's Young Women's Advisory Council (YWAC) has recently been recruited to the board.

New trustees are required to serve for a period of up to a year in an observer status. The induction training for new trustees addresses their legal obligations under charity and company law, the Charity Commission's guidance on the meaning of public benefit, and in general the duties and responsibilities of the Board. This induction process includes the provision of relevant statutory documents and reports, including copies of the charity's Memorandum and Articles of Association, its latest finance and annual reports, and an overview of current trustee roles.

6.2. Organisational management, staffing and volunteers

The Executive Director is appointed by the Board of Trustees to manage FORWARD's operations efficiently. The Executive Director enjoys the delegated authority of the Board to manage regular operational matters, including finance, employment and programme planning and execution. This role is performed with the support of the Senior Management Team (SMT); together, they are responsible for the implementation of the organisation's strategic plan and for realising FORWARD's vision.

16 members of staff worked with FORWARD in this reporting year, comprising 12 part-time and four full-time employees. In the past year, we lost 10 staff, 4 had short-term contracts. A majority of those who left the organisation were young people who moved on to enrol in higher education. We recruited 10 new members of staff over the course of the year. The workload also increased over the period, however, so we were unable to let staff go on furlough as we needed all staff.

Additionally, over the course of the year, 10 interns and volunteers supported the organisation with a wide range of tasks, especially with befriending and outreach support. FORWARD recruits' new volunteers and interns through adverts published on its website and through recommendations from stakeholders and community advocates. We have updated our volunteers and interns' handbook and our on-boarding procedures to ensure that we are able to retain and better support this vital source of support for FORWARD's work.

The framework for the organisation's work in this reporting year was shaped by FORWARD's refreshed 2021-2023 Strategic Plan. During the reporting year, we refreshed our strategy to take account of the global pandemic and the changing needs of our communities.
The four core teams at FORWARD focus, respectively, on community, youth, Africa and the Diaspora, and knowledge management and communication. Each team develops its own annual Operational Plans in line with the strategy. These plans are reviewed every quarter by the Trustees and form a part of the organisational review.

The salaries of the Executive Director, Senior Management Team and members of staff are reviewed annually by the Board of Trustees. Provided that the necessary funding is available, the Board normally raises them in accordance with the annual change in average earnings within the Charity Sector.

6.3. Related party transactions

In our operations over the past year, there were no related party transactions to disclose as at the end of March 2022.

6.4. Risk management

The Board of Trustees undertake a periodic analysis of the major risks that the organisation faces, or is exposed to, in line with FORWARD's risk management policy and risk register. This risk analysis is reviewed twice a year during Board meetings. The analysis includes:

- The six-monthly review of FORWARD's risk matrix and the principal risks; the Board of Director's reports to each board meeting also include a review of key risks to the organisation.

- The development of appropriate policies, procedures and actions to mitigate any risks identified (including programme risk areas, which are reviewed every quarter).
- The development of procedures, plans and actions to minimise and manage potential and identified risks to the organisation.

The principal risks that faced FORWARD this past year included financial risk, governance risks, operational risks and risks pertaining to the COVID-19 pandemic. The charity's Treasurer and the Board's Finance and Human Resources Committee are together tasked with regularly reviewing the financial risks to which FORWARD could be exposed.

An additional continuity plan has been developed by the organisation in the light of the COVID-19 pandemic. It outlines specific risks associated with the current situation. This document is now referred to in addition to the existing risk register. Oversight of the risk register more generally is delegated by the Trustees to the Executive Director, who is tasked with reporting on it to the Board on a regular basis.

Over the year, the main risk areas remained changes in UK government policy and in the funding landscape, with cuts in public spending affecting our sector and an increasing focus on commissioning and short-term funding posing additional challenges. The shifting policy focus of the Domestic Abuse Act has also been especially challenging for FORWARD, as this policy focus shifted away from FGM-related work. We continue to collect further evidence in support of our approach and to engage with policy-makers on this matter.

As a further element of our approach to effective risk management, external consultants are contracted to undertake end–of-project evaluations for every project, focussing on the choice of programme areas, project outcomes, value-for-money and budgetary considerations. The external consultants' reports confirm our adherence to financially sound practices, in line with SORP guidelines, and ensure transparency and scrutiny.

Finally, we continue to monitor the impact of the COVID crisis on staff wellbeing; FORWARD continues to prioritise this risk area. We have put in place a policy on safety measures to protect staff and volunteers, which supports better staff working remotely and providing staff and volunteers with ongoing support, including wellbeing supervision and flexible working. These efforts are being further supported through our human resources audit recommendations and processes and development of a wellbeing policy.

RESPONSIBILITIES OF THE TRUSTEES

The Board of Trustees is responsible for preparing the Trustees' Annual Report, the Chairman's Statement and the financial statements, in accordance with the applicable laws and regulations.

Company law requires the Board of Trustees to prepare financial statements for each financial year. Accordingly, the Trustees have prepared the financial statements in compliance with the United Kingdom's Generally Accepted Accounting Practice and the law applicable to charities in England and Wales. The financial statements are required by law to provide a true and fair view of FORWARD's financial situation, including incoming resources and the application of these resources by the charity.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on a going-concern basis, unless it is inappropriate to presume that the charity will continue in operation.

The Board of Trustees is responsible for keeping proper accounting records that disclose with reasonable accuracy, at any time, the financial position of the charity and for ensuring that the annual financial statements comply with the Companies Act of 2006. The Trustees are also responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud and other irregularities.

The Board of Trustees

The members of the Board of Trustees are FORWARD's directors for the purposes of company law and its trustees for the purposes of charity law, serving during the past financial year and up to the date of this report, as set out on page 3.

In accordance with company law, as the company's directors, we certify that:
So far as we are aware, there is no relevant audit information of which the company's auditors are unaware, and that, as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant auditor information and to establish that the charity's auditors are aware of that information.

Auditors

Goldwins Chartered Accountants were-re-appointed as the charitable company's auditors.

Approved by the Board of Trustees and
Signed on its behalf by:

.....
Trustee- Dr Lisa Smith

19 November 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

Opinion

We have audited the financial statements of the Foundation for Women's Health Research & Development for the year ended 31 March 2022, which comprise the Statement of Financial Activities, the Balance Sheet, the statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is the applicable law and the United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the section of our report entitled Auditor's responsibilities for the audit of the financial statements. We are independent of the Charity, in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to the going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.
In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, to consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters, where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting, unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error, and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.
In identifying and assessing risks of material misstatement in respect of irregularities,

including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
    - identifying, evaluating, and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
    - Detecting and responding to the risks of fraud, and whether they had knowledge of any actual, suspected, or alleged fraud;
    - The internal controls established to mitigate risks related to fraud, or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focussing on those laws and regulations that had a material effect on the financial statements, or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these against supporting documentation, to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management overriding of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in establishing accounting estimates were indicative of a potential bias, and tested significant transactions that were unusual, or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters that we are required to state to them in an auditor's report, and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

16 December 2022

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Foundation For Women's Health Research And Development (Limited By Guarantee)
Statement of Financial Activities (Incorporating An Income and Expenditure Account)

For the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	**2022 Total funds £**	2021 Total funds £
Income from:					
Donations and legacies	3	52,484	5,280	**57,764**	64,669
Charitable activities:	5				
Africa programme		–	222,098	**222,098**	46,964
Community programme		30,000	604,717	**634,717**	486,181
Youth programme		57,065	42,000	**99,065**	170,127
Knowledge Management, Evidence & Comms		–	–	**–**	25,000
Public education, training & other		21,964	4,600	**26,564**	22,310
Other trading activities		300	–	**300**	150
Investments	4	601	–	**601**	470
Other		–	–	**–**	9,571
Total income		162,414	878,695	**1,041,109**	825,442
Expenditure on:					
Raising funds	6	6,036	–	**6,036**	4,065
Charitable activities					
Africa programme	6	–	207,784	**207,784**	52,813
Community programme		–	540,382	**540,382**	445,026
Youth programme		375	63,387	**63,762**	148,227
Knowledge Management, Evidence & Comms		–	–	**–**	25,000
Public education, training & other		–	–	**–**	20,234
Total expenditure		6,411	811,553	**817,964**	695,365
Net income / (expenditure) before net gains / (losses) on investments		156,003	67,142	**223,145**	130,077
Net gains / (losses) on investments		–	–	**–**	–
Net income / (expenditure) for the year	7	156,003	67,142	**223,145**	130,077
Transfers between funds		22,549	(22,549)	**–**	–
Net income / (expenditure) before other recognised gains and losses		178,552	44,593	**223,145**	130,077
Net movement in funds		178,552	44,593	**223,145**	130,077
Reconciliation of funds:					
Total funds brought forward		298,417	51,650	**350,067**	219,990
Total funds carried forward		476,969	96,243	**573,212**	350,067

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Foundation For Women's Health Research And Development (Limited By Guarantee)
Balance Sheet

Company no. 1921508

As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	12		**11,886**		139
			11,886		139
Current assets:					
Debtors	13	**95,835**		102,153	
Cash at bank and in hand		**856,111**		463,245	
		951,946		565,398	
Liabilities:					
Creditors: amounts falling due within one year	14	**390,620**		215,470	
Net current assets			**561,326**		349,928
Total assets less current liabilities			**573,212**		350,067
Creditors: amounts falling due after one year			**-**		-
Net assets			**573,212**		350,067
Total net assets			**573,212**		350,067
The funds of the charity:	18				
Restricted income funds			**96,243**		51,650
Unrestricted income funds:					
Designated funds		**211,421**		-	
General funds		**265,548**		298,417	
Total unrestricted funds			**476,969**		298,417
Total charity funds			**573,212**		350,067

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on 19 November 2022 and signed on their behalf by

Dr Lisa Smith
Treasurer

Foundation For Women's Health Research And Development (Limited By Guarantee)
Statement of Cash Flows

For the year ended 31 March 2022

	Note	2022		2021	
		£	£	£	£
Cash flows from operating activities	19				
Net cash provided by / (used in) operating activities			**410,696**		(161,928)
Cash flows from investing activities:					
Dividends, interest and rents from investments		–		–	
Proceeds from the sale of fixed assets		–		–	
Purchase of fixed assets		(17,830)		–	
Proceeds from sale of investments		–		–	
Purchase of investments		–		–	
Net cash provided by / (used in) investing activities			**(17,830)**		–
Net cash provided by / (used in) financing activities			**–**		–
Change in cash and cash equivalents in the year			**392,866**		199,097
Cash and cash equivalents at the beginning of the year			**463,245**		264,148
Change in cash and cash equivalents due to exchange rate movements			**–**		–
Cash and cash equivalents at the end of the year	20		**856,111**		463,245

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with 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 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £600. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Website development	Over 3 years
Computer equipment	33.33% straight line
Fixtures, fittings and equipment	25% straight line

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates stakeholder pension scheme.

2 Detailed comparatives for the statement of financial activities (Prior year-2021)

	Unrestricted £	Restricted £	2021 Total £
Income from:			
Donations and legacies	59,031	5,638	64,669
Charitable activities:			
Africa programme	-	46,964	46,964
Community programme	-	486,181	486,181
Youth programme	35,000	135,127	170,127
Knowledge Management, Evidence & Comms (KMEC)	-	25,000	25,000
Public education, training & other	22,310	-	22,310
Other trading activities	150	-	150
Investments	470	-	470
Other	9,571	-	9,571
Total income	126,532	698,910	825,442
Expenditure on:			
Raising funds	4,065	-	4,065
Charitable activities:			
Africa Programme	-	52,813	52,813
Community Programme	-	445,026	445,026
Youth Programme	25,000	123,227	148,227
Knowledge Management, Evidence & Comms (KMEC)	-	25,000	25,000
Public education, training & other	20,234	-	20,234
Total expenditure	49,299	646,066	695,365
Net income / expenditure	77,233	52,844	130,077
Transfers between funds	(758)	758	-
Net movement in funds	76,475	53,602	130,077
Total funds brought forward	221,942	(1,952)	219,990
Total funds carried forward	298,417	51,650	350,067

3 Income from donations and legacies

	Unrestricted £	Restricted £	2022 total Total £	2021 Total £
Donations	47,250	280	**47,530**	54,266
Gaskell & Wilkinson	-	5,000	**5,000**	5,000
Gift Aid	5,234	-	**5,234**	5,403
	52,484	5,280	**57,764**	64,669

4 Income from investments

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Investment income	601	-	**601**	470
	601	-	**601**	470

