

Company Registration Number 1921508
Charity Number 292403



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

FINANCIAL STATEMENTS

31 MARCH 2022

GOLDWINS

Chartered Accountants

75 Maygrove Road, West Hampstead, London NW6 2EG

**FOUNDATION FOR WOMEN'S HEALTH RESEARCH & DEVELOPMENT
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YEAR ENDED 31 MARCH 2022**

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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 2022.

Charity registration number: 292403

Company registration number: 01921508

Registered office: Suite 4.8 Chandelier Building
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THE TRUSTEES AS AT 31 MARCH 2022

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

Senior Management Team

Naana Otoo-Oyortey MBE	Executive Director
Adwoa Kwateng-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
Wossenyelesh Kifle	Programme Design and Partnerships Manager
Fosdicka Crankson	Finance Consultant

Bankers

Unity Trust Bank, 9 Brindley Place, Birmingham B1 2HB
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Accountant

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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 2022.

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

1.1 Objects and mission statement

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

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

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

1.2 FORWARD's vision and mission

Our Vision

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

Our Mission

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

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

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

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

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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. In the past year, we have revamped FORWARD's strategic goals, taking account of the changing environment and extended their applicability to 2023. Together, we aim to:

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

2. How We Work

2.1. How we deliver on our aims

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

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

We have three main programme areas and teams: the Africa, Diaspora, Advocacy and Policy Team ("ADAPT" for short), the UK Programmes Team, and the Knowledge Management, Evidence and Communications Team.

- The ADAPT team's programme bridged FORWARD's UK and Africa programmes in 2020, providing more opportunities for the diaspora to continue to have a voice in development conversations. Through the year, ADAPT worked with a total of eight partners in six African countries, as well as with a further partner in Wales.
- The UK Programmes team oversees community and youth engagement, leadership development and the provision of training for key professionals. This year, the community programme was active in 25 London boroughs, also supporting a long-term partner in Bristol and strengthening FORWARD's partnership work in Newcastle. In addition, we also carried out work in six further cities across England and Wales.
- The Knowledge Management, Evidence & Communications (KMEC) programme provides strategic support across the teams. KMEC gathers evidence for our work and coordinates monitoring and evaluation efforts. It also manages the organisation's knowledge and information libraries, to strengthen our learning, programme design and resource development. Finally, it works to increase the visibility of FORWARD's work.

All of FORWARD's programmes are grounded in a rights-based approach, centred on ensuring that our work, as well as any policies and organisations that we support, are

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fundamentally guided by the norms and principles of human rights. As such, we prioritise the protection of the rights of the most vulnerable, particularly those of girls and young women from migrant communities and rural areas, as they are disproportionately affected by gender-based discrimination and violence.

2.1. Our programme activities

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

<p>HOW WE DELIVER OUR WORK</p>	<p>Young Women's Leadership</p> <p>We provide feminist leadership training to young women in the UK, Europe and Africa, enabling them to tackle VAWG and inequality.</p>	<p>Participatory Research</p> <p>We conduct participatory research in order to contribute to the growing evidence base on how to combat VAWG effectively.</p>
<p>Community Engagement</p> <p>We engage with local communities, providing safe spaces for them to come together to discuss issues related to VAWG.</p>	<p>Support Services</p> <p>We provide advice, one-to-one support and culturally appropriate counselling for women and girls affected by any form of violence in the UK.</p>	<p>Professionals & Schools Training</p> <p>Our school workshops educate students and teachers about FGM, while our professionals training improves frontline response to harmful practices.</p>
<p>Young Women's Advisory Council</p> <p>Our council consists of 11 young women who are passionate about advancing women's rights and shaping our youth work.</p>	<p>Policy & Advocacy</p> <p>We actively engage with policy advisors, local govts and EU and int'l governing bodies to strengthen their actions in fighting VAWG.</p>	<p>Partnerships</p> <p>We build strategic partnerships with women-focused orgs operating at the local level, both in the UK and Africa.</p>

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2.3. Who benefits from our services?

FORWARD's objectives require us to focus on African girls and women globally. That being said, we also partner with other organisations to ensure that vulnerable women, especially those from other black and ethnic minority backgrounds, are able to access the appropriate services we provide.

In the UK, our community programme directly benefits African girls and women from FGM-affected communities – but it also reaches those from Arab and Kurdish-speaking communities. This notably includes many asylum seekers, refugees and migrant women. We also engage with and support key stakeholders through our work, including statutory professionals, community organisations and the general public, through our training programmes, policy work and awareness-raising campaigns.

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

2.4. Public Benefit

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

3. Achievements and Performance in the Year

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

We are committed to evidence-based programming and assess the performance and the outcomes of our work, in multiple ways. This includes regular monitoring, risk management, assessment of progress targets and, when necessary, the adjustment of our programmes. We use a range of quantitative, qualitative, and participatory methods to monitor the delivery of our activities and to evaluate their outcomes. This includes periodically engaging independent, external consultants to evaluate our work.

In this reporting year, the COVID pandemic continued to impact our work. While this created huge challenges for our staff and the communities we work with, we also found opportunities to deliver effectively and to re-position our work. In particular, we increased our competency in virtual programming. Nevertheless, this transformation also highlighted the challenges around digital access faced by the majority of the women whom we support. For this reason and others, we are now slowly moving to a hybrid model, providing online and offline services, especially in our outreach work.

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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 undertaking advocacy actions to address policy gaps in relation to violence that affect African women and girls. Our priority areas are FGM, sexual harassment, child and forced marriage, and the specific needs of child mothers. We carry out this work through both joint actions and individual policy work; the scope of this advocacy spans the UK, Africa and continental Europe.

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

- **FGM peer research with young women in Europe:** As part of the UNFPA SPOTLIGHT initiative on FGM, we launched a new peer research study to explore the knowledge and attitudes towards FGM of young diaspora women in the UK and selected European countries. The study also investigated young women's understanding of national FGM legal frameworks, and their experiences of FGM-related support services. This research has generated valuable insights that can help to inform future work with young women on FGM. Following the completion of the research, three of the young women peer researchers, based in Europe, presented the study's findings to the European Parliament; they received support from our partner organisation, the END FGM European Network.
- **Improved understanding of the needs of African communities:** In 2021, FORWARD launched a [Covid-19 Impact Study](#) looking at the pandemic's impact on the lives of women from African diaspora communities in the UK, and in order to raise awareness of their specific needs. The research achieved strong public and policy attention. It was published by the House of Commons' Women and Equalities Committee, and received coverage in [Stylist Magazine](#). Our [Twitter post](#) announcing the study's publication achieved over 22K impressions and 1,000 engagements, and was endorsed by 17 leading VAWG organisations. FORWARD shared the study's insights at an MP roundtable in Parliament, hosted by the Labour Party's BAME group, to help inform policies on Black people's mental health.

