

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
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YEAR ENDED 31 MARCH 2021**

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**FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT
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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

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THE TRUSTEES AS AT 31 MARCH 2021

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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-Kluyitse	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
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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.

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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.

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- **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

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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

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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.

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"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.

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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.

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- **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.

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- **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

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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 of 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.

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- **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 in 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

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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.

Standards for Community-Based Services for Migrant Women and Girls affected by GBV

By displaying this poster on our premises, we commit to the following community-based standards:

Migrant women affected by gender-based violence (GBV) face additional challenges in accessing existing services due to cultural, social, and political barriers. Community-based support services modelled on human rights principles help ensure access to prevention, protection, and provision of mainstream support services.

- 1 Rights-based approach**
We ensure that the human rights of migrant women are respected, protected, and fulfilled in our services including upholding gender equality, non-discrimination, and dignity as rights holders.
- 2 Women's empowerment**
We strengthen the decision making capacity of migrant women by ensuring they can exercise their rights through access to appropriate information, support services, safeguarding, and legal support.
- 3 Culturally competent professionals**
We train professionals to deliver culturally competent services to enhance outcomes and ensure that communication and outreach tools to support migrant women are culturally sensitive, participatory, and unbiased.
- 4 Trained peer educators**
We work with migrant community peer educators that are trained and well-informed about migrant women's experience of GBV and deliver culturally sensitive awareness and prevention services.
- 5 Community engagement and outreach**
We actively consult and partner with key community groups and members to ensure we have an integrated approach to service provision and promotion for better engagement and inclusion.

4 Trained peer educators
We work with migrant community peer educators that are trained and well-informed about migrant women's experience of GBV and deliver culturally sensitive awareness and prevention services.

5 Community engagement and outreach
We actively consult and partner with key community groups and members to ensure we have an integrated approach to service provision and promotion for better engagement and inclusion.

3 Interpreting services & language support
We offer interpreting services for migrant women to confidently access our service in languages they understand and resources including videos, posters, and a multilingual information.

2 Referrals to appropriate organisations and services
We actively engage with local networks and partners such as community organisations and public services, to provide holistic support and appropriate referrals to meet migrant women's needs.

GAMS BELGIUM FORWARD

With the support of

These standards were developed within the framework of the ACCESS European project, coordinated by GAMS Belgium, in partnership with FORWARD UK and Phobos del Norte Spain. ACCESS aims to facilitate access to prevention, protection, and support for migrant women in Europe who are affected by gender-based violence (GBV). The acronym "ACCESS" refers to "Appropriate Community-based Care and Empowering Support Services".

More information: www.we-access.eu

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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

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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.)

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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.

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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

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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,

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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.

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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.

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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.

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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.

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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

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

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.

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

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

				2021	2020
	Note	Unrestricted funds £	Restricted funds £	Total funds £	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		<u>139</u>		<u>26,090</u>
			139		26,090
Current assets:					
Debtors	13	102,153		82,939	
Cash at bank and in hand		<u>463,245</u>		<u>264,148</u>	
		565,398		347,087	
Liabilities:					
Creditors: amounts falling due within one year	14	<u>215,470</u>		<u>153,187</u>	
Net current assets			<u>349,928</u>		<u>193,900</u>
Total assets less current liabilities			<u>350,067</u>		<u>219,990</u>
Creditors: amounts falling due after one year			<u>-</u>		<u>-</u>
Net assets			<u>350,067</u>		<u>219,990</u>
Total net assets			<u><u>350,067</u></u>		<u><u>219,990</u></u>
The funds of the charity:	18				
Restricted income funds			51,650		(1,952)
Unrestricted income funds:					
Designated funds		-		-	
General funds		<u>298,417</u>		<u>221,942</u>	
Total unrestricted funds			<u>298,417</u>		<u>221,942</u>
Total charity funds			<u><u>350,067</u></u>		<u><u>219,990</u></u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 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	

For the year ended 31 March 2021

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 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.

For the year ended 31 March 2021

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.

Foundation For Women's Health Research & Development (Limited By Guarantee)
Notes to the Financial Statements

For the year ended 31 March 2021

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

Foundation For Women's Health Research & Development (Limited By Guarantee)
Notes to the Financial Statements

For the year ended 31 March 2021

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 Fairbairn	–	30,000	30,000	20,000
London Councils–Prevention	–	4,600	4,600	4,600
Mariammarina Foundation	–	–	–	50,000
FGM – ERASMUS	–	–	–	8,736
City Bridge Trust	–	45,527	45,527	–
Esmee Fairbairn– 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

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

Notes to the Financial Statements

For the year ended 31 March 2021

6 Analysis of expenditure

	Charitable Activities							2021 Total £	2020 Total £
	Cost of raising funds £	Africa Programme £	Community Programme £	Youth Programme £	Knowledge Management, Evidence & Comms (KMEC) £	Public Education & Training £	Support costs £		
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							2020 Total £
	Cost of raising funds £	Africa Programme £	Community Programme £	Youth Programme £	Knowledge Management, Evidence & Comms (KMEC) £	Public Education & Training £	Support costs £	
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
	<u>3,750</u>	<u>3,750</u>

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
	<u>415,293</u>	<u>423,106</u>

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
	<u>15.7</u>	<u>18</u>

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.

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

Notes to the Financial Statements

For the year ended 31 March 2021

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	–	–	–	–
	<hr/>	<hr/>	<hr/>	<hr/>
At the end of the year	60,090	40,500	31,751	132,341
	<hr/>	<hr/>	<hr/>	<hr/>
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		–	–	–
	<hr/>	<hr/>	<hr/>	<hr/>
At the end of the year	60,090	40,361	31,751	132,202
	<hr/>	<hr/>	<hr/>	<hr/>
Net book value				
At the end of the year	–	139	–	139
	<hr/>	<hr/>	<hr/>	<hr/>
At the start of the year	20,030	2,382	3,678	26,090
	<hr/>	<hr/>	<hr/>	<hr/>

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
	<hr/>	<hr/>
	102,153	82,939
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	215,470	153,187
	<hr/>	<hr/>

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
	<hr/>	<hr/>
Balance at the end of the year	172,587	60,000
	<hr/>	<hr/>

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

Notes to the Financial Statements

For the year ended 31 March 2021

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 Fairbairn	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:

For the year ended 31 March 2021

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.

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

Notes to the Financial Statements

For the year ended 31 March 2021

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 Fairbairn	30,000	20,000	(40,000)	–	10,000
London Councils–Prevention	–	4,600	(4,600)	–	–
Mariammarina 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