5 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Africa Programme				
Wallace Global Fund	-	28,387	**28,387**	-
Comic Relief - Manda 2	-	70,050	**70,050**	11,250
Children's Dignity Forum- Haki Ya Binti Phase 2	-	16,754	**16,754**	12,777
United Nations Population Fund (UNFPA)	-	106,907	**106,907**	22,937
Community programme				
London Councils	-	49,938	**49,938**	49,938
EC Daphne - ACCESS	-	-	**-**	22,282
National Lottery Community Fund	-	124,304	**124,304**	124,304
Greenwich Council	-	2,000	**2,000**	7,805
London Borough of Ealing	-	39,000	**39,000**	9,750
Lloyds Bank Foundation	30,000	-	**30,000**	69,363
MOPAC - Prevention & Action EHP	-	52,945	**52,945**	48,816
National Lottery-Coronavirus Community Support Fund	-	-	**-**	92,500
The London Community Foundation	-	82,128	**82,128**	5,523
Charities Aid Foundation	-	-	**-**	55,900
Comic Relief/DCMS Fund	-	121,932	**121,932**	-
Comic Relief MOJ Fund	-	112,470	**112,470**	-
Tudor Trust	-	20,000	**20,000**	-
Youth programme				
Paul Hamlyn-Act for Change	-	42,000	**42,000**	65,000
Esmee Fairbain	-	-	**-**	30,000
London Councils-Prevention	-	-	**-**	4,600
The Big Give Trust	375	-	**375**	-
FGM - ERASMUS	2,690	-	**2,690**	-
City Bridge Trust	-	-	**-**	45,527
Esmee Fairbain- Covid 19 Response Grant	54,000	-	**54,000**	25,000
Knowledge Management, Evidence & Comms (KMEC)				
February Foundation	-	-	**-**	25,000
Public education & training				
London Councils - Prevention	-	4,600	**4,600**	-
Imperial College	1,353	-	**1,353**	
Charityworks - Kickstart	2,522	-	**2,522**	
Training, consultancy and event	18,089	-	**18,089**	22,310
Total income from charitable activities	109,029	873,415	**982,444**	750,582

6 Analysis of expenditure

	Charitable Activities							
	Cost of raising funds £	Africa Programme £	Community Programme £	Youth Programme £	Public Education & Training £	Support costs £	**2022 Total £**	2021 Total £
Staff costs (Note 8)	–	52,365	340,889	26,985	–	–	**420,239**	415,293
Direct project cost								
Partnership and networking	–	96,584	86,773	7,000	–	–	**190,357**	80,614
TuWez End of Project Allocation	–	–	–	–	–	–	**–**	–
Consultant and research fees	–	6,608	503	–	–	–	**7,110**	4,074
Monitoring and evaluation	–	20,132	–	8,000	–	–	**28,132**	–
Campaigning and advocacy	–	–	200	–	–	–	**200**	8,976
Training outreach & event	–	1,645	27,358	5,063	–	–	**34,066**	65,051
Publication and media	–	5,325	7,932	375	–	–	**13,633**	4,060
Travelling and subsistence	–	2,996	287	86	–	(393)	**2,977**	450
Other project costs	–	–	–	–	–	–	**–**	128
Support cost								
Organisational development	–	1,298	10,026	–	–	–	**11,324**	–
Membership & Subscriptions	–	–	1,410	–	–	–	**1,410**	1,291
Accounting and professional	–	503	2,081	–	–	–	**2,584**	993
Rent, utilities and rates	–	10,782	36,844	11,453	–	–	**59,079**	59,788
Printing and stationery	–	1,000	5,768	1,572	–	–	**8,339**	7,181
Insurance	–	–	3,552	–	–	–	**3,552**	3,428
Capital costs\IT	–	2,961	6,668	1,296	–	–	**10,925**	5,661
Fundraising and marketing	6,036	3,447	1,500	1,932	–	–	**12,915**	7,795
Depreciation	–	139	5,943	–	–	–	**6,082**	25,952
Audit fees	–	2,000	2,000	–	–	–	**4,000**	4,200
Other expenses	–	–	613	–	–	–	**613**	–
Bank charges	–	–	35	–	–	393	**428**	430
	6,036	207,784	540,382	63,762	–	–	**817,964**	695,365
Total expenditure 2022	**6,036**	**207,784**	**540,382**	**63,762**	**–**	**–**	**817,964**	

Of the total expenditure, £6,411 was unrestricted (2021: £49,299) and £811,553 was restricted (2021: £646,066).

Analysis of expenditure (prior year)

	Charitable Activities							
	Cost of raising funds £	Africa Programme £	Community Programme £	Youth Programme £	Knowledge Management, Evidence & Comms (KMEC) £	Public Education & Training £	Support costs £	2021Total £
Staff costs (Note 8)	–	43,841	246,273	94,338	21,270	–	9,571	415,293
Direct project cost								
Partnership and networking	–	3,076	77,538	–	–	–	–	80,614
TuWez End of Project Allocation	–	–	–	–	–	–	–	–
Consultant and research fees	–	1,074	1,521	1,479	–	–	–	4,074
Campaigning and advocacy	–	–	204	8,772	–	–	–	8,976
Training outreach & event	–	–	50,997	12,769	–	1,284	–	65,051
Publication and media	–	–	2,147	1,914	–	–	–	4,060
Travelling and subsistence	–	–	450	–	–	–	–	450
Other project costs	–	–	116	12	–	–	–	128
Support cost								
Membership & Subscriptions	–	–	–	–	–	–	1,291	1,291
Accounting and professional	–	–	–	–	–	–	993	993
Rent, utilities and rates	–	–	–	–	–	–	59,788	59,788
Printing and stationery	–	–	–	–	–	–	7,181	7,181
Insurance	–	–	–	–	–	–	3,428	3,428
Capital costs\IT	–	–	–	–	–	–	5,661	5,661
Fundraising and marketing	4,065	–	–	3,500	230	–	–	7,795
Depreciation	–	–	–	–	–	–	25,952	25,952
Audit fees	–	–	–	–	–	–	4,200	4,200
Governance & Strategic Planning	–	–	–	–	–	–	–	–
Bank charges	–	–	–	–	–	–	430	430
	4,065	47,991	379,246	122,784	21,500	1,284	118,495	695,365
Support costs	–	4,822	65,780	25,443	3,500	18,950	(118,495)	
Total expenditure 2021	**4,065**	**52,813**	**445,026**	**148,227**	**25,000**	**20,234**	**–**	

7 Net incoming resources for the year

This is stated after charging / crediting:

	2022	2021
	£	£
Depreciation	**6,083**	25,951
Operating lease rentals:		
Property	**30,228**	31,820
Auditors' remuneration (excluding VAT):		
Audit	**3,583**	3,333

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	**349,659**	347,407
Social security costs	**27,387**	24,027
Employer's contribution to defined contribution pension schemes	**9,885**	9,874
Freelance staffs	**25,543**	27,656
Other staffs costs	**7,765**	6,329
	420,239	415,293

No employee earned more than £60,000 during the year (2021: nil).

The total employee benefits including pension and national insurance contributions of the key management personnel were £59,897 (2021: £57,725).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022	2021
	No.	No.
Charitable activities:		
Africa programme	**2.0**	**1.7**
Community programme	**9.7**	**9.3**
Youth programme	**1.0**	**3.6**
Knowledge Management, Evidence & Comms (KMEC)	**3.0**	**0.8**
Public education, training & other	**0.3**	**0.3**
	16.0	15.7

10 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Website Development	Computer Equipment	Fixtures and fittings	**Total**
		£	£	**£**
Cost				
At the start of the year	60,090	40,500	31,751	**132,341**
Additions in year	-	17,830	-	**17,830**
Disposals in year	-	-	-	**-**
At the end of the year	60,090	58,330	31,751	**150,171**
Depreciation				
At the start of the year	60,090	40,361	31,751	**132,202**
Charge for the year	-	6,083	-	**6,083**
Eliminated on disposal		-	-	**-**
At the end of the year	60,090	46,444	31,751	**138,285**
Net book value				
At the end of the year	-	11,886	-	**11,886**
At the start of the year	-	139	-	139

All of the above assets are used for charitable purposes.

13 Debtors

	2022	2021
	£	£
Trade debtors	**90,856**	97,382
Other debtors	**729**	203
Prepayments	**4,250**	4,568
	95,835	102,153

14 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	**22,905**	5,549
Taxation and social security	**-**	-
Other creditors	**50**	50
Accruals	**29,344**	37,284
Deferred income	**338,321**	172,587
	390,620	215,470

15 Deferred income

Deferred grant income comprises Comic Relief Manada2 £33,700, Tudor Trust £20,000, Dr Martens Foundation £20,000, Comic Relief/DCMS Fund £73,402, Schwab Charitable Foundation £188,662 and The Big Give Trust £2,557.

	2022	2021
	£	£
Balance at the beginning of the year	**172,587**	60,000
Amount released to income in the year	**(172,587)**	(60,000)
Amount deferred in the year	**338,321**	172,587
Balance at the end of the year	**338,321**	172,587

16 Pension scheme

The charity operates stakeholder pension scheme and has no pension liability as at the year end.

17 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	11,886	–	–	**11,886**
Net current assets	253,662	211,421	96,243	**561,326**
Net assets at the end of the year	**265,548**	**211,421**	**96,243**	**573,212**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Africa Programme					
Wallace Global Fund	–	28,387	(25,003)	–	**3,384**
Comic Relief - Manda 2	–	70,050	(52,493)	(2,350)	**15,207**
Children's Dignity Forum- Haki Ya Binti Phase 2	–	16,754	(16,754)	–	**–**
United Nations Population Fund (UNFPA)	–	106,907	(106,907)	–	**–**
Make Child Mothers Count	–	280	(280)	–	**–**
Gaskell & Wilkinson	–	5,000	(6,347)	–	**(1,347)**
Community programme					
London Councils	–	49,938	(49,938)	–	**–**
National Lottery Community Fund	–	124,304	(113,535)	–	**10,769**
Greenwich Council	–	2,000	(2,000)	–	**–**
London Borough of Ealing	9,750	39,000	(40,229)	–	**8,521**
Lloyds Bank Foundation	20,000	–	(16,335)	(3,665)	**–**
MOPAC - Prevention & Action EHP	–	52,945	(52,945)	–	**–**
London Funders	–	10,000	(10,000)	–	**–**
MOPAC - VAWG Grassroots	–	61,674	(56,755)	(1,340)	**3,579**
MOPAC - VAWG MOJ	–	10,454	(10,454)	–	**–**
Comic Relief/DCMS Fund	–	121,932	(101,247)	–	**20,685**
Comic Relief MOJ Fund	–	112,470	(73,987)	(10,081)	**28,402**
Tudor Trust	–	20,000	(12,957)	–	**7,043**
Youth programme					
Paul Hamlyn-Act for Change	–	42,000	(42,000)	–	**–**
City Bridge Trust	12,000	–	(12,000)	–	**–**
Esmee Fairbain	9,900	–	(9,387)	(513)	**–**
Public education & training					
London Councils - Prevention	–	4,600	–	(4,600)	**–**
Total restricted funds	51,650	878,695	(811,553)	(22,549)	**96,243**
Unrestricted funds:					
Designated funds:					
Capacity Building Fund	–	–	–	200,000	**200,000**
Fixed Asset designated Funds	–	–	–	11,421	**11,421**
Total designated funds	–	–	–	211,421	**211,421**
General funds	298,417	162,414	(6,411)	(188,872)	**265,548**
Total unrestricted funds	298,417	162,414	(6,411)	22,549	**476,969**
Total funds	350,067	1,041,109	(817,964)	–	**573,212**

Purposes of designated funds

Designated funds are unrestricted funds earmarked by the trustees for particular purposes stated as above.

Purposes of restricted funds

Income, which is received for specific projects, as - for example - grants, donations and earned income - is accounted for as restricted funds. If project funds are projected to be overspent, we take action early to reduce expenditure and/or raise more funds to cover the potential shortfall. If we continue to project and incur an unavoidable overspend, a transfer is made from unrestricted funds. The balances on restricted funds arise from income received for specific projects on which some expenditure is still to be incurred in the coming financial year. Each of the projects is described in more detail below:

Movements in funds (continued)

Purposes of restricted funds

Africa Programme: The Africa Diaspora Advocacy & Policy Team (ADAPT) programme continues to play a key role in the work of FORWARD. It bridges UK and Africa programmes, providing opportunities for the diaspora to have a voice in development conversations. ADAPT operates through local partners in Africa and through collaborations in the UK.

Community Programme: Women from FGM affected communities are leaders and advocates among their own communities. The vision is to empower communities to say no to FGM and ultimately safeguard girls from this harm. FORWARD continues to empower men, women and girls from FGM affected communities to take the lead in campaigning against FGM.

Youth Programme: Forward's youth team provides FGM awareness sessions in primary and secondary schools, colleges, other higher education institutions and universities nationwide. FORWARD has also worked with under-25s to develop their advocacy skills, mentoring and art, poetry and drama. Through innovative ways of reaching young people, FORWARD seeks to raise awareness of FGM and to include them in pressing for change. FORWARD also hopes to provide them and organisations that work with them with the skills they need to tackle the areas we work on.

The Knowledge Management, Evidence & Communications (KMEC) Programme: Provides strategic support across the teams. KMEC gathers evidence for our work and coordinates monitoring and evaluation efforts. It also manages the organisation's knowledge and information libraries, to strengthen our learning, programme design and resource development, as well as increasing the visibility of FORWARD's work.