Increased visibility and voices on sexual violence and harassment against African and minority ethnic young women, including in higher education

- **Evaluation of sexual misconduct policies in higher education (HE):** this past year, FORWARD launched a policy review to assess how effectively the Russell Group universities were abiding by the Office for Students' 2021 policy guidance on sexual misconduct in HE. When published, our report will provide a detailed assessment of the universities' policies and identify key gaps.
- **Sexual harassment in public spaces in London:** FORWARD launched a new quantitative study to examine the incidence and nature of sexual harassment in public spaces experienced by young women aged 18-34, living in London. Using a sample of 1,300 participants, the study will provide evidence on how young BME women's experiences differ from those of other young women. It will also be the first study to provide insights on racialised sexual harassment. This study is match-funded by MOPAC and Comic Relief.
- **Qualitative research into experiences of young women in HE seeking to report sexual harassment:** FORWARD is also partnering with the University of York on a new qualitative study to explore the experiences of sexual harassment

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in UK higher education institutions among young Black women, focussing in particular on their experiences in seeking to report these cases and to access support. This study builds on pilot research into this area, conducted by FORWARD in 2020, and the short film we released at the time. The new study will be published in 2023, following which a two-year advocacy campaign will seek to achieve policy reforms in HE.

Strengthened impact and partnerships in tackling early child and forced marriage, and child motherhood

- **Influencing policy change on the UK Minimum Age of Marriage:** in April 2022, after 5 years, FORWARD's successful campaign with the Girls not Brides UK partnership became an Act of UK Parliament. The legislative process was initiated by Pauline Latham MP's Private Members Bill. This law will ensure that UK law is in line with the UN minimum age of marriage. 16 to 17-year-olds will no longer be able to marry or enter into a civil partnership under any circumstances, including with parental or judicial consent from 26 February 2023 when the law comes into force. It will now be an offence to force a child under the age of 18 to enter a marriage under any circumstances, without the need to prove that a form of coercion was used. In the coming year the Network will focus its advocacy work to ensure that the new law is operationalized.

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


This goal seeks to accelerate the implementation of evidence-based programming across FORWARD's and its partners' work. Further, it aims to promote the most effective approaches to instigate changes in the social norms and behaviours that currently still hinder African women's and girls' attainment of basic rights, dignity and gender equality. Over this reporting year, the key outcomes of this strategic work stream have included improvements to the design and delivery of FORWARD's services; better generation and dissemination of research-based evidence to underpin our programmes; and capacity-building support provided to our partner organisations, training them in best-practice methods and empowering them to deliver more effective and evidence-based programmes.

- **Improved generation and dissemination of evidence and best practice:** This year, we launched our integrated Monitoring, Evaluation and learning (MEL) system. This ensures consistent data collection across FORWARD's programmes. The framework includes new standardised evaluation surveys and qualitative tools to provide evidence of programmes' effectiveness. It also makes use of stories of change. All data collection and storage processes have been digitalised and centralised, using the Qualtrics platform. Overall, this new MEL system reflects FORWARD's ongoing commitment to evidence-based practice. It now provides year-on-year insights into the real impact of our work, and ensures that our strategic focus and programmes continue to meet the needs of the women and communities we seek to empower.
- **Research on FGM change-makers:** As part of our UNFPA Spotlight project, in both Africa and the UK, we conducted a study on the impact that change-makers from within the African diaspora have made in the movement to end FGM. The study documents these community advocates' experiences of FGM activism globally and celebrates the major role of diaspora women's activism in bringing about positive change on FGM. Furthermore, the study is also the first to showcase models of good practice on FGM interventions among African

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diaspora women. It will help the growing effort to highlight the untold stories of these change-makers, their journeys and the challenges faced, as well as making key recommendations to amplify their agency and impact.

- **New, Accredited Training Course:** improvements have been made to the design and delivery of our community champions training course, endorsed by OCN (a national not-for-profit awarding organisation) at Level 2 this year. A more advanced course, also accredited by OCN at continuous professional development (CPD) level and focusses on skills in community support work. This has also been developed and is now available to those who have already attended the Community champion's course.
- **Improved capacity of partner organisations to deliver evidence-based programmes on social norm change:** In this area, we notably supported Children's Dignity Forum (CDF), our partner for more than 10 years now, and the Wadada Centre in Tanzania. Under Phase 2 of the three-year Haki ya Binti project, funded by Comic Relief, and as the technical partners in this project, we provided both partners with ongoing training and support related to their MEL efforts. Additionally, we provided training on the subjects of wellbeing and psychosocial support to 10 staff members and volunteers at the Wadada Centre during our monitoring visit in March 2022.

	<p>FORWARD was instrumental in the establishment of the Tanzania Ending Child Marriage Network in 2012. A platform for the many stakeholders to collaborate on tackling child marriage, the network is run by CDF and currently has 59 members. In the last two years, FORWARD has supported CDF in documenting the key learnings from the network's work since it was set up. In Tanzania, the minimum age of marriage is still 14; this has not yet changed, despite the successful court case brought by a member of the Network and calling for the minimum age to be amended. The Network has been instrumental in shaping work on child marriage and child mothers at the regional level, and in conducting important research on the drivers of child marriage. The resulting report also covers key achievements to date, successful strategies and key policy recommendations.</p>
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3.3. Strategic Goal 3: nurturing young women to become resilient leaders and change-makers

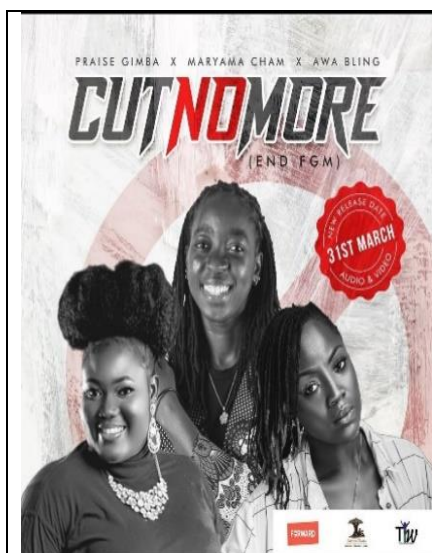
This strategic goal aims to catalyse the leadership potential of young women, both in the UK and in Africa, and thus to empower them to spearhead social change at all levels of society. It also seeks to strengthen the spirit of sisterhood among these young activists, to contribute to building a movement – within each country as well as internationally – and to unite the diverse voices speaking out against all forms of violence against women and girls (VAWG).

FORWARD's bespoke TuWezeshe Akina Dada (Swahili term for empowering our sisters) training model has been proven to equip its young women Fellows with new and invaluable skills and opportunities. Its holistic programme enhances the young women's

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confidence, resilience and leadership capacity. Alongside the training component, they are also given ample networking opportunities, mentoring and psychosocial support, and financial sub-grants that allow them to implement social action projects (SAPS) on an aspect of VAWG of their choice.

- **Strengthening capacity of young women's organisations:** In Sierra Leone we worked with G2G network to support their leadership transition, mentoring the project coordinator, the new young women's board and new management. In the UK, we supported the ONYX Youth Hub, based in Milton Keynes, partnering with them to provide them with sub-grants, training and partnership support, which enabled them to run the TuWezeshe leadership programme locally.
- **Incubating young women leaders** –We trained 113 young women in total this year, in the UK and Africa; this included piloting the LEAP (Leadership, education, advocacy programme) training in a number of schools. This is an 8-session programme that is run in schools and colleges and targets 15-17-year olds. The TuWezeshe leadership training programme was funded, depending on the country, by the UNFPA/UNICEF Spotlight Programme, the Wallace Global Fund and Act for Change. It was rolled out in Kenya, the Gambia, Sierra Leone and Europe this year, with the majority of the Fellows choosing to implement SAPs on the subject of FGM. We worked with six partners to deliver this programme.



One of the highlights of the social action projects in the Gambia was the release of the song "Cut No More." Sally Njie and Praise Gimba, two Tuwezeshe Fellows' new track has a catchy melody with lyrics about FGM. It warns of the risks of FGM and the need to protect girls from the harmful practice. This song, performed in two local languages and English, is fast becoming a youth anthem for tackling FGM in the Gambia. It is now increasingly appearing on the radio and on different social media platforms, such as TikTok, YouTube, Instagram and Twitter. The prevalence rate of FGM in the Gambia is currently 75%, despite it being illegal.

The film can be accessed at
<https://www.youtube.com/watch?v=jQVTT0jICZk>

- **Nurturing young women's organisations.** We supported three of our young women leaders this year to set up their own new organisations, after participating in the leadership programme, in the UK and in Uganda. We now hope to replicate this with recent TuWezeshe Fellows, to sustain and scale up the impact of the programme. In the UK, two young diaspora women set up Home Girls Unite, a support network for migrant eldest daughters to address the challenges they face. In Uganda, Charity for Hope is currently working with 30 child mothers in Pader, Northern Uganda. Charity for Hope has benefitted from additional sub grants.
- **Building a young women's movement:** With over 400 young women now trained through our Tuwezeshe Fellowship programme, we are now developing a strong alumni network. Our aim is to give past Fellows opportunities to continue working alongside FORWARD. In addition to acting as TuWezeshe ambassadors, or supporting FORWARD's youth programmes, they can be incredibly valuable in

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helping us to grow a movement of change-makers in the UK and Africa who are in critical spaces and can substantially influence change on the ground. Additionally, in the UK, our young women's advisory council (YWAC) includes several TuWezeshe Fellows; they are now young professionals, working in policy spaces, and their guidance and advice will be of great value for FORWARD. The YWAC also helps to coordinate the activities of FORWARD's youth hub.

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

Primary prevention and protection are core strategies in FORWARD's approach to challenging the social norms that fuel VAWG. Community engagement is central to social norm change and to enabling community women to have access to information in order to participate in decisions that affect them. This forms part of our rights-based approach, which in our UK work means ensuring that migrant women's rights are respected, protected, and fulfilled. We notably focus on upholding women's rights to gender equality, non-discrimination, and dignity as rights holders.

In this context, we seek to partner up with key service providers and statutory professionals, assisting them to be adequately informed about the specific context regarding VAWG within migrant communities. The three outcomes of this strategic goal are as follows: 1) Improved knowledge and capacity among statutory organisations and frontline staff to appropriately identify, safeguard and respond to women and girls affected by VAWG; 2) Increased community awareness and leadership in tackling multiple forms of VAWG, both in the UK and in Africa; 3) African and minority ethnic women know their rights and entitlements, and enjoy better access to support and wellbeing services.

In the reporting year, we implemented 5 community programmes in the UK and partnered on a girls' rights project in Tanzania. Our national community engagement and support programme works with partners in London and Bristol. We also continue to deliver support work on request. The highlights of our community and professional training achievements this year included:

- **Training key professionals:** Professional training has started to pick up once more, after many training activities were cancelled during the COVID pandemic. We trained over 456 professionals from the health, education and social care and from frontline staff from the VAWG sectors. The training focuses on FGM, forced marriage, VAWG within BME communities and cultural competency. We also ran our annual partnership with Imperial College, with work placements for 6 students. Lastly, we trained a total of 150 medical students at St Mary's University and at the annual Imperial College OBGYN conference in London.
- **Training Community Champions:** These champions are a critical part of our outreach strategy and have become a central part of our community work in the UK. We trained 56 champions in the year, in London and Bristol. In addition, we are documenting the leadership journeys of 20 community champions, which will enable us to share this model of good practice. For many of the champions, the training and volunteer work has become a pathway to employment. Indeed, we recruited four of them to join our staff as sessional workers in the community team in this reporting year. During the COVID crisis, the community champions acted as a lifeline to many community women: they were instrumental in befriending and signposting them, as well as conducting online outreach and support. A current challenge within our champions' work is not being able to recruit men to the programme, we have one sole male community champion.

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- **Support and advice:** We are seeing increasingly more women with complex and multiple issues accessing our services. Empowering women to have a voice - and to find the confidence - to access support and seek advice is critical if we are to effectively help women affected by violence. Women often do not know their rights and the services that are available to them. Additionally, the policy barriers facing women with No Recourse to Public Funds (NRPF) mean that we also tend to have more referrals from vulnerable women with NRPF, including refugees and asylum seekers. These complex cases require specialised signposting, language support and legal advice. This past year, we provided counselling to 245 women in Bristol and London. We also continued to support the running of the Brent Hibiscus clinic, up until March when we unfortunately had to terminate the contract due to staffing challenges.
- **Outreach and community engagement:** this year we have reached more than double the target of women accessing our awareness sessions and events. We continued to navigate the changes brought by the covid-19 pandemic and have also continued to make use of digital tools and platforms to reach out to communities providing workshops, coffee mornings and wellbeing and health sessions raising awareness of the different types of VAWG, immigration issues, divorce and local services. Across London and Bristol we delivered several outreach activities to 817 community members.