19 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2022	2021
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	**223,145**	(256,512)
Depreciation charges	**6,083**	26,484
(Increase)/decrease in debtors	**6,318**	32,565
Increase/(decrease) in creditors	**175,150**	35,535
Net cash provided by / (used in) operating activities	**410,696**	(161,928)

20 Analysis of cash and cash equivalents

	At 1 April 2021	Cash flows	Other changes	**At 31 March 2022**
	£	£	£	**£**
Cash in hand	463,245	392,866	-	**856,111**
Total cash and cash equivalents	463,245	392,866	-	**856,111**

21 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property		Equipment	
	2022	2021	**2022**	2021
	£	£	**£**	£
Less than one year	**18,560**	25,190	**-**	-
One to five years	**27,840**	46,400	**-**	-
	46,400	71,590	**-**	-

The charity has secured three years property lease effected from 1 October 2021.

22 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

23 a. Summary analysis of assets and liabilities by funds of previous reporting period (2021)

	General £	Designated £	Restricted £	Total funds £
Tangible fixed assets	139	–	–	**139**
Net current assets	298,278	–	51,650	**349,928**
Net assets at the end of the year	**298,417**	**–**	**51,650**	**350,067**

b. Details of movement in funds during the previous reporting period (2021)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Africa Programme					
Comic Relief - Manda 2	–	11,250	(11,250)	–	**–**
Children's Dignity Forum- Haki Ya Binti Phase 2	–	12,777	(12,777)	–	**–**
Make Child Mothers Count	211	638	(849)	–	**–**
United Nations Population Fund (UNFPA)	–	22,937	(22,937)	–	**–**
Gaskell & Wilkinson	–	5,000	(5,000)	–	**–**
Community programme					
EC Daphne - ACCESS	(8,100)	22,282	(14,400)	218	**–**
DCSM/Lloyds Bank		69,363	(49,363)	–	**20,000**
London Councils	–	49,938	(49,938)	–	**–**
London Borough of Ealing	–	9,750	–	–	**9,750**
Greenwich Council	–	7,805	(7,805)	–	**–**
National Lottery-Coronavirus Community Support	–	92,500	(92,500)	–	**–**
National Lottery Community Fund	(3,523)	124,304	(120,781)	–	**–**
MOPAC - Prevention & Action EHP	–	48,816	(48,816)	–	**–**
London Community Response Fund - Coronavirus	–	5,523	(5,523)	–	**–**
Charities Aid Foundation	–	55,900	(55,900)	–	**–**
Youth programme					
City Bridge Trust	–	45,527	(33,527)	–	**12,000**
Act for Change	–	55,000	(55,000)	–	**–**
Esmee Fairbain	10,000	30,000	(30,100)	–	**9,900**
London Councils-Prevention	–	4,600	(4,600)	–	**–**
FGM - ERASMUS	(540)	–	–	540	**–**
Knowledge Management, Evidence & Comms					
February Foundation	–	25,000	(25,000)	–	**–**
Total restricted funds	(1,952)	698,910	(646,066)	758	**51,650**
Unrestricted funds:					
General funds	221,942	126,532	(49,299)	(758)	**298,417**
Total unrestricted funds	221,942	126,532	(49,299)	(758)	**298,417**
Total funds	219,990	825,442	(695,365)	–	**350,067**

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT

England & Wales - Charity number 292403

Accounts

Company Registration Number 1921508
Charity Number 292403

FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT (LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS

31 MARCH 2021

GOLDWINS
Chartered Accountants
75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT
(LIMITED BY GUARANTEE)
YEAR ENDED 31 MARCH 2021

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FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT (LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS

The Foundation for Women's Health, Research and Development (FORWARD) presents the report of its Board of Trustees for the year ended 31 March 2021.

Charity registration number: 292403

Company registration number: 01921508

Registered office: Suite 4.8 Chandelier Building
8 Scrubs Lane
London
NW10 6RB

Email:
Website: www.forwarduk.org.uk

THE TRUSTEES AS AT 31 MARCH 2021

Dr Titilola Banjoko	Chair
Dr Lisa Smith	Treasurer
Joy Fraser-Amosun	
Priti Dave	
Muna Dol	Resigned October 2020
Ali Sakaria	
Julia Klein	
Sarah McDonald	
Aniesha Obuobie	

Senior Management Team

Naana Otoo-Oyortey MBE	Executive Director
Adwoa Kwateng-Kluvitse	Head of Global Advocacy and Partnerships
Toks Okeniyi	Head of UK Programmes and Operations
Amy Abdelshahid	Head of Evidence and Knowledge Management
Mary Otuko	UK Programme Manager
Wossenyelesh Kifle	Programme Design and Partnerships Manager
Fosdicka Crankson	Finance Consultant

Bankers

Unity Trust Bank, 9 Brindley Place, Birmingham B1 2HB
NatWest, Strand Branch, P.O. Box 414, 38 Strand, London WC2H 5JB

Accountant

Goldwins, 75 Maygrove Road, West Hampstead, London NW6 2EG

FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT (LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT

1. Introduction

The Board of Trustees of the Foundation for Women's Health Research and Development (FORWARD) presents its annual report and audited financial statements for the year ended 31 March 2021.

This report from the Board of Trustees complies with the Charities Act 2011, the Companies Act 2006, and FORWARD's Memorandum and Articles of Association. It is also in line with the Statement of Recommended Practice (SORP) required of charities when preparing their financial accounts, according to the Financial Reporting Standard applicable in the UK and the Republic of Ireland.

1.1 Objects and mission statement

FORWARD's charitable objects are set out in its Memorandum of Association, to guide the organisation's work. The organisation's strategy and objectives are developed and shaped within this framework. The charitable objects are as follows:

(A) To promote good health and human rights, and to empower children and women, with particular reference to African girls and women, wherever they reside.

(B) To eliminate gender-based discriminatory practices, including violence against women and girls, and to relieve the suffering of African children and women caused by those practices and compounded by poverty, ill health or distress, or arising from culture, tradition, public policy or legislation.

1.2 FORWARD's vision and mission

Our Vision
We are working for the day when African girls and women will live in dignity, be healthy, have choices and enjoy equal rights, free from fear of violence.

Our Mission
We are the African women-led organisation working to end violence against women and girls. From female genital mutilation and child marriage to domestic and sexual violence, we tackle abuse and discrimination, enabling African women and girls to enjoy the dignity, health and equality that they deserve.

At FORWARD, we focus both on personal stories and on the bigger picture. That's why we support affected women and girls on the ground – bringing communities together, developing local skills and knowledge, and nurturing the young women leaders of tomorrow. And it's also why we work strategically to challenge and support decision-makers and practitioners – conducting community research, building partnerships and creating opportunities to transform lives.

For over 35 years, FORWARD has partnered with women-led and youth-focused organisations, pioneering new work on female genital mutilation (FGM), securing the relevant services, legislation and policies to protect the women and girls affected by it, and inspiring change-makers nationally and around the world.

Together, we're working to create a world free of violence for all African women and girls – and we won't stop until we get there.

Our Strategic Goals
We exist to enable African women and girls to achieve the gender equality and the fundamental human rights that they deserve. Together, we aim to:

- Influence the policy agenda on violence against African women and girls,
- Cascade evidence-based interventions, good practices and social norm change,
- Nurture young women to become resilient leaders and change-makers,
- Educate and enable professionals and affected communities to lead change,
- Strengthen our organisational capacities, resilience and impact.

Public Benefit

The Board of Trustees has referred to the guidance provided by the Charity Commission regarding public benefit in reviewing the charity's aims and objectives, and in planning its activities and services. The Trustees ensure that FORWARD's programme activities contribute to the organisation's aims and objectives, and that they benefit the public. The Trustees also strive to identify risks and potential harm to the organisation's operations and programmes in good time, and to ensure that these are minimised and do not hamper the public benefit of its activities.

2. How We Work

2.1. Our programme activities

FORWARD's key areas of work tackle violence against women and girls (VAWG) in all its forms, with a particular focus on FGM and on child and forced marriage. FORWARD operates in the UK, in Africa and in Europe, often working through partners and collaborative programmes. We seek to educate affected communities, and to enable them to acquire the leadership skills, information and motivation they need in order to transform their lives. We are also recognised as a credible source of evidence, advice and knowledge for decision-makers; we use these assets to inform and shape policy responses and professional practices at all levels.

In the past year, FORWARD was in the final year of implementation of its 2017-2020 strategic goals. The core programme activities carried out over the course of the year by our organisation for the public benefit can be summed up as follows:

- **Specialist support, advice and information services**: We provide sign-posting, referrals, and FGM specialist advice by telephone, face-to-face and virtually. We also run one-to-one and group-based counselling and psychotherapy services, and legal clinics for community women affected by VAWG. And we provide family education sessions, which are commissioned by courts and Social Services.

- **Training and capacity development:** We provide accredited and tailored training to statutory professionals and community champions, enabling them to respond appropriately to the needs of BAME women and girls affected by FGM and VAWG.

- **Partnerships:** We build partnerships with women-focused organisations and offer capacity-building, financial support, technical advice, assistance with advocacy and campaigning, research, network-building, and monitoring and evaluation services.

- **School engagement, advocacy and public awareness**: We deliver FGM awareness sessions to teachers and pupils, support youth advocates action in schools and communities, and convene platforms that can build bridges between migrant communities and policy-makers.

- **Policy and advocacy:** We actively engage with policy advisors, local governments, and other national and international governing bodies - to galvanize advocacy action so as to influence and shape policy-making.

- **Young women's leadership:** We provide feminist leadership training to young BAME women, to deepen their knowledge and understanding of VAWG, to heighten their self-confidence, and to equip them with the tools and mentors they need to advocate for and to secure their rights and freedoms.

- **Outreach and community engagement:** We engage local communities, faith leaders and men from the BME communities, providing safe spaces and resources to discuss issues related to FGM and to other forms of VAWG; we also train community members on FGM and other forms of VAWG.

2.2. How we deliver on our aims

In setting out our annual work programme, FORWARD adheres to the Charity Commission's general guidance on public benefit. The Board of Trustees ensures that the objectives and activities planned and implemented by the organisation contribute to its charitable objects and aims.

FORWARD delivers its operations from our offices in London, and undertakes wide-reaching partnership work in the UK, in Europe and in Africa. We value our partnerships, seeing them as central to our work, and we build long-term relationships with our implementing partners on the ground - providing them with sub-grants, technical support, connections and resources. Our partnerships enable us to reach a higher number of vulnerable and at-risk girls and women. They also help us to build up local capacity and ensure the sustainability of programme outcomes, while at the same time making the best use of local knowledge.

We have three main programme areas and teams: the Africa, Diaspora, Advocacy and Policy Team ("ADAPT" for short), the UK Programmes Team, and the Knowledge Management, Evidence and Communications Team.

- The ADAPT team's programme bridged FORWARD's UK and Africa programmes in 2020, providing more opportunities for the diaspora to continue to have a voice in development conversations. Through the year, ADAPT worked with a total of eight partners in six African countries, as well as with a further partner in Wales.

- The UK Programmes, meanwhile, include community and youth engagement, leadership development and the provision of training for key professionals. The community programme was active in 25 London boroughs this year, also supporting a long-term partner in Bristol and strengthening FORWARD's partnership work in Newcastle. In addition, we also carried out work in six further cities across England and Wales.

- The Knowledge Management, Evidence & Communications (KMEC) programme provides strategic support across the teams. KMEC gathers evidence for our work and coordinates monitoring and evaluation efforts. It also manages the

organisation's knowledge and information libraries, to strengthen our learning, programme design and resource development, as well as increasing the visibility of FORWARD's work.

All of FORWARD's programmes are grounded in a rights-based approach, centred on ensuring that our work, as well as any policies and organisations that we support, are fundamentally guided by the norms and principles of human rights. As such, we prioritise the protection of the rights of the most vulnerable, particularly the rights of girls and young women from migrant communities and rural areas, as they are disproportionately affected by gender-based discrimination and violence.

2.3. Who benefits from our services?

FORWARD's objectives require us to focus on African girls and women. That being said, we also partner with other organisations to ensure that all vulnerable women, especially those from black and ethnic minority backgrounds, are able to access the appropriate services that they need.

In the UK, our community programme directly benefits African girls and women from FGM-affected communities – but it also reaches those from Arab and Kurdish-speaking communities. This notably includes many asylum seekers, refugees and migrant women. We also engage with and support other key stakeholders through our work, including statutory professionals, community organisations and the general public, through our training programmes, policy work and awareness-raising campaigns.

In Africa, our work benefits vulnerable girls and young women in Sierra Leone, Tanzania and Uganda, amongst other countries. Our programmes specifically target those who are most affected by – or at risk of – child marriage, sexual abuse, teenage pregnancy and FGM. Other beneficiaries of our work include adult men and women (including parents), young men and boys, and community leaders; we operate through schools and local communities to reach them.

3. Achievements and Performance over the Year

FORWARD's work enables African women and girls to gain vital skills, develop their self-confidence and access the support they need. Our training and outreach programmes aim to build up their resilience, improve their wellbeing and develop their leadership capacity to transform their lives. We work at multiple levels, engaging women, community members and our local partners, building on their vital insights to inform and shape policy and practice.