Case Study on Community Champions in Action

Two of FORWARD's community champions have mobilised a group of 120 friends, women from the Sudanese community, to establish a Facebook group online in 2013, to communicate with each other, and share ideas and information, moderated only by the group Admins. The group's reputation that its members help each other, answering questions and enquiries, spread fast in the community, and many new members have joined the group since its inception, especially during the COVID pandemic.

The group now has over 5000 members nationally. The group, renamed to 'Hareem London' (London's Ladies), offers multiple forms of support to its members. This includes awareness-raising live sessions, where professionals such as doctors, nurses, social workers, lawyers, FORWARD staff (Arabic speakers) and other experts are invited to discuss the issues and challenges surrounding VAWG, FGM and immigration abuse.

FORWARD's engagement on the platform has attracted interest from survivors of VAWG, who now contact us directly for support. This has also lead to increased client referrals to the FGM clinic and counselling services, as well as allowing signposting to services providing legal advice on immigration issues and Islamic divorces. FORWARD regularly delivers coffee mornings, workshops and awareness sessions to the group; this has allowed us to recruit more than ten more women to join our community champions training and to volunteer on our programmes this year. FORWARD has helped the group to establish a secure online joining policy, to help protect its members' privacy and to provide a safe space for women to come to.

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

This goal underpins the effective delivery of our organisation's work and operations. It focusses on actions that will help to improve organisation-wide systems, staff capacities, financial sustainability & resilience. In this reporting year, COVID has been a major factor in our work, with staff working remotely. As such, communication, digital working and staff wellbeing were all key areas of our work this year. Other critical themes under this strategic goal included strengthening the organisation, finances, fundraising and human resources processes.

- **Building digital resilience:** With financial support from the Ministry of Justice and Comic Relief, along with technical support from the DOT Project, we were able to fully digitalize our support programmes this year. We also developed new policies in this area, and purchased much needed IT equipment to support home-working and other operations. Staff members were trained to use the Charity Log, a critical database helping us to provide better support work, and to carry out our programmes and HR activities.
- **Improved organisation-wide digital systems, including data collection and storage:** Our Knowledge Management Logs, developed in 2020, continue to be fundamental to the recording and tracking of all FORWARD's activities, including programme delivery. In the coming months, our monitoring Logs will be digitalised and transferred to the new CRM system, Charity Log - a comprehensive charity CRM solution for effectively managing clients and service users' information. This will ensure that all data on our programme participants and activities are securely stored in one place for all staff to access and update.
- **Increased staff capacity and skills to deliver effective and impactful programmes:** Staff development and wellbeing have been the cornerstone of our work, especially during the COVID crisis. We provided external and internal training courses, made staff promotions and reassigned managers in order to address workload imbalances. We also reworked our HR systems, policies and recruitment processes with the aim of improving our onboarding processes, support for staff members and staff retention. We are now preparing to apply for accredited status as Investors in People for the coming year.
- **FORWARD recognised as a bold and trusted thought leader in the sector:** Last year, we launched FORWARD's new Digital Communication Strategy, a comprehensive document outlining strategies for organisation's growth over the years 2021-2024. On this basis, between April 2021 and March 2022, we then proceeded to strengthen the engagement of our social media content. As a result, our Twitter engagement rate has further increased from c. 2% last year to c. 3% this year (exceeding the industry average of c. 0.1%), while FORWARD's Twitter account achieved more than 220K profile visits and gained notable high-profile followers. Similarly, our online work has reached 10.3K people on Instagram and 7K on Facebook this past year. Social media engagement remains a key public engagement channel for FORWARD.
- **Increased website traffic:** We have also grown our digital presence by increasing traffic to our website using Google AdWords. Between April 2021 and March 2022, FORWARD achieved a total of 38.5K website users, a significant 27% increase over the same time last year (30.2K). We also registered more than 3K downloads of our publications. A technical change, meanwhile, has been that over the past months, we have transitioned our website hosting to a new agency,

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'Circle Interactive'. This will allow us to revamp the website in the coming year, further capitalising on the value of this great resource.

- **Spotlighting FORWARD's impact:** we have developed a new three-minute film to celebrate FORWARD's achievements over the last nearly 40 years. The film will be shared in engagement events and across our digital platforms, to promote our work, generate support and help with fundraising.

3.6. Partnerships

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

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

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

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

3.7. External factors affecting our work

In this reporting year, COVID continued to be the most far-reaching external challenge to our work. We continued to adhere to government policies on lockdown, remote working and virtual services. We have effectively transitioned our work in response to the crisis. Other associated challenges included staff recruitment in the sector, due to career changes, as well as the shift in the funding landscape towards emergency and short-term funding.

On 29 April 2021, the UK passed the landmark Domestic Abuse Act 2021. This law paves the way for the UK government to ratify the Istanbul Convention. Sadly, however, this law still fails to protect migrant women with no recourse to public funds. Moreover, the

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new law prioritises domestic abuse while failing to provide a fully comprehensive response to VAWG. Although the UK government's revised VAWG Strategy does include other forms of VAWG, such as honour-based abuse, this policy document currently has no targeted funding linked to it.

In another area, the introduction of the national Relationship and Sex Education curriculum for schools provides a new impetus for FORWARD's work in schools. FORWARD continues to work within national advocacy coalitions on these subjects, including EVAW, which campaigns for fairer and more inclusive legislation.

The changing funding situation associated with the COVID crisis has affected our fundraising. The transition to short-term emergency grants has continued, making it challenging to access sustainable funding and stretching our fundraising capacity. This challenging landscape has been worsened by the post-Brexit loss of our funding from the European Commission and the related work with our European partnerships.

4. Financial Review

4.1. Overview of income and fundraising activities

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

FORWARD's income in the year ended 31st March 2022 was £1,041,109, compared with £825,442 in the year ended 31st March 2021. The total expenditure was £817,964 in the year to 31st March 2022, compared with £695,365 in the previous year. The total unrestricted funds carried forward on 31st March 2022 was £476,969 of which £265,548 was general funds and £211,421 was designated funds, while our restricted funds carried forward on 31st March 2022 amounted to £96,243.