We are committed to evidence-based programming and we rigorously assess the performance and the outcomes of our work, in multiple ways. This includes regular monitoring, risk management, assessment of progress targets and, when necessary, the adjustment of our programmes. We use a range of quantitative, qualitative, and participatory methods to monitor the delivery of our activities, and to evaluate their outcomes. This includes periodically engaging independent external consultants to evaluate our work.

In this reporting year, the COVID Pandemic has had a major impact on our work. While it created huge challenges, we also found numerous opportunities to rapidly transform and re-position our work, notably enabling us to go digital in all areas of our work. Nevertheless, this transformation also highlighted challenges in digital access for a majority of the women we support, and our offline services will continue to hold an important place in our work.

Highlights of our Work in Responding to the COVID Crisis and Lockdown

Since January 2020, we trained 46 women in London and Bristol as community peer champions as part of the women's health and leadership training. The peer advocates reached out to members of their community to identify women in need of support. Peer educators provided online support and befriending, and signposted women for counselling or further support. Many found the role and training as an opportunity for self-improvement and personal development. Indeed, the community champions and advocates were a vital channel for FORWARD's effective response to the COVID crisis which adversely affected BME communities in terms of impact and death toll. They not only supported access to other women but served as peer researchers in accessing information from women on the impact of the crisis. This helped us to respond directly to the needs of women at the community level.

"I feel really proud giving all this support. Because the centre is closed, we chose some women who really needed empowering. Each month we had a workshop on zoom. And that was a challenge. Because some of the women didn't know how to use zoom. It was quite new to them. So, teaching that, also delivering the workshop. And each one was on a different topic. From there, they had to choose what topic they wanted, and we delivered it. The feedback from the women was amazing. They were very proud, very pleased that if the centre is closed, then at least they still can meet in on zoom. And see each other and gain experience." (P3)

. One advocate spoke of the challenge in creating rapport with community members: *"I felt it was very hard. In the beginning, especially when the lockdown started, because our Somali community, we like people getting together and handshake and talk with each other. And it's hard for us to support the people without seeing them. And it started with befriending the community by phone. People didn't know you, didn't know your name, but can remember you. It was hard, very hard. The challenge for one was not knowing the people. Especially women who live on their own or have kids, single mums who wanted to speak with somebody. Some I talked with for hours. And the zoom thing was hard. It was really hard to connect to people through the computer. It was to help them use the zoom. But luckily, when we knew how, it was easy for us. And so, it's really amazing. Good results." (P4)*

A sub grant of £1000 to Charity For Hope, a young women led organisation in Uganda set up by a Tuwezeshe Fellow as part of the Tuwezeshe Challenge supported 35 teenage mothers impacted by the Covid pandemic to set up farming venture. Lucia reported that "*Today over 15 of the girls in the group have started different ventures like animal and livestock farming where they have bought chicken, goats and pigs that will multiply and be sold to get money to support them to start different businesses in their communities to support their children..*"

"Every day is different, depending on the mood of mine or my husband. A small argument could lead to bigger ones for no reason, but still we always tried to manage the situation as one of us will keep calm. I feel as I often was the one who will check on everyone and try to go extra mile to fix the situation and get everyone on better mode. I often made special food or baked and wanted always to create a nice atmosphere for everyone. I never put myself first, my first priority is my children and their needs and wellbeing." (Participant 13, Algerian woman)- FORWARD COVID 19 Study, 2020

3.1 Strategic Goal 1: influencing the policy agenda on violence against African women and girls

This area of work focusses on advocacy actions to address policy gaps in relation to multiple forms of violence that affect African women and girls. We also work through partnerships to engage critical actors in the UK and in Europe.

Improving the understanding of the policy needs of women and girls affected by FGM

In 2019 and 2020, FORWARD partnered with the University of Huddersfield on a pilot study in Bristol to examine the lived experiences and views of **FGM safeguarding policies and procedures in the UK**, both among African Diaspora communities and among front-line professionals. The research opened up opportunities for debate on the current approach to FGM safeguarding interventions in Bristol and nationally, and promoted reform. The study was published in February 2020 in time to mark the International Day of Zero Tolerance for FGM. Its release was accompanied by a publicity and social media campaign, in partnership with the PR agency AXON.

Our study achieved wide coverage across seven national, and regional media outlets, including an exclusive online and print story in *The Guardian* and coverage in *The Voice* – the only national black British newspaper. The study provided the basis for a number of conversations with policy-makers, including two MPs and a Councillor.

In addition, the report was published on the NHS NICE safeguarding evidence website and in The National Police library – a testament to the reach and impact of our PR campaign supporting its release. Finally, the study's findings were presented at the "Tackling Gender Based Violence" conference, attended by more than 150+ professionals. We now hope to be able to scale this study up to the national level in order to gain further insights into the impacts of current FGM policies.

Increasing the visibility of sexual harassment in higher education and amplifying its victims' voices

Also, in the past year, FORWARD conducted a qualitative pilot study on **sexual violence and harassment in UK higher education,** with a focus on the racialised experiences of black, Asian and minority ethnic (BME)young women. The preliminary results were presented at an event co-organised with the No More campaign organisation to mark International Women's Day 2021. At the same time, a social media campaign was launched, using film and voice animations to showcase the broader impact of young women's experiences. The full research report, meanwhile, will be launched at the end of 2021 as a part of a 16-day advocacy campaign of activism against VAWG, which is being organised in collaboration with the National Union of Students. The campaign will call for reforms to higher education institutions' protection and safeguarding policies.

Covid-19 impact study

In response to the start of the Covid-19 pandemic, FORWARD launched an impact study to better understand the pandemic's repercussions on the lives of women from African diaspora communities in the UK and to raise awareness of these women's specific needs. The study comprised both an online survey and qualitative peer-to-peer telephone interviews. The survey's design was supported by FORWARD's Young Women's Advisory Council (YWAC). In July 2020, our preliminary quantitative evidence was published by the House of Commons' Women and Equalities Committee. It was also shared with the London Mayor's team working on violence against women, and a summary report was published on FORWARD's website. The full study report, which covers both quantitative and qualitative findings, is set to be published at the end of 2021.

"Mental health was the most prevalent source of worry for most of the 117 participants surveyed, with nearly three in five concerned about their mental wellbeing." (A key finding of FORWARD's Covid-19 impact study)

Collaboration with SafeLives on new evidence research regarding domestic abuse

FORWARD collaborated with SafeLives to launch a new evidence-gathering research project, exploring **domestic abuse survivors' experiences of healthcare services in London**. FORWARD provided technical advice on the research project's design, to ensure that the study will be conducted sensitively and that it effectively captures the experiences of black and minority ethnic women.

UK Child Marriage Campaign to increase the minimum age of marriage to 18 years

Partnership working forms a key part of FORWARD's work and multiplies our impact. One of our on-going campaign actions has been the partnership with Girls Not Brides UK. In the past year, our work has focused on policy advocacy.

Despite the best efforts made by FORWARD and the other 3 Co-chairs of the UK Girls not Brides coalition, Pauline Latham MP's Private Member's (PM) Bill was not passed in 2020. This was all the more disappointing as the idea of increasing the age of marriage to 18 years had the support of both Houses of Parliament.

In October 2020, a public petition to Westminster calling for child marriage to be made illegal garnered 177,000 signatures. There was some indication that the Government would adopt the issue as a government initiative, and so the customary debate in Parliament regarding the petition did not take place. Pauline Latham MP brought this matter to the Prime Minister's attention, simultaneously introducing her PM Bill with the hope of gaining government support for it. This did not happen, however, despite our joint campaign's advocacy efforts to get the child marriage issue featured in the Government's agenda and in the Queen's Speech. This process has been a reminder of the reality that this type of advocacy work, seeking to change legislation that has been in place for decades, is an uphill battle requiring determined and long-term campaigning.

African Diaspora Women's Network [ADWN]

As part of our actions to raise awareness on the situation of African girls and women affected by the COVID-19 pandemic, we submitted a letter to the Baroness Sugg, the Parliamentary Under Secretary of State for DFID. This letter was a call to include diaspora development organisations that foster close links with Africa in government responses. Many diaspora organisations played a critical role in sending home remittances and related support during the pandemic. Unfortunately, DFID's subsequent closure set this work back; the new FCDO's priorities on international development were different, resulting in drastic changes to the international development budget.

ADWN has continued to create spaces for discussion on the role of African diaspora organisations and individuals in creating social change. The ADWN event, 'Accelerating African-Led FGM Change Makers-Intergenerational conversations', serves as a safe space to engage diaspora women in policy conversations.

3.2. Strategic Goal 2: cascading evidence-based interventions, models of good practice and social norm change

This goal seeks to accelerate the implementation of evidence-based programming, as well as promoting effective approaches for instigating changes to the behaviours and social norms that currently still hinder African women's and girls' attainment of gender equality, dignity and basic rights. The key outcomes of this strategic work stream have included improvements in the design and delivery of FORWARD's services; better generation and dissemination of evidence to underpin our programmes; and support provided to partner organisations to improve their capacities, train them in best practice methods and empower them to deliver more effective and evidence-based programmes.

The following achievements demonstrate nicely how important it is that we gather evidence of the impacts of our work and generate the key information that can help to shape our future programmes.

- **TuWezeshe End-of-Programme evaluation**- the external evaluation of this ambitious 4-year project showcased the impact that the programme had had on its fellows, mentors and partners. In addition, the report provided comprehensive learning suggestions for future leadership programmes, and we are already using the results to guide us towards the best practices in the design of our young women's leadership programmes. The review's key recommendations included providing more psychosocial support to the participating fellows, increasing the time available to carry out their chosen social actions, and prolonging the provision of training and mentoring support beyond the end of the programme.

  "*The evaluation found the design and methodology of TuWezeshe relevant to properly equip young women with the needed skills to take action against VAWG. The programme was comprehensive enough to create both knowledge and practical skills around leadership. Fellows reported increased confidence in understanding and articulating their thoughts on VAWG, in creating change through activism, and in advocating for their rights and the rights of others."*

- **10-year evaluation** of our **Young People Speak Out programme**, delivered across the UK in partnership with 4 local partners**.** The evaluation assessed the programme's impact, while recording and appraising its achievements and the lessons learnt. The evaluation report explores many areas of our work with young people, from our school engagement efforts to our youth advocacy initiatives. It will provide us with actionable and practical recommendations to inform and guide current and future programmes.

- **Baseline study on gender-based violence** for the ACCESS project report. For the baseline study, 18 community champions from London, Bristol and Northampton were trained to administer the survey, which explored attitudes on violence, knowledge and experiences of using related services. 324 females and males responded to the survey. The results will feed our future programming and policy engagement work.

- Launch of the **baseline study for Haki Ya Binti II in Tanzania.** Working with an external consultant in Tanzania, we provided technical support to the consultant and to our partner organisation, Children's Dignity Forum, regarding both the design of the research project and the tools to be used for data collection. The baseline study establishes key information on the Tanzanian context regarding VAWG. It will inform programme activities and enable all project partners to better measure progress against the project's indicators.

- **Scaling up the TuWezeshe model** as FORWARD's flagship leadership training programme. Based on the lessons learned from the first 4-year project, we have successfully piloted virtual delivery of the TuWezeshe training, both in the UK and Africa, in light of the COVID pandemic. We were able to use it in several different settings, including as a part of our new UNFPA project. This two year project **Accelerating African-Led FGM Change Makers,** is part of the AU- Spotlight African Regional Programme. The project targets Africa and Europe [including UK], with the aim to contribute to the elimination of female genital mutilation (FGM), child marriage and related forms of VAWG. In Africa, we have cascaded the TuWezeshe model in collaboration with two new Africa partners, Akili Dada in Kenya and Think Young Women in The Gambia.

3.3. Strategic Goal 3: nurturing young women to become resilient leaders and change-makers

This strategic goal seeks to catalyse the leadership potential of young women and to build up their capacity to spearhead social change at all levels. It also seeks to strengthen their spirit of sisterhood, uniting the diverse voices tackling gender-based violence.

Following the TuWezeshe model, we will achieve this by providing young women with holistic programmes that enhance their confidence, resilience and leadership skills. Participants in these programmes will be given networking opportunities, mentoring and psychosocial support, and funds to implement social action projects (SAPS).

In the period covered by this report, our primary achievements under this goal constituted the leadership training itself, the work of the Young Women's Advisory Council (YWAC) and the events run by FORWARD's youth hub. The YWAC is made up of 14 young women members who provide FORWARD with ongoing advice, guidance and co-deliver our youth events.

These events included the following:

- **TuWezeshe Leadership Training:** FORWARD has continued to run this bespoke young women's leadership training which is composed of 6 modules, which cover topics on self-awareness, gender issues, power and privilege, understanding feminism, human rights and gender-based violence, as well as building the young women's leadership and social activism skills. Since the lockdown, we have run two virtual training courses for the eight members of our YWAC and partnered with ONYX Youth Hub to run a further training programme to 9 young women, spread over three weekends; this second group have initiated their SAPS. The SAPS mainly focus on addressing VAWG, racism and discrimination.