FORWARD continues to make progress in increasing the diversity of our funding sources, despite the challenging economic climate, the disruption of the Covid-19 years and the shift in some of our funders' funding priorities. We continue to focus our fundraising efforts on the diversification of income sources. With the support of specific ICT funding, FORWARD is technologically much better positioned, following the digital revamping of its ITC systems. This is now allowing us to explore and develop digital-friendly resources and to introduce e-learning elements to our work; we hope to be able to monetise these in turn. We also continue to reach out to more private trusts and foundations in our fundraising efforts, and to develop other diversified income streams from commissioned services, such as our accredited FGM training, support case work and other consultancy services.

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

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4.2. Reserves policy and going concern

FORWARD's reserves are based on unrestricted, general funds that are set aside to ensure our long-term ability to meet the charity's objectives and to ensure the continued operation of our programmes. The reserves policy makes a provision for unforeseen obligations and emergency situations, taking into consideration the main risks to our organisation. Reserves are also needed to enable programmes to continue on a provisional basis in cases where committed funds have not yet been received.

FORWARD's reserves policy requires a level of at least 20% of the annual budget to be kept as emergency operating reserves. This amount is deemed sufficient for our unrestricted general funding to deliver operations in the event of unforeseen circumstances. Our current reserves of £265,548 represent about 25.5% of our total income for the year, a sign of the continuing efforts made to abide by this policy and to maintain around 20% of our total annual income as reserves.

We have recently revamped our fundraising strategy to identify potential new income-generating opportunities, with the aim of increasing FORWARD's unrestricted income and our planned operating surpluses. The Board of Trustees' finance sub-committee reviews the level of reserves annually and recommends appropriate actions to the Board. This ensures that the policy remains effective and functional.

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

4.3. Grant-making and fundraising

FORWARD's trustees see sub-granting as an essential component of the organisation's charitable operations. This is predominantly the case for our charitable projects in Africa. We also provided sub-grants to five community project partners in the UK this year.

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

Fundraising is the responsibility of FORWARD's senior staff members. In this reporting period, we further worked with an intern and an external fundraising consultant to boost our efforts. This step was taken to enable us to respond in a timely manner to the changing fundraising climate resulting from the COVID pandemic, as the turnaround for many sources of funding became extremely short and required additional support for FORWARD's team.

Our fundraising work includes writing funding applications, working through partnership bids and undertaking fundraising campaigns that target the general public. In addition, we are very grateful to our numerous individual fundraisers, who generate much of our unrestricted funding through their fundraising activities, and to our private donors providing us with monthly direct debits. A big challenge this year has been our inability to secure a fundraising staff member, despite two rounds of recruitment.

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5. Our Future Plans

As we come out of the COVID pandemic, our plans for 2022-23 will focus on strengthening our fundraising efforts, our digital programmes, the partnership work and our evidence-based programmes. We also aim to tie up the implementation of our current strategic plan and to start the planning process for our next 3-year strategy. This will no doubt set out to build on our evidence base, while responding to the changing COVID pandemic and UK policy environment, to ensure that the focus of our work remains relevant and meets the current realities of the communities we support. In the year to come, our strategic efforts will in particular include the following:

Firstly, we will scale up our **bespoke TuWezeshe young women's leadership programme**, investing in new partners and young women in Africa and the UK. The feminist leadership training focusses on nurturing resilient young women leaders from BME communities, who are affected by intersecting challenges, including VAWG, racism, and mental health issues. We will also reinforce our existing partnerships in order to consolidate the leadership programme.

Secondly, we will implement the recommendations of the 10-year **review of our Young People Speak Out (YPSO)** programme. The overall purpose of the review has been to examine the success of the programme, focussing in particular on its relevance, effectiveness, impact, and sustainability. There are huge lessons to draw from this evaluation, which we now aim to integrate into our programming. In this regard, we will also build on our Young Women's Advisory Council, to enable them become even more integral to our youth programme. We also hope to utilise the lessons learnt to shape new applications and our youth strategy going forwards.

With the changing landscape on funding for our Africa Programmes, including reduced UK development funding, strategy to shift funding power to southern partners, coupled with ending of our multi-year grants, FORWARD will identify new funding opportunities and models of working for our **Africa-facing advocacy and programmes**. We will also continue to carry out this advocacy work in collaboration with our existing national and global partners, such as Girls not Brides, the Gender and Development Network, and the African Diaspora Women's Network, focussing on child marriage, child motherhood and FGM. We aim to consolidate our work with current African partners and to identify new partners to help us roll out our young women's leadership programme in new regions.

And lastly, FORWARD's **community support and engagement work** has grown significantly over the COVID period, including working more closely with partners. We will continue to build on and scale up the community champions programme, as well as exploring opportunities to integrate them as staff in our outreach work. We will continue to provide access to specialist support services, including counselling, mental health services and VAWG support, reaching out to new migrant women with limited access to such services. This work will continue to take place as a mix of hybrid and face-to-face services as the COVID crisis changes. In addition, we will support the mental wellbeing of our staff and volunteers in response to the ongoing challenges, providing training and external supervision support.

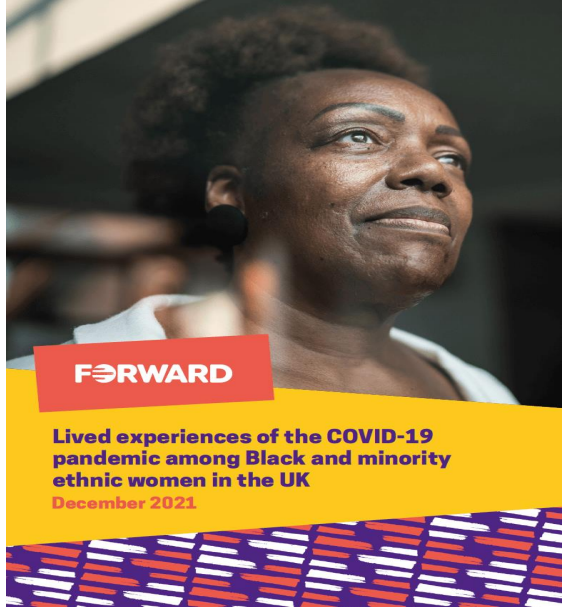
COVID-19 and its impact on programming

FORWARD was successful in our COVID-19 response. We rapidly adapted our services to online delivery methods, purchased new IT equipment, trained our staff in digital programming and revisited our strategic plan. Throughout this process, we have prioritised the wellbeing of our staff and volunteers, as the pandemic and remote working created new challenges and constraints.