- **TuWezeshe Challenge**: Five TuWezeshe Fellows from previous cohorts took part in this challenge. The Fellows were each given £1000 to take up a "Challenge" in their community. One of the fellows, from Uganda, supported 30 child mothers in Uganda to undertake farming. Another participant in the challenge cascaded the feminist leadership training with local partners in Yemen. A third Fellow set up a platform to document stories of young women affected by abuse. The Home Girls Unite network, which was set up by two Tuwezeshe fellows in response to the challenges experienced by first daughters from migrant families, held an all-day event with young women from their network. Last but not least, we were delighted to launch a children's book this year, written by one of the Fellows taking part in this challenge. Called "Something is Different this Morning", the book tackles period myths for black children in schools.

- **TuWezeshe Global Networking:** In 2020, two events were held bringing together a number of Fellows who had taken part in the first 4-year leadership training programmes. The Ugandan meeting was hosted by Akina Mama wa Afrika, our Ugandan partner, and was also attended by Fellows from the UK, Tanzania and Somaliland, to share their TuWezeshe journeys, showcase their SAPs and lessons learnt. Similarly, the Home Coming meeting, which took place virtually in October 2020, was an opportunity to share the results of the newly published end-of-programme evaluation with partners and Fellows, and to showcase the project's worldwide impact. The Tuwezeshe film was launched at the meeting; it also included several sessions chaired by Fellows and by our partner organisations.

- **YWAC in Action**: The members of the YWAC provided much needed support for young women in response to both the Covid pandemic and the Black Lives Matter movement. This included running a series of online events targeting young women from black and minority ethnic (BME) communities. The YWAC members also contributed to research efforts and created a series of virtual safe spaces. In particular, they ran the Let's Talk Sis Series of events, a podcast and a successful social media campaign on 'The Red Issue'. What is more, each of these online events included external guest speakers, and the YWAC has developed partnerships with a number of organisations in this way.

- **International Day of Zero Tolerance towards FGM & International Women's Day:** On the occasion of these days, FORWARD collaborated with two organisations to target university students on the subjects of FGM and sexual violence, including Valued Minds, an organisation set up by one of FORWARD's former youth intern. In addition, we organised a forum to share the results of our research on sexual violence in higher education and to showcase No More, a global campaign organisation working to tackle domestic violence and sexual abuse. We hope to strengthen the partnerships with both these two organisations in the coming year.
- **Partnership with the End FGM European Network**: FORWARD is a co-founder and member of this European network; it is also currently co-chair of the board. In the present reporting year, FORWARD hosted the END FGM Youth

Ambassadors in London as part of the Erasmus Plus project. We also co-produced two videos on domestic abuse in collaboration with the Purple Chair Project; this notably involved the participation of the Co-Chair of the YWAC and FORWARD's representative on the Ambassador programme, a youth led advocacy group within End FGM European Network.

The TuWezeshe Global Partners and Fellows Meeting in Kampala, 2020

3.4. Strategic Goal 4: educating and enabling key professionals and African communities to lead change

Primary prevention and protection are at the outset of FORWARD's approach to challenging the social norms that fuel VAWG. First and foremost, we seek to equip key stakeholders, professionals and policy- and decision-makers with an understanding the issues at stake, and then to empower them to take preventive and protective action, while still providing comprehensive and appropriate support to the women who need it. In this context, we seek to partner up with key service providers and statutory professionals, assisting them to be adequately informed about VAWG and to be as effective as possible in their responses.

At the same time, we engage with African communities affected by VAWG to enable them lead change at the local level. Here too, in addition to simply raising awareness, our aim is to motivate members of the community to take action, and give them the leadership capacity and confidence to do so. This is achieved through strategic partnerships, providing local partner organisations with the tools and resources they need to educate and empower women and other key stakeholders in their communities.

Over the past year, our work has been shaped hugely by the COVID crisis. The pandemic has led us to expand our outreach and support team in order to meet the growing demand for services.

- **Professional Training**: Since the first lockdown of the COVID pandemic, we have stopped face-to-face training for professionals and switched to virtual training. This required a rapid review of our training materials and approaches, to make them shorter and to make use of digital tools. Thanks to this rapid reaction, as part of the schools and community projects over the past year, we have been able to provide training to further professionals from education, health and social care. This included the EU-funded ACCESS project, the PACT project and ASCENT projects. A total of 353 professionals were trained.

- **Imperial College- BSC Global Health Community Groups placement:** We hosted five trainee doctors from Imperial College who spent six weeks each on attachment, acquiring insights into FORWARD's work as well as key skills and knowledge of working with communities. This is the third year of our partnership with Imperial College.

- **Stakeholder engagement**: As part of our ongoing stakeholder engagement efforts, we participated in a number of public-sector processes. These included the Tri-Borough Harmful Practices operational group, the Haringey VAWG CCR group, the Haringey VAWG and BAMER community forum, Lambeth VAWG, Bexley's DA operational forum, Islington's BAMER forum, Croydon Council's FGM stakeholders meeting, the Brent VAWG forum, and Merton's DA forum.

- **Community champions training**: since 2020, we have provided women's health and leadership training to 46 women in Bristol and London. This six-session module equips the participants with critical knowledge and skills in communication, VAWG prevention, safeguarding, and leading community engagement and outreach work. Our community advocates have been instrumental in conducting the outreach to community women, providing friendship and peer support on VAWG issues, especially domestic abuse, which escalated during the COVID lockdown. They also helped to signpost members of their communities to appropriate and locally available services.

- **Specialist support and counselling services:** This service area includes both one-to-one support and group counselling. We saw the number of women we supported double due to the COVID pandemic; this included those from outside London. We received over 70 referrals for counselling i n total; 55 women received assessments and were then offered between four and seven sessions. Non-attendance was unfortunately common, due in part to some women's unfamiliarity with counselling services, and to the changing circumstances of many of the women. Counselling was provided in English, Arabic and Somali through two specialist counsellors - the second was recruited in response to the increased demand for counselling and psychotherapy support from women of Somali backgrounds.

- **Brent Hibiscus clinic**: Since September 2020, 50 women have accessed this specialist NHS FGM clinic. Six de-infibulations have been performed and currently 17 women are on the waiting list for assessment and de-infibulations. All the women are supported by advocates counsellors; FORWARD provides advocacy support to this service.

- **Outreach and community engagement support**: Over the COVID period, this service was enhanced, thanks to additional short-term Covid support funding. The funding enabled us to purchase IT equipment in order to support the continued outreach work. The service included organising coffee mornings, community workshops and other events; a majority of these took place through

virtual sessions. Through these events, we reached over 780 community members from diverse ethnic backgrounds in London and Bristol.

- **Strengthening community partnerships:** We partnered with a number of new community-based organisations to amplify our efforts, in line with our partnership strategy. This included La Fraternité, who work with Guinean communities, and Keep the Drums and Lose the Knives, a community organisation working with West African communities. At the same time, we increased our work with the Lewisham Migrant Women's Network and with Refugee Women of Bristol, one of FORWARD's long-standing partners.

Case Study of the ACCESS Project

Our two-year ACCESS project, which was match-funded by the European Union and the National Lottery Fund came to an end in 2020 with a series of events held in London and Brussels. At these events, the 16 community advocates supported by the project in London and Bristol had the opportunity to showcase their work with wider audiences. Several resources from the project were shared at the events, including the poster below on standards for community-based services for migrant women and girls, and two training manuals, one for Peer Educators and another for professional training. Over its two-year lifetime, the ACCESS project reached over 500 community women and trained 200 key professionals on cultural competency approaches.

3.5. Strategic Goal 5: strengthening organisational capacity, resilience and impact

In order to strengthen FORWARD's operations, we need to be able to guarantee a sound operational culture and adequate systems, infrastructure and resources - to inform, shape and amplify our work. In particular, it presupposes that we are able to employ and retain staff with the capacity and skills needed to deliver our work, especially the evidence-based practice. For this reason, we set up a new programme team on knowledge management, evidence and communication. The new team will focus on building and managing evidence for our programmes, sharing information about our work widely, and improving our organisation's digital fundraising capacity.

In parallel to this development, we have revamped our **social media and digital content** to better align it with FORWARD's branding. Our reach and engagement on social media continue to increase year-on-year. For example, we achieved a total of **648K** impressions on Twitter last year, compared to **561K** the year before. Similarly, our engagement rate increased from c. 1% to c.2% last year. This is significantly above the industry average of 0.05%.

We now have a refreshed **monthly newsletter,** which provides strong, bold and engaging content that reflects the work we do at FORWARD. The reach and engagement of our newsletter has improved. To date, we have a total of **2163** e-newsletter subscribers. Our average rate of **unique opens** is 24% and our **click-through rate** is 18% - both above the industry averages of 12.9% and 2.6%, respectively.

We have also focussed this past year on growing our **digital presence** by increasing **traffic to our website** - and raising awareness of FORWARD - using **Google AdWords**. Since launching this new approach, we've had a total of 21.9K users to the website, a significant 53% increase in users compared to the same time last year (14.3K). Google AdWords now accounts for 20% of all website users, and 31% of all PDF and publication downloads.

We have improved our external **communication on FORWARD's impact**, sharing stories of change through social media, the e-newsletter and our website. We also launched a number of promotional films, and published our programme evaluation reports and annual report. We revamped our design work and significantly improved the quality of our promotional materials, report designs, and publications, helping us to achieve higher online engagement with our publications.

In 2020, we produced several impactful promotional materials to showcase the impact of our work with young women, including:

- Our 2018/19 annual report, which focussed on young women's leadership, sharing stories of change and programme learning. The Annual Report achieved more than 6K impressions and over 200 engagements on Twitter.
- The TuWezeshe film, showcasing the journey and impact of the leadership programme; it achieved 5K impressions and 900 media views.
- The of a new TuWezeshe Alumni page on our website to showcase the achievements of our past fellows.

In addition to the above, over the past year we have strengthened our knowledge management and monitoring & evaluation (M&E) systems. The M&E system is fundamental to our data collection and effective monitoring of our activities' and our advocacy's impact. Logs have been created to capture all FORWARD's areas of work, including external communication, community engagement, young women's leadership

training, professionals' and schools' training, as well as external enquiries and referrals. This process has improved our ability to track targets across our programmes: and allowing us to better demonstrate the reach and scale of our work.

Finally, the newly updated iteration of our organisation-wide monitoring, evaluation and learning (MEL) framework continues to ensure that the multiple strands of FORWARD's work remain relevant to its strategic goals and deliver the outcomes we need to achieve them. The framework includes measurable indicators for each of the organisation's goals. This framework will inform the work of FORWARD over the coming 3 years.

3.6. Partnerships

Partnership-based working and strategic collaborations remain core elements of FORWARD's approach. Over the course of this past year, we have worked alongside a wide range of agencies and organisations from the various sectors that deliver and protect women's rights and tackle violence against women and girls. This has also included partnering with a number of community-based organisations in the UK and abroad to deliver our programmes in the field.

Our collaborative approach allows us to pursue our strategic goal of building up capacity in partner organisations and fostering alliances between the various women's organisations of the African diaspora. Overall, these partnerships continue to be a primary channel for our advocacy and campaigning activities, both nationally and internationally.

FORWARD is an active member of the following networks and partnerships:

- African Diaspora Women's Network (ADWN)
- Africa-Europe Diaspora Development Platform (ADEPT)
- End FGM European Network (based in Brussels)
- Girls Not Brides (we are a co-chair of Girls Not Brides UK)
- End Violence Against Women (EVAW)
- Gender and Development Network (GADN)
- MOPAC Harmful Practices Forum
- Home Office Stakeholders Group
- London Councils: ASCENT
- VAWG forums: we are involved in VAWG forums in a number of London boroughs, including those focusing on black and ethnic minority (BME) women. These include the following: the Tri-Borough Harmful Practices operational group, the Haringey VAWG CCR group, the Haringey VAWG and BAMER community forum, Lambeth VAWG, the Bexley DA operational forum, Islington's BAMER forum, Croydon's FGM stakeholders meeting, the Brent VAWG forum and the Merton DA forum.

3.7. External factors affecting our work

In this reporting year, COVID was the most far reaching external challenge to our work. This included government policies and the lockdowns, leading to remote working and the cancellation of our face-to-face services. While we were able to adapt effectively to this ongoing crisis, it has adversely impacted our staff's wellbeing and our access to funding, as well as creating major challenges for the communities we work with. At the same time, the Black Lives Matter protests linked to the death of George Floyd in the US resulted in increased conversations about the impacts of race, inequalities, discrimination and trauma among many of the BME communities we work with. (This is further discussed in section 5 below.)

The Domestic Abuse Bill, which went through Parliament last year, was hailed as an opportunity for the UK government to ratify the Istanbul Convention. Sadly, however, the Bill failed to introduce adequate protection for all women and address all forms of abuse. It notably prioritises domestic abuse over other forms of abuse and fails to protect migrant women with no recourse to public funds. FORWARD continues to advocate with national coalitions, including EVAW, who campaign for a fairer and more inclusive Bill.

The changing funding situation associated with the COVID crisis has greatly affected our fundraising efforts. Many funders transitioned to providing short-term grants, with a more pronounced focus on welfare and crisis responses. This has made it challenging to access sustainable funding streams and has stretched our fundraising capacity. This challenging environment has been worsened by post-Brexit regulations, and by our loss of funding from the European Commission (EC) and related work in European partnerships. Our last EC funded project with European partners, tackling violence against migrant women across Europe, came to an end in January 2021.

4. Financial Review

4.1. Overview of income and fundraising activities

FORWARD's financial objectives seek to achieve the approved budget for the year and to maintain an overview of expenditure and reserves. This joint objective is monitored quarterly through the management accounts and the work of the finance committee.

FORWARD's income in the year ended 31st March 2021 was £825,442, compared with £594,518 in the year ended 31st March 2020. The total expenditure was £695,365 in the year to 31st March 2021, compared with £851,030 in the previous year. The general fund balance (unrestricted funds) carried forward on 31st March 2021 was £298,417, while our restricted funds carried forward on 31st March 2021 amounted to £51,650.

FORWARD continues to make progress in increasing the diversity of our funding sources, despite the challenging economic climate, the loss of European Union funding due to Brexit and the shift in some of our funders' funding priorities. We are now focussing our fundraising efforts on this diversification of income sources. This includes reaching out to private trusts and foundations, as well as developing income streams from commissioned services, such as our accredited FGM training, support case work and other consultancy services.

The Management Team continues to build up FORWARD's existing staff's capacity to support fundraising efforts, including using digital media to increase our visibility and to share information about our work more widely. This year, the launch of our new fundraising appeal page, linked to the website, already enabled us to launch a number of appeals to help engage FORWARD's followers and encourage them to support us and our programmes more regularly.

4.2. Reserves policy and going concern

FORWARD's reserves are based on unrestricted, general funds that are set aside to ensure our long-term ability to meet the charity's objectives and to ensure the continued operation of our programmes. The reserves policy makes a provision for unforeseen obligations and emergency situations, taking into consideration the main risks to our organisation. Reserves are also needed to enable programmes to continue on a provisional basis in cases where committed funds have not yet been received.

FORWARD's reserves policy requires a level of at least 20% of the annual budget to be kept as emergency operating reserves. This amount is deemed sufficient for our unrestricted funding to deliver operations in the event of unforeseen circumstances.

The current reserves of £298,417 represents about 35% of our total income for the year, a sign of the continuing efforts made to abide by this policy and to maintain around 20% of our budget as reserves.

We have revamped our fundraising strategy to identify potential new income-generating opportunities with the aim of increasing FORWARD's unrestricted income and our planned operating surpluses. The Board of Trustees' finance sub-committee reviews the level of reserves annually and recommends appropriate actions to the Board. This ensures that the policy remains effective and functional.

FORWARD remains a going concern. The Board of Trustees has assessed the organisation and is assured that FORWARD has adequate resources and staff to continue to operate for the foreseeable future, and it consequently adopts the going-concern basis in preparing this report.

4.3. Grant-making and fundraising

FORWARD's trustees see sub-granting as an essential component of the organisation's charitable operations. This is predominantly the case for our charitable projects in Africa; it is also true, to a lesser degree, regarding the work with our partners in the UK.

The majority of our charitable work in Africa is carried out through sub-grants to our local partners, who are selected in line with our strategy of working with small organisations, including those led by young women. Partners are required to apply for the grant on an annual basis; the renewal of the grants is subject to contract-specific performance measures and financial adherence. All partners sign a Memorandum of Understanding and a financial grant agreement, detailing roles and responsibilities and outlining the grant conditions. FORWARD's staff conduct regular monitoring work and provide technical support and capacity development services to our partners.

Fundraising is the responsibility of FORWARD's senior staff members. In the present reporting period, we also called on an intern and a fundraising consultant to support our fundraising work. This step was taken to enable us to respond in a timely manner to the changing fundraising climate resulting from the COVID pandemic. The turnaround for many sources of funding became extremely short and required additional support for FORWARD's team. Our fundraising work includes writing funding applications, working through partnership bids and undertaking fundraising campaigns that target the general public. in addition, we are very grateful to our numerous individual fundraisers, who generate much of our unrestricted funding through their fundraising activities, along with the private donors providing us with monthly direct debits.

5. Our Future Plans

Over the next few years, FORWARD's Board of Trustees and staff will together focus on **operationalising and implementing our refreshed Strategic Plan.** This 3-year strategy builds on our responses to the Covid crisis, strengthening our fundraising efforts and digital programmes, our partnership working and our evidence-based programmes. The review of our strategy has come at an opportune moment, as the COVID pandemic has introduced new realities for our work; they are going to require strategic choices in order to sustain the organisation.

We plan to scale up our **bespoke TuWezeshe young women's leadership programme,** targeting new partners and new countries in Africa and the UK. The

feminist leadership training focusses on nurturing resilient young women leaders from BME communities who are affected by intersecting challenges, including VAWG, racism, and mental health issues.

We will soon be conducting a 10-year **external review of our Young People Speak Out (YPSO)** programme. The overall purpose of the review is to examine the success of the programme, in particular its relevance, effectiveness, impact, and sustainability. The evaluation will enable project stakeholders to assess the project's key achievements, challenges, and lessons learnt, and to provide key recommendations that can inform our youth strategy and focus going forwards.

With the government announcement of reduced overseas aid, FORWARD will seek to identify new funding opportunities and to consolidate our **UK- and Africa-facing advocacy actions**, providing expert advice, speaking at conferences and events, and continuing to produce evidence, information and resources that can inform and shape policy and practice. We will also continue to carry out this advocacy work in collaboration with our existing national and global partners, such as Girls not Brides, the Gender and Development Network, and the African Diaspora Women's Network, focussing on child marriage, child motherhood and FGM.

FORWARD's **community support and engagement work** has grown significantly over the COVID period, including working more closely with partners. We will continue to scale up the community champions programme as our preferred means to leading the outreach work and providing access to specialist support services, including counselling, mental health services and VAWG support. This work will continue to provide a mix of hybrid and face-to-face services as the COVID crisis changes. In addition, we will support the mental wellbeing of our staff and volunteers in response to the ongoing challenges.

COVID-19 and its impact on programming

Since the start of the coronavirus outbreak, its disproportionate effect on BAME communities in the UK has become increasingly clear, exposing existing health-related, economic and social inequalities. For example, the highest diagnosis rates of COVID-19 per 100,000 were in black minority ethnic (BME) groups. This disproportionate risk appears to arise from complex and interlocking factors, such as these groups' overrepresentation among key workers, smaller and over-crowded accommodation, and systemic racial discrimination. Gender inequality has also meant that the pandemic had a disproportionate social and economic impact on women. Women have taken on added childcare and housework responsibilities, arising from lockdown measures, and have more frequently lost their jobs or received pay cuts than men. In addition, levels of domestic abuse escalated during the lockdowns.

As part of our COVID-19 response, we rapidly adapted our services to online delivery methods, purchasing new IT equipment and training our staff in digital programming and further strategic partnership working. We also expanded our virtual training programmes, and we introduced policies to support remote working and continuity of services. We have continued to deliver our mental health and self-care support services, as well as advisory services to women affected by domestic abuse and FGM. Throughout this process, we have prioritised the wellbeing of our staff and volunteers, as the pandemic and remote working created new challenges and constraints, including isolation, fears and sickness.

As previously mentioned, the COVID-19 crisis has highlighted many entrenched inequalities and challenges facing BME communities and organisations. In particular,

research by the Ubele Initiative found that 90% of small or very small community organisations led by people with BAME backgrounds could be forced to close by the pandemic. This rapidly changing environment will continue to have an impact on our organisational strategy and direction, and it will continue to require us to review our strategy, as stated earlier.

FORWARD has been successful in securing a number of short-term COVID-19 response funding streams to support our work. These grants have been instrumental in helping to bridge the funding gap that we faced, due to the shift in funders' priorities. Additionally, the COVID-19 crisis began just as we were entering a new financial year, meaning that a number of funding applications already in the pipeline were put on hold. We notably secured emergency grants from the Government's COVID emergency fund, which enabled us to continue to work with new and old community partners in London and Bristol.

Continuing to strengthen our digital services, including by equipping community champions with IT equipment and telephones, will ensure that we are able to meet the increased demand for our support services from women and families, especially those who are at risk of domestic abuse. We have also needed to expand our counselling services in several community languages in response to requests from women whom we support.

Young women have been more adversely affected by the adverse effects of both COVID and the Black Lives Matter movement. As such, we are exploring the creation of a new support service that will target young BME women, addressing VAWG, vulnerability and mental wellbeing. We will conduct more research first, in order to better understand the challenges that young women are experiencing and the specific support that they need. This will be done in collaboration with FORWARD's YWAC, the Youth Hub and our partners working with young women.

At the organisational level, we have gained new expertise in running our programmes virtually, including in providing counselling services online. We are exploring the idea of a broader roll-out of virtual training programmes, which would enable us to reach larger audiences and also reduce delivery costs. We are planning to build on all of this new experience, reshaping our overall strategy as an organisation and expanding our offer of services, especially the support services that we can provide for young women.

6. Structure, governance and management

FORWARD was established in 1983 and registered as a charity with the Charity Commission of England and Wales in August 1985 under registration number 292403. FORWARD is also incorporated as a charitable company limited by guarantee (Company No. 01921508), governed by a Memorandum and Articles of Association; its incorporation came into force on 11th June 1985.

6.1. The Board of Trustees

In accordance with the charity's Memorandum and Articles of Association, the Board of Trustees has the responsibility to oversee the business of the organisation. The minimum number of trustees on the Board - also known as directors - is five; the maximum number is fifteen. We currently have nine Board members.

In line with the Articles of Association, the Board should be comprised of individuals with knowledge of the socio-economic factors underlying BME women and girls. It should be made up of three-fifths (i.e. 60 percent) of members of African descent and have at least a 75 percent representation of women. This ensures the effective participation in decision-making by those that are most affected by the issues that FORWARD works on.

The Board of Trustees meets four times a year. Nine Trustees served on the board in this reporting year. One board member resigned in the reporting year, at the end of her three-year tenure. FORWARD's trustees can also co-opt new board members during the year, where needed, to fill vacancies or to meet any skills deficit identified by the Board. There are currently two honorary officers on the Board; the Chair and the Treasurer. Our current chairperson was appointed at the March 2019 Board meeting. All the Trustees are full members of FORWARD.

The Board of Trustees oversees financial and operational systems, and annual planning and monitoring, including risk analysis and risk management. The Board ensures that FORWARD complies with all relevant financial policies, regulations and good practices.

The Board of Trustees is currently supported by three sub-committees: the Finance and Human Resources Committee, the Programmes and Strategy Committee and the Communications Committee. The Finance Committee provides oversight on financial and fundraising matters, while the Programmes Committee provides guidance on programmes, monitoring and evaluation, as well as on our organisational strategy. Trustees are encouraged to visit our projects and to attend events on behalf of FORWARD.

A skills audit of its members is conducted annually by the Board. For skill areas that are identified as needing further expertise, a selection process is started to identify potential new candidates, using advertisements and charity trustee recruitment organisations. In this vein, a young woman who also represents FORWARD's Young Women's Advisory Council (YWAC) has recently been recruited to the board.

Before they become full Board members, new trustees are required to serve for a period of up to a year in an observer status. The induction training for new trustees addresses their legal obligations under charity and company law, the Charity Commission's guidance on the meaning of public benefit, and in general the duties and responsibilities of the Board. This induction process includes the provision of relevant statutory documents and reports, including copies of the charity's Memorandum and Articles of Association, its latest finance and annual reports, and an overview of current trustee roles.

6.2. Organisational management, staffing and volunteers

The Executive Director is appointed by the Board of Trustees to manage FORWARD's operations efficiently. The Executive Director enjoys the delegated authority of the Board to manage regular operational matters, including finance, employment and programme planning and execution. This role is performed with the support of the Senior Management Team (SMT); together, they are responsible for the implementation of the organisation's strategic plan and for realising FORWARD's vision.

19 staff members worked with FORWARD in this reporting year, comprising 15 part-time and four full-time employees. Three staff members left the organisation during the year, two resigned and one was made redundant. Three staff were furloughed during the COVID period for a brief period. However, the work load increased over the period so we were unable to let staff go on furlough as we needed all staff. Additionally, over the course of the year, 15 interns and volunteers supported the organisation with a wide range of tasks, especially with befriending and outreach support. FORWARD recruits' volunteers and interns through adverts published on its website and through recommendations from stakeholders and community advocates. We sometimes also receive spontaneous applications from candidates via FORWARD's website, email and at our events.

The framework for the organisation's work in this reporting year was provided by FORWARD's 2017-2020 Strategic Plan. In the reporting year we refreshed our strategy to take account of the global pandemic and changing needs of our communities. This was reflected in our Operational Plan and a Budget which were approved by the Trustees and refreshed periodically. The Operational Plan identified eight priority areas that reflected the key objectives set out in the Strategic Plan. These annual Operational Plans serve as both a planning and a monitoring tool for the organisation; they are reviewed every quarter by the Trustees and form a part of the organisational review.