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As we move forward with COVID continuing to be a reality of day-to-day life, our advice and support services to women affected by domestic abuse and FGM will continue to follow COVID protocols. We plan to continue offering hybrid services and to expand our virtual training programmes, while once again starting to offer more face-to-face sessions and responding to the increased demand for support services from new communities with more complex issues.

FORWARD has been successful in securing short-term COVID-19 response funding. This is now coming to an end, leading us to explore alternative funding for our support work. Nonetheless, it must be said that these grants have been instrumental in helping to bridge the funding gap that we faced, due to the shift in funders' priorities. We have recently improved our fundraising policy, systems and stewardship, which will no doubt help us to mitigate this risk.

	<p>We will continue to build on our research evidence to ensure that the impact of the crisis on black and minority ethnic women are understood and adequately supported.</p> <p>We will continue to share the insights from the study conducted in 2021 on the lived experiences of the COVID 19 pandemic among BME women in the UK. The issues identified are still a reality for many of the women we work with.</p> <p>In this vein, we have included a question on the impact of COVID crisis in our community conversations, to keep us informed of its ongoing impact on the communities we work with.</p>
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During the COVID crisis, to enable us continue to deliver our work effectively, we have strengthened our digital services, including by equipping community champions and staff members who were working remotely with IT equipment and telephones. We have also shifted our emails to a cloud-based system, helping to ensure that we remain functional. We now plan to introduce new database systems to capture our work better and provide easy access to staff working remotely. Furthermore, we continue to offer virtual counselling services in several community languages in response to requests from women whom we support and provide training to; this enables them to engage more effectively.

At the organisational level, we have gained new expertise in running our programmes virtually and we have built out our staff capacity. We continue to provide COVID measures to staff, volunteers and community women as well as partners, including hand sanitisers and masks. We are now working to ensure that our policies and HR procedures are effective and COVID-friendly. We are planning to build on all of this new experience, reshaping our overall strategy as an organisation and expanding our service offering, especially with regard to the support services that we can provide to young women, for whom the new digital focus will be especially valuable.

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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 eight Board members.

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

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

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

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

A skills audit of its members is conducted annually by the Board. For skill areas that are identified as needing further expertise, a selection process is started to identify potential new candidates, using advertisements and charity trustee recruitment organisations. In this vein, a young woman who also represents FORWARD's Young Women's Advisory Council (YWAC) has recently been recruited to the board.

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

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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.

16 members of staff worked with FORWARD in this reporting year, comprising 12 part-time and four full-time employees. In the past year, we lost 10 staff, 4 had short-term contracts. A majority of those who left the organisation were young people who moved on to enrol in higher education. We recruited 10 new members of staff over the course of the year. The workload also increased over the period, however, so we were unable to let staff go on furlough as we needed all staff.

Additionally, over the course of the year, 10 interns and volunteers supported the organisation with a wide range of tasks, especially with befriending and outreach support. FORWARD recruits' new volunteers and interns through adverts published on its website and through recommendations from stakeholders and community advocates. We have updated our volunteers and interns' handbook and our on-boarding procedures to ensure that we are able to retain and better support this vital source of support for FORWARD's work.

The framework for the organisation's work in this reporting year was shaped by FORWARD's refreshed 2021-2023 Strategic Plan. During the reporting year, we refreshed our strategy to take account of the global pandemic and the changing needs of our communities.

The four core teams at FORWARD focus, respectively, on community, youth, Africa and the Diaspora, and knowledge management and communication. Each team develops its own annual Operational Plans in line with the strategy. These plans are reviewed every quarter by the Trustees and form a part of the organisational review.

The salaries of the Executive Director, Senior Management Team and members of staff are reviewed annually by the Board of Trustees. Provided that the necessary funding is available, the Board normally raises them in accordance with the annual change in average earnings within the Charity Sector.

6.3. Related party transactions

In our operations over the past year, there were no related party transactions to disclose as at the end of March 2022.

6.4. Risk management

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

- The six-monthly review of FORWARD's risk matrix and the principal risks; the Board of Director's reports to each board meeting also include a review of key risks to the organisation.

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- The development of appropriate policies, procedures and actions to mitigate any risks identified (including programme risk areas, which are reviewed every quarter).
- The development of procedures, plans and actions to minimise and manage potential and identified risks to the organisation.

The principal risks that faced FORWARD this past year included financial risk, governance risks, operational risks and risks pertaining to the COVID-19 pandemic. The charity's Treasurer and the Board's Finance and Human Resources Committee are together tasked with regularly reviewing the financial risks to which FORWARD could be exposed.

An additional continuity plan has been developed by the organisation in the light of the COVID-19 pandemic. It outlines specific risks associated with the current situation. This document is now referred to in addition to the existing risk register. Oversight of the risk register more generally is delegated by the Trustees to the Executive Director, who is tasked with reporting on it to the Board on a regular basis.

Over the year, the main risk areas remained changes in UK government policy and in the funding landscape, with cuts in public spending affecting our sector and an increasing focus on commissioning and short-term funding posing additional challenges. The shifting policy focus of the Domestic Abuse Act has also been especially challenging for FORWARD, as this policy focus shifted away from FGM-related work. We continue to collect further evidence in support of our approach and to engage with policy-makers on this matter.

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

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

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RESPONSIBILITIES OF THE TRUSTEES

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

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

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

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

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

The Board of Trustees

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

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

Auditors

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

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



.....
Trustee- Dr Lisa Smith

19 November 2022

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

Opinion

We have audited the financial statements of the Foundation for Women's Health Research & Development for the year ended 31 March 2022, which comprise the Statement of Financial Activities, the Balance Sheet, the statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is the applicable law and the United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Other information

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

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

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We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

In identifying and assessing risks of material misstatement in respect of irregularities,

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including fraud and non-compliance with laws and regulations, our procedures included the following:

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

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

Use of our report

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



16 December 2022

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

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

For the year ended 31 March 2022

				2022	2021
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income from:					
Donations and legacies	3	52,484	5,280	57,764	64,669
Charitable activities:	5				
Africa programme		–	222,098	222,098	46,964
Community programme		30,000	604,717	634,717	486,181
Youth programme		57,065	42,000	99,065	170,127
Knowledge Management, Evidence & Comms		–	–	–	25,000
Public education, training & other		21,964	4,600	26,564	22,310
Other trading activities		300	–	300	150
Investments	4	601	–	601	470
Other		–	–	–	9,571
Total income		162,414	878,695	1,041,109	825,442
Expenditure on:					
Raising funds	6	6,036	–	6,036	4,065
Charitable activities:					
Africa programme	6	–	207,784	207,784	52,813
Community programme		–	540,382	540,382	445,026
Youth programme		375	63,387	63,762	148,227
Knowledge Management, Evidence & Comms		–	–	–	25,000
Public education, training & other		–	–	–	20,234
Total expenditure		6,411	811,553	817,964	695,365
Net income / (expenditure) before net gains / (losses) on investments		156,003	67,142	223,145	130,077
Net gains / (losses) on investments		–	–	–	–
Net income / (expenditure) for the year	7	156,003	67,142	223,145	130,077
Transfers between funds		22,549	(22,549)	–	–
Net income / (expenditure) before other recognised gains and losses		178,552	44,593	223,145	130,077
Net movement in funds		178,552	44,593	223,145	130,077
Reconciliation of funds:					
Total funds brought forward		298,417	51,650	350,067	219,990
Total funds carried forward		476,969	96,243	573,212	350,067

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

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

Balance Sheet

Company no. 1921508

As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	12		<u>11,886</u>		<u>139</u>
			11,886		139
Current assets:					
Debtors	13	95,835		102,153	
Cash at bank and in hand		<u>856,111</u>		<u>463,245</u>	
		951,946		565,398	
Liabilities:					
Creditors: amounts falling due within one year	14	<u>390,620</u>		<u>215,470</u>	
Net current assets			<u>561,326</u>		<u>349,928</u>
Total assets less current liabilities			573,212		350,067
Creditors: amounts falling due after one year			<u>-</u>		<u>-</u>
Net assets			<u>573,212</u>		<u>350,067</u>
Total net assets			<u>573,212</u>		<u>350,067</u>
The funds of the charity:	18				
Restricted income funds			96,243		51,650
Unrestricted income funds:					
Designated funds		211,421		-	
General funds		<u>265,548</u>		<u>298,417</u>	
Total unrestricted funds			<u>476,969</u>		<u>298,417</u>
Total charity funds			<u>573,212</u>		<u>350,067</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 19 November 2022 and signed on their behalf by



Dr Lisa Smith
Treasurer

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

For the year ended 31 March 2022

	Note	2022 £	£	2021 £	£
Cash flows from operating activities	19				
Net cash provided by / (used in) operating activities		410,696		(161,928)	
Cash flows from investing activities:					
Dividends, interest and rents from investments		-		-	
Proceeds from the sale of fixed assets		-		-	
Purchase of fixed assets		(17,830)		-	
Proceeds from sale of investments		-		-	
Purchase of investments		-		-	
		<u>-</u>		<u>-</u>	
Net cash provided by / (used in) investing activities		(17,830)		-	
Net cash provided by / (used in) financing activities		<u>-</u>		<u>-</u>	
Change in cash and cash equivalents in the year		392,866		199,097	
Cash and cash equivalents at the beginning of the year		463,245		264,148	
Change in cash and cash equivalents due to exchange rate movements		<u>-</u>		<u>-</u>	
Cash and cash equivalents at the end of the year	20	856,111		463,245	

For the year ended 31 March 2022

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 2022

1 Accounting policies (continued)

f) Fund accounting

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

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

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

g) Expenditure and irrecoverable VAT

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

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

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

h) Allocation of support costs

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

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

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

i) Operating leases

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

j) Tangible fixed assets

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

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

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

k) Debtors

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

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

For the year ended 31 March 2022

1 Accounting policies (continued)

l) Cash at bank and in hand

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

m) Creditors and provisions

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

n) Financial instruments

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

o) Pensions

The charity operates stakeholder pension scheme.

2 Detailed comparatives for the statement of financial activities (Prior year-2021)

	Unrestricted £	Restricted £	2021 Total £
Income from:			
Donations and legacies	59,031	5,638	64,669
Charitable activities:			
Africa programme	–	46,964	46,964
Community programme	–	486,181	486,181
Youth programme	35,000	135,127	170,127
Knowledge Management, Evidence & Comms (KMEC)	–	25,000	25,000
Public education, training & other	22,310	–	22,310
Other trading activities	150	–	150
Investments	470	–	470
Other	9,571	–	9,571
Total income	126,532	698,910	825,442
Expenditure on:			
Raising funds	4,065	–	4,065
Charitable activities:			
Africa Programme	–	52,813	52,813
Community Programme	–	445,026	445,026
Youth Programme	25,000	123,227	148,227
Knowledge Management, Evidence & Comms (KMEC)	–	25,000	25,000
Public education, training & other	20,234	–	20,234
Total expenditure	49,299	646,066	695,365
Net income / expenditure	77,233	52,844	130,077
Transfers between funds	(758)	758	–
Net movement in funds	76,475	53,602	130,077
Total funds brought forward	221,942	(1,952)	219,990
Total funds carried forward	298,417	51,650	350,067

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

For the year ended 31 March 2022

3 Income from donations and legacies

	Unrestricted £	Restricted £	2022 total Total £	2021 Total £
Donations	47,250	280	47,530	54,266
Gaskell & Wilkinson	–	5,000	5,000	5,000
Gift Aid	5,234	–	5,234	5,403
	52,484	5,280	57,764	64,669

4 Income from investments

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Investment income	601	–	601	470
	601	–	601	470

5 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Africa Programme				
Wallace Global Fund	–	28,387	28,387	–
Comic Relief – Manda 2	–	70,050	70,050	11,250
Children's Dignity Forum– Haki Ya Binti Phase 2	–	16,754	16,754	12,777
United Nations Population Fund (UNFPA)	–	106,907	106,907	22,937
Community programme				
London Councils	–	49,938	49,938	49,938
EC Daphne – ACCESS	–	–	–	22,282
National Lottery Community Fund	–	124,304	124,304	124,304
Greenwich Council	–	2,000	2,000	7,805
London Borough of Ealing	–	39,000	39,000	9,750
Lloyds Bank Foundation	30,000	–	30,000	69,363
MOPAC – Prevention & Action EHP	–	52,945	52,945	48,816
National Lottery–Coronavirus Community Support Fund	–	–	–	92,500
The London Community Foundation	–	82,128	82,128	5,523
Charities Aid Foundation	–	–	–	55,900
Comic Relief/DCMS Fund	–	121,932	121,932	–
Comic Relief MOJ Fund	–	112,470	112,470	–
Tudor Trust	–	20,000	20,000	–
Youth programme				
Paul Hamlyn–Act for Change	–	42,000	42,000	65,000
Esme Fairbairn	–	–	–	30,000
London Councils–Prevention	–	–	–	4,600
The Big Give Trust	375	–	375	–
FGM – ERASMUS	2,690	–	2,690	–
City Bridge Trust	–	–	–	45,527
Esme Fairbairn– Covid 19 Response Grant	54,000	–	54,000	25,000
Knowledge Management, Evidence & Comms (KMEC)				
February Foundation	–	–	–	25,000
Public education & training				
London Councils – Prevention	–	4,600	4,600	–
Imperial College	1,353	–	1,353	–
Charityworks – Kickstart	2,522	–	2,522	–
Training, consultancy and event	18,089	–	18,089	22,310
Total income from charitable activities	109,029	873,415	982,444	750,582