The salaries of the Executive Director, Senior Management Team and members of staff are reviewed annually by the Board of Trustees. Provided the necessary funding is available, the Board normally raises them in accordance with the annual change in average earnings within the Charity Sector.

6.3. Related party transactions

In our operations over the past year, there were no related party transactions to disclose as at the end of March 2021.

6.4. Risk management

The Board of Trustees undertake a periodic analysis of the major risks that the organisation faces, or is exposed to, in line with FORWARD's risk management policy and risk register. This risk analysis is reviewed twice a year during Board meetings. The analysis includes:

- The six-monthly review of FORWARD's risk matrix and the principal risks; the Board of Director's reports to each board meeting also include a review of key risks to the organisation.
- The development of appropriate policies, procedures and actions to mitigate any risks identified (including programme risk areas, which are reviewed every quarter).
- The development of procedures, plans and actions to minimise and manage potential and identified risks to the organisation.

The principal risks facing FORWARD in the year included financial risk, governance risks, operational risks and risks pertaining to the COVID 19 Pandemic. The charity's Treasurer and the Board's Finance and Human Resources Committee are together tasked with regularly reviewing the financial risks to which FORWARD could be exposed to.

An additional continuity plan has been developed by the organisation in the light of the COVID-19 pandemic. It outlines specific risks associated with the current situation. This document is now referred to in addition to the existing risk register. Oversight of the risk register more generally is delegated by the Trustees to the Executive Director, who is tasked with reporting on it to the Board on a regular basis.

Over the year, the main risk areas remained changes in UK government policy and in the funding landscape, with cuts in public spending affecting our sector and an increasing focus on commissioning and short-term funding posing additional challenges. The shifting policy focus the Domestic Abuse Bill has also been especially challenging for FORWARD, as policy focus shifted away from FGM work. We continue to collect further evidence in support of our approach and to engage with policy-makers on this matter.

As a further element of our approach to effective risk management, external consultants are contracted to undertake end–of-project evaluations for every project, with a focus on programme areas, outcomes, value-for-money and budgetary considerations. The external consultants' reports confirm our adherence to financially sound practices, in line with SORP guidelines, and ensure transparency and scrutiny.

Finally, in light of the Black Lives Matter and alongside the impact of the Covid crisis on BME communities, FORWARD continues to prioritise this risk area. We have put in place policy on safety measures for staff, working remotely and providing staff, volunteers and on-going support, including wellbeing supervision and flexible working.

RESPONSIBILITIES OF THE TRUSTEES

The Board of Trustees is responsible for preparing the Trustees' Annual Report, the Chairman's Statement and the financial statements, in accordance with the applicable laws and regulations.

Company law requires the Board of Trustees to prepare financial statements for each financial year. Accordingly, the Trustees have prepared the financial statements in compliance with the United Kingdom's Generally Accepted Accounting Practice and the law applicable to charities in England and Wales. The financial statements are required by law provide a true and fair view of FORWARD's financial situation, including incoming resources and the application of these resources by the charity.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on a going-concern basis, unless it is inappropriate to presume that the charity will continue in operation.

The Board of Trustees is responsible for keeping proper accounting records that disclose with reasonable accuracy, at any time, the financial position of the charity and for ensuring that the annual financial statements comply with the Companies Act of 2006.

The Trustees are also responsible for safeguarding the charity's assets and, hence, for taking reasonable steps to prevent and detect fraud and other irregularities.

The Board of Trustees

The members of the Board of Trustees are FORWARD's directors for the purposes of company law and its trustees for the purposes of charity law, serving during the past financial year and up to the date of this report, as set out on page 3.

In accordance with company law, as the company's directors, we certify that:

So far as we are aware, there is no relevant audit information of which the company's auditors are unaware and that, as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant auditor information and to establish that the charity's auditors are aware of that information.

Auditors

Goldwins Chartered Accountants were-re-appointed as the charitable company's auditors.

Approved by the Board of Trustees and
Signed on its behalf by:

.....
Trustee - Dr Lisa Smith

9 November 2021

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT (LIMITED BY GUARANTEE)

Opinion

We have audited the financial statements of Foundation for Women's Health Research & Development for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its income and expenditure for the year then ended:
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.
In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material

misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
    - identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
    - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
    - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton
.....

13 December 2021

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

Foundation For Women's Health Research & Development (Limited By Guarantee)
Statement of Financial Activities (Incorporating An Income and Expenditure Account)

For the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	**2021 Total funds £**	2020 Total funds £
Income from:					
Donations and legacies	3	59,031	5,638	**64,669**	46,931
Charitable activities:	5				
Africa programme		–	46,964	**46,964**	150,047
Community programme		–	486,181	**486,181**	221,278
Youth programme		35,000	135,127	**170,127**	103,336
Knowledge Management, Evidence & Comms		–	25,000	**25,000**	25,000
Public education, training & other		22,310	–	**22,310**	44,171
Other trading activities		150	–	**150**	1,642
Investments	4	470	–	**470**	1,423
Other		9,571	–	**9,571**	690
Total income		126,532	698,910	**825,442**	594,518
Expenditure on:					
Raising funds	6	4,065	–	**4,065**	9,169
Charitable activities					
Africa programme	6	–	52,813	**52,813**	297,427
Community programme		–	445,026	**445,026**	267,662
Youth programme		25,000	123,227	**148,227**	136,046
Knowledge Management, Evidence & Comms		–	25,000	**25,000**	25,000
Public education, training & other		20,234	–	**20,234**	115,726
Total expenditure		49,299	646,066	**695,365**	851,030
Net income / (expenditure) before net gains / (losses) on investments		77,233	52,844	**130,077**	(256,512)
Net gains / (losses) on investments		–	–	–	–
Net income / (expenditure) for the year	7	77,233	52,844	**130,077**	(256,512)
Transfers between funds		(758)	758	–	–
Net income / (expenditure) before other recognised gains and losses		76,475	53,602	**130,077**	(256,512)
Net movement in funds		76,475	53,602	**130,077**	(256,512)
Reconciliation of funds:					
Total funds brought forward		221,942	(1,952)	**219,990**	**476,502**
Total funds carried forward		298,417	51,650	**350,067**	219,990

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Foundation For Women's Health Research & Development (Limited By Guarantee)

Balance Sheet

Company no. 1921508

As at 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	12		**139**		26,090
			139		26,090
Current assets:					
Debtors	13	**102,153**		82,939	
Cash at bank and in hand		**463,245**		264,148	
		565,398		347,087	
Liabilities:					
Creditors: amounts falling due within one year	14	**215,470**		153,187	
Net current assets			**349,928**		193,900
Total assets less current liabilities			**350,067**		219,990
Creditors: amounts falling due after one year			**-**		-
Net assets			**350,067**		219,990
Total net assets			**350,067**		219,990
The funds of the charity:	18				
Restricted income funds			**51,650**		(1,952)
Unrestricted income funds:					
Designated funds		**-**		-	
General funds		**298,417**		221,942	
Total unrestricted funds			**298,417**		221,942
Total charity funds			**350,067**		219,990

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on 9 November 2021 and signed on their behalf by

Dr Lisa Smith
Treasurer

Foundation For Women's Health Research & Development (Limited By Guarantee)
Statement of Cash Flows

For the year ended 31 March 2021

	Note	2021		2020	
		£	£	£	£
Cash flows from operating activities	19				
Net cash provided by / (used in) operating activities			**199,097**		(161,928)
Net cash provided by / (used in) financing activities			–		–
Change in cash and cash equivalents in the year			**199,097**		(161,928)
Cash and cash equivalents at the beginning of the year			**264,148**		426,076
Change in cash and cash equivalents due to exchange rate movements			–		–
Cash and cash equivalents at the end of the year	20		**463,245**		264,148

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with 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 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £600. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Website development	Over 3 years
Computer equipment	25% straight line
Fixtures, fittings and equipment	25% straight line

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Pensions

The charity operates stakeholder pension scheme.

2 Detailed comparatives for the statement of financial activities (Prior year-2020)

	Unrestricted £	Restricted £	2020 Total £
Income from:			
Donations and legacies	41,721	5,210	46,931
Charitable activities:			
Africa programme	-	150,047	150,047
Community programme	12,800	208,478	221,278
Youth programme	-	103,336	103,336
Knowledge Management, Evidence & Comms (KMEC)	-	25,000	25,000
Policy/Advocacy & Campaigns	-	-	-
Public education, training & other	30,189	13,982	44,171
Other trading activities	1,642	-	1,642
Investments	1,423	-	1,423
Other	690	-	690
Total income	88,465	506,053	594,518
Expenditure on:			
Raising funds	9,169	-	9,169
Charitable activities:			
Africa Programme	449	296,978	297,427
Community Programme	12,801	254,861	267,662
Youth Programme	15,961	120,085	136,046
Knowledge Management, Evidence & Comms (KMEC)	-	25,000	25,000
Policy/Advocacy & Campaigns	-	-	-
Public education, training & other	101,744	13,982	115,726
Total expenditure	140,124	710,906	851,030
Net income / expenditure	(51,659)	(204,853)	(256,512)
Transfers between funds	(14,467)	14,467	-
Net movement in funds	(66,126)	(190,386)	(256,512)
Total funds brought forward	288,068	188,434	476,502
Total funds carried forward	221,942	(1,952)	219,990

3 Income from donations and legacies

	Unrestricted £	Restricted £	2021 total Total £	2020 Total £
Donations	53,628	638	**54,266**	43,262
Gaskell & Wilkinson	–	5,000	**5,000**	–
Gift Aid	5,403	–	**5,403**	3,669
	59,031	5,638	**64,669**	46,931

4 Income from investments

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Investment income	470	–	**470**	1,423
	470	–	**470**	1,423

5 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Africa Programme				
Comic Relief-Tu-Wazisha	–	–	**–**	100,651
Comic Relief - Mobilising Action	–	–	**–**	16,464
Baillie Gifford	–	–	**–**	25,000
Comic Relief - Manda 2	–	11,250	**11,250**	7,932
Children's Dignity Forum- Haki Ya Binti Phase 2	–	12,777	**12,777**	–
United Nations Population Fund (UNFPA)	–	22,937	**22,937**	–
Community programme				
London Councils	–	49,938	**49,938**	49,938
EC Daphne - ACCESS	–	22,282	**22,282**	34,236
National Lottery Community Fund	–	124,304	**124,304**	124,304
MOPAC	–	–	**–**	12,800
Greenwich Council	–	7,805	**7,805**	–
London Borough of Ealing	–	9,750	**9,750**	–
Lloyds Bank Foundation	–	69,363	**69,363**	–
MOPAC - Prevention & Action EHP	–	48,816	**48,816**	–
National Lottery-Coronavirus Community Support Fund	–	92,500	**92,500**	–
The London Community Foundation-Covid-19 Funding	–	5,523	**5,523**	–
Charities Aid Foundation	–	55,900	**55,900**	–
Youth programme				
Paul Hamlyn-Act for Change	10,000	55,000	**65,000**	20,000
Esmee Fairbain	–	30,000	**30,000**	20,000
London Councils-Prevention	–	4,600	**4,600**	4,600
Mariamarina Foundation	–	–	**–**	50,000
FGM - ERASMUS	–	–	**–**	8,736
City Bridge Trust	–	45,527	**45,527**	–
Esmee Fairbain- Covid 19 Response Grant	25,000	–	**25,000**	–
Knowledge Management, Evidence & Comms (KMEC)				
February Foundation	–	25,000	**25,000**	25,000
Public education & training				
MOPAC - Prevention & Action EHP	–	–	**–**	13,982
Training, consultancy and event	22,310	–	**22,310**	30,189
Total income from charitable activities	57,310	693,272	**750,582**	543,832

6 Analysis of expenditure

		Charitable Activities							
	Cost of raising funds	Africa Programme	Community Programme	Youth Programme	Knowledge Management, Evidence & Comms (KMEC)	Public Education & Training	Support costs	2021 Total	2020 Total
	£	£	£	£	£	£	£	£	£
Staff costs (Note 8)	–	43,841	246,273	94,338	21,270	–	9,571	**415,293**	423,106
Direct project cost									
Partnership and networking	–	3,076	77,538	–	–	–	–	**80,614**	126,127
TuWez End of Project Allocation	–	–	–	–	–	–	–	**–**	–
Consultant and research fees	–	1,074	1,521	1,479	–	–	–	**4,074**	49,602
Campaigning and advocacy	–	–	204	8,772	–	–	–	**8,976**	23,289
Training outreach & event	–	–	50,997	12,769	–	1,284	–	**65,051**	80,003
Publication and media	–	–	2,147	1,914	–	–	–	**4,060**	3,792
Travelling and subsistence	–	–	450	–	–	–	–	**450**	19,872
Other project costs	–	–	116	12	–	–	–	**128**	2,301
Support cost									
Membership & Subscriptions	–	–	–	–	–	–	1,291	**1,291**	2,301
Accounting and professional	–	–	–	–	–	–	993	**993**	1,782
Rent, utilities and rates	–	–	–	–	–	–	59,788	**59,788**	56,159
Printing and stationery	–	–	–	–	–	–	7,181	**7,181**	9,692
Insurance	–	–	–	–	–	–	3,428	**3,428**	3,269
Capital costs\IT	–	–	–	–	–	–	5,661	**5,661**	7,039
Fundraising and marketing	4,065	–	–	3,500	230	–	–	**7,795**	10,129
Depreciation	–	–	–	–	–	–	25,952	**25,952**	26,484
Audit fees	–	–	–	–	–	–	4,200	**4,200**	4,000
Governance & Strategic Planning	–	–	–	–	–	–	–	**–**	1,565
Bank charges	–	–	–	–	–	–	430	**430**	518
	4,065	47,991	379,246	122,784	21,500	1,284	118,495	**695,365**	851,030
Support costs	–	4,822	65,780	25,443	3,500	18,950	(118,495)	**–**	
Total expenditure 2021	**4,065**	**52,813**	**445,026**	**148,227**	**25,000**	**20,234**	**–**	**695,365**	

Of the total expenditure, £49,299 was unrestricted (2020: £140,124) and £646,066 was restricted (2020: £710,906).

Analysis of expenditure (prior year)

		Charitable Activities						
	Cost of raising funds	Africa Programme	Community Programme	Youth Programme	Knowledge Management, Evidence & Comms (KMEC)	Public Education & Training	Support costs	2020 Total
	£	£	£	£	£	£	£	£
Staff costs (Note 8)	–	104,490	160,289	89,735	15,734	18,224	34,634	423,106
Direct project cost								
Partnership and networking	–	87,809	37,718	600	–	–	–	126,127
TuWez End of Project Allocation	–	–	–	–	–	–	–	–
Consultant and research fees	–	34,825	9,100	313	4,751	600	13	49,602
Campaigning and advocacy	–	17,989	–	4,711	590	–	–	23,290
Training outreach & event	–	27,782	35,589	16,114	104	414	–	80,003
Publication and media	–	1,365	640	1,853	–	–	(66)	3,792
Travelling and subsistence	–	8,932	5,762	3,353	557	1,214	53	19,871
Other project costs	–	–	–	2,147	154	–	–	2,301
Support cost								
Membership & Subscriptions	–	–	–	–	–	–	2,301	2,301
Accounting and professional	–	–	–	–	–	–	1,782	1,782
Rent, utilities and rates	–	–	–	–	–	–	56,159	56,159
Printing and stationery	–	–	–	–	–	–	9,692	9,692
Insurance	–	–	–	–	–	–	3,269	3,269
Capital costs\IT	–	–	–	–	–	–	7,039	7,039
Fundraising and marketing	9,169	–	–	600	360	–	–	10,129
Depreciation	–	–	–	–	–	–	26,484	26,484
Audit fees	–	–	–	–	–	–	4,000	4,000
Governance & Strategic Planning	–	–	–	–	–	–	1,565	1,565
Bank charges	–	–	–	–	–	–	518	518
	9,169	283,192	249,098	119,426	22,250	20,452	147,443	851,030
Support costs	–	14,235	18,564	16,620	2,750	95,274	(147,443)	
Total expenditure 2020	**9,169**	**297,427**	**267,662**	**136,046**	**25,000**	**115,726**	**–**	

7 Net incoming resources for the year

This is stated after charging / crediting:

	2021	2020
	£	£
Depreciation	**25,951**	26,484
Operating lease rentals:		
Property	**31,820**	31,820
Auditors' remuneration (excluding VAT):		
Audit	**3,750**	3,750

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	**347,407**	361,760
Social security costs	**24,027**	21,039
Employer's contribution to defined contribution pension schemes	**9,874**	10,374
Freelance staffs	**27,656**	26,476
Other staffs costs	**6,329**	3,457
	415,293	423,106

No employee earned more than £60,000 during the year (2020: nil).

The total employee benefits including pension and national insurance contributions of the key management personnel were £57,725 (2020: £57,650).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021	2020
	No.	No.
Charitable activities:		
Africa programme	**1.7**	**4**
Community programme	**9.3**	**7**
Youth programme	**3.6**	**4**
Knowledge Management, Evidence & Comms (KMEC)	**0.8**	**1**
Public education, training & other	**0.3**	**2**
	15.7	18

10 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Website Developmen	Computer Equipment	Fixtures and fittings	Total
		£	£	£
Cost				
At the start of the year	60,090	40,500	31,751	**132,341**
Additions in year				
Disposals in year	–	–	–	**–**
At the end of the year	60,090	40,500	31,751	**132,341**
Depreciation				
At the start of the year	40,060	38,118	28,073	**106,251**
Charge for the year	20,030	2,243	3,678	**25,951**
Eliminated on disposal		–	–	**–**
At the end of the year	60,090	40,361	31,751	**132,202**
Net book value				
At the end of the year	–	139	–	**139**
At the start of the year	20,030	2,382	3,678	26,090

All of the above assets are used for charitable purposes.

13 Debtors

	2021	2020
	£	£
Trade debtors	**97,382**	80,696
Other debtors	**203**	444
Prepayments	**4,568**	1,799
	102,153	82,939

14 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	**5,549**	11,289
Taxation and social security	**–**	–
Other creditors	**50**	50
Accruals	**37,284**	81,848
Deferred income	**172,587**	60,000
	215,470	153,187

15 Deferred income

Deferred grant income comprises Esmee Fairbairn £54,000, Paul Hamlyn-Act for Change £42,000, Greenwich Council £2,000, The London Community Foundation £40,837 and Comic Relief £33,750.

	2021	2020
	£	£
Balance at the beginning of the year	**60,000**	25,000
Amount released to income in the year	**(60,000)**	(25,000)
Amount deferred in the year	**172,587**	60,000
Balance at the end of the year	**172,587**	60,000

16 Pension scheme

The charity operates stakeholder pension scheme and has no pension liability as at the year end.

17 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	139	-	-	**139**
Net current assets	298,278	-	51,650	**349,928**
Net assets at the end of the year	**298,417**	**-**	**51,650**	**350,067**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Africa Programme					
Comic Relief - Manda 2	-	11,250	(11,250)	-	**-**
Children's Dignity Forum- Haki Ya Binti Phase 2	-	12,777	(12,777)	-	**-**
Make Child Mothers Count	211	638	(849)	-	**-**
United Nations Population Fund (UNFPA)	-	22,937	(22,937)	-	**-**
Gaskell & Wilkinson	-	5,000	(5,000)	-	**-**
Community programme					
EC Daphne - ACCESS	(8,100)	22,282	(14,400)	218	**-**
DCSM/Lloyds Bank		69,363	(49,363)	-	**20,000**
London Councils	-	49,938	(49,938)	-	**-**
London Borough of Ealing	-	9,750	-	-	**9,750**
Greenwich Council	-	7,805	(7,805)	-	**-**
National Lottery-Coronavirus Community Support Fund	-	92,500	(92,500)	-	**-**
National Lottery Community Fund	(3,523)	124,304	(120,781)	-	**-**
MOPAC - Prevention & Action EHP	-	48,816	(48,816)	-	**-**
London Community Response Fund - Coronavirus Appeal	-	5,523	(5,523)	-	**-**
Charities Aid Foundation	-	55,900	(55,900)	-	**-**
Youth programme					
City Bridge Trust	-	45,527	(33,527)	-	**12,000**
Act for Change	-	55,000	(55,000)	-	**-**
Esmee Fairbain	10,000	30,000	(30,100)	-	**9,900**
London Councils-Prevention	-	4,600	(4,600)	-	**-**
FGM - ERASMUS	(540)	-	-	540	**-**
Knowledge Management, Evidence & Comms					
February Foundation	-	25,000	(25,000)	-	**-**
Total restricted funds	(1,952)	698,910	(646,066)	758	**51,650**
Unrestricted funds:					
General funds	221,942	126,532	(49,299)	(758)	**298,417**
Total unrestricted funds	221,942	126,532	(49,299)	(758)	**298,417**
Total funds	219,990	825,442	(695,365)	-	**350,067**

Purposes of restricted funds

Income, which is received for specific projects, as - for example - grants, donations and earned income - is accounted for as restricted funds. If project funds are projected to be overspent, we take action early to reduce expenditure and/or raise more funds to cover the potential shortfall. If we continue to project and incur an unavoidable overspend, a transfer is made from unrestricted funds. The balances on restricted funds arise from income received for specific projects on which some expenditure is still to be incurred in the coming financial year. Each of the projects is described in more detail below:

Movements in funds (continued)

Purposes of restricted funds

Africa Programme: The Africa Diaspora Advocacy & Policy Team (ADAPT) programme continues to play a key role in the work of FORWARD. It bridges UK and Africa programmes, providing opportunities for the diaspora to have a voice in development conversations. ADAPT operates through local partners in Africa and through collaborations in the UK.

Community Programme: Women from FGM affected communities are leaders and advocates among their own communities. The vision is to empower communities to say no to FGM and ultimately safeguard girls from this harm. FORWARD continues to empower men, women and girls from FGM affected communities to take the lead in campaigning against FGM.

Youth Programme: Forward's youth team provides FGM awareness sessions in primary and secondary schools, colleges, other higher education institutions and universities nationwide. FORWARD has also worked with under-25s to develop their advocacy skills, mentoring and art, poetry and drama. Through innovative ways of reaching young people, FORWARD seeks to raise awareness of FGM and to include them in pressing for change. FORWARD also hopes to provide them and organisations that work with them with the skills they need to tackle the areas we work on.

The Knowledge Management, Evidence & Communications (KMEC) Programme: Provides strategic support across the teams. KMEC gathers evidence for our work and coordinates monitoring and evaluation efforts. It also manages the organisation's knowledge and information libraries, to strengthen our learning, programme design and resource development, as well as increasing the visibility of FORWARD's work.

19 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2021	2020
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	**130,077**	(256,512)
Depreciation charges	**25,951**	26,484
(Increase)/decrease in debtors	**(19,214)**	32,565
Increase/(decrease) in creditors	**62,283**	35,535
Net cash provided by / (used in) operating activities	**199,097**	(161,928)

20 Analysis of cash and cash equivalents

	At 1 April 2020	Cash flows	Other changes	**At 31 March 2021**
	£	£	£	**£**
Cash in hand	264,148	199,097	-	**463,245**
Total cash and cash equivalents	264,148	199,097	-	**463,245**

21 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property		Equipment	
	2021	2020	**2021**	2020
	£	£	**£**	£
Less than one year	**25,190**	31,820	**-**	6,018
One to five years	**46,400**	63,640	**-**	-
	71,590	95,460	**-**	6,018

The charity has secured three years property lease effected from 1 October 2021.

22 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

23 a. Summary analysis of assets and liabilities by funds of previous reporting period (2020)

	General £	Designated £	Restricted £	Total funds £
Tangible fixed assets	26,090	–	–	**26,090**
Net current assets	195,852	–	(1,952)	**193,900**
Net assets at the end of the year	**221,942**	**–**	**(1,952)**	**219,990**

b. Details of movement in funds during the previous reporting period (2020)

	At the start £	Incoming £	Outgoing £	Transfers £	At the end £
Restricted funds:					
Africa Programme					
Comic Relief-Tu-Wazisha	157,363	100,651	(258,014)	–	**–**
Comic Relief - Manda	(7,931)	7,931	–	–	**–**
Comic Relief - Mobilising Action	(7,500)	16,464	(8,964)	–	**–**
Baillie Gifford	–	25,000	(25,000)	–	**–**
Gaskell & Wilkinson		5,000	(5,000)		
Others	–	211	–	–	**211**
Community programme					
EC Daphne-GAMS	(10,000)	–	–	10,000	**–**
EC Daphne - ACCESS	34,760	34,236	(77,096)	–	**(8,100)**
London Councils	–	49,938	(49,938)	–	**–**
National Lottery Community Fund	–	124,304	(127,827)	–	**(3,523)**
Youth programme					
Act for Change	–	20,000	(20,000)	–	**–**
Esmee Fairbain	30,000	20,000	(40,000)	–	**10,000**
London Councils-Prevention	–	4,600	(4,600)	–	**–**
Mariamarina Foundation	(3,791)	50,000	(46,209)	–	**–**
FGM - ERASMUS	–	8,736	(9,276)		**(540)**
Knowledge Management, Evidence & Comms					
February Foundation	–	25,000	(25,000)	–	**–**
Policy/Advocacy & Campaigns					
EC Daphne-CUT	(4,467)	–	–	4,467	**–**
Public education & training					
MOPAC - Prevention & Action EHP	–	13,982	(13,982)	–	**–**
Total restricted funds	188,434	506,053	(710,906)	14,467	**(1,952)**
Unrestricted funds:					
Designated funds:					
Future building fund	120,000	–	–	(120,000)	**–**
Total designated funds	120,000	–	–	(120,000)	**–**
General funds	168,068	88,465	(140,124)	105,533	**221,942**
Total unrestricted funds	288,068	88,465	(140,124)	(14,467)	**221,942**
Total funds	476,502	594,518	(851,030)	–	**219,990**