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

Notes to the Financial Statements

For the year ended 31 March 2022

6 Analysis of expenditure

Charitable Activities

	Cost of raising funds £	Africa Programme £	Community Programme £	Youth Programme £	Public Education & Training £	Support costs £	2022 Total £	2021 Total £
Staff costs (Note 8)	-	52,365	340,889	26,985	-	-	420,239	415,293
Direct project cost								
Partnership and networking	-	96,584	86,773	7,000	-	-	190,357	80,614
TuWez End of Project Allocation	-	-	-	-	-	-	-	-
Consultant and research fees	-	6,608	503	-	-	-	7,110	4,074
Monitoring and evaluation	-	20,132	-	8,000	-	-	28,132	-
Campaigning and advocacy	-	-	200	-	-	-	200	8,976
Training outreach & event	-	1,645	27,358	5,063	-	-	34,066	65,051
Publication and media	-	5,325	7,932	375	-	-	13,633	4,060
Travelling and subsistence	-	2,996	287	86	-	(393)	2,977	450
Other project costs	-	-	-	-	-	-	-	128
Support cost								
Organisational development	-	1,298	10,026	-	-	-	11,324	-
Membership & Subscriptions	-	-	1,410	-	-	-	1,410	1,291
Accounting and professional	-	503	2,081	-	-	-	2,584	993
Rent, utilities and rates	-	10,782	36,844	11,453	-	-	59,079	59,788
Printing and stationery	-	1,000	5,768	1,572	-	-	8,339	7,181
Insurance	-	-	3,552	-	-	-	3,552	3,428
Capital costs\IT	-	2,961	6,668	1,296	-	-	10,925	5,661
Fundraising and marketing	6,036	3,447	1,500	1,932	-	-	12,915	7,795
Depreciation	-	139	5,943	-	-	-	6,082	25,952
Audit fees	-	2,000	2,000	-	-	-	4,000	4,200
Other expenses	-	-	613	-	-	-	613	-
Bank charges	-	-	35	-	-	393	428	430
	6,036	207,784	540,382	63,762	-	-	817,964	695,365
Total expenditure 2022	6,036	207,784	540,382	63,762	-	-	817,964	

Of the total expenditure, £6,411 was unrestricted (2021: £49,299) and £811,553 was restricted (2021: £646,066).

Analysis of expenditure (prior year)

Charitable Activities

	Cost of raising funds £	Africa Programme £	Community Programme £	Youth Programme £	Knowledge Management, Evidence & Comms (KMEC) £	Public Education & Training £	Support costs £	2021 Total £
Staff costs (Note 8)	-	43,841	246,273	94,338	21,270	-	9,571	415,293
Direct project cost								
Partnership and networking	-	3,076	77,538	-	-	-	-	80,614
TuWez End of Project Allocation	-	-	-	-	-	-	-	-
Consultant and research fees	-	1,074	1,521	1,479	-	-	-	4,074
Campaigning and advocacy	-	-	204	8,772	-	-	-	8,976
Training outreach & event	-	-	50,997	12,769	-	1,284	-	65,051
Publication and media	-	-	2,147	1,914	-	-	-	4,060
Travelling and subsistence	-	-	450	-	-	-	-	450
Other project costs	-	-	116	12	-	-	-	128
Support cost								
Membership & Subscriptions	-	-	-	-	-	-	1,291	1,291
Accounting and professional	-	-	-	-	-	-	993	993
Rent, utilities and rates	-	-	-	-	-	-	59,788	59,788
Printing and stationery	-	-	-	-	-	-	7,181	7,181
Insurance	-	-	-	-	-	-	3,428	3,428
Capital costs\IT	-	-	-	-	-	-	5,661	5,661
Fundraising and marketing	4,065	-	-	3,500	230	-	-	7,795
Depreciation	-	-	-	-	-	-	25,952	25,952
Audit fees	-	-	-	-	-	-	4,200	4,200
Governance & Strategic Planning	-	-	-	-	-	-	-	-
Bank charges	-	-	-	-	-	-	430	430
	4,065	47,991	379,246	122,784	21,500	1,284	118,495	695,365
Support costs	-	4,822	65,780	25,443	3,500	18,950	(118,495)	
Total expenditure 2021	4,065	52,813	445,026	148,227	25,000	20,234	-	

7 Net incoming resources for the year

This is stated after charging / crediting:

	2022	2021
	£	£
Depreciation	6,083	25,951
Operating lease rentals:		
Property	30,228	31,820
Auditors' remuneration (excluding VAT):		
Audit	3,583	3,333
	3,583	3,333

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

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	349,659	347,407
Social security costs	27,387	24,027
Employer's contribution to defined contribution pension schemes	9,885	9,874
Freelance staffs	25,543	27,656
Other staffs costs	7,765	6,329
	420,239	415,293

No employee earned more than £60,000 during the year (2021: nil).

The total employee benefits including pension and national insurance contributions of the key management personnel were £59,897 (2021: £57,725).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

9 Staff numbers

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

	2022	2021
	No.	No.
Charitable activities:		
Africa programme	2.0	1.7
Community programme	9.7	9.3
Youth programme	1.0	3.6
Knowledge Management, Evidence & Comms (KMEC)	3.0	0.8
Public education, training & other	0.3	0.3
	16.0	15.7

10 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

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

11 Taxation

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

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

Notes to the Financial Statements

For the year ended 31 March 2022

12 Tangible fixed assets

	Website Development	Computer Equipment £	Fixtures and fittings £	Total £
Cost				
At the start of the year	60,090	40,500	31,751	132,341
Additions in year	–	17,830	–	17,830
Disposals in year	–	–	–	–
At the end of the year	60,090	58,330	31,751	150,171
Depreciation				
At the start of the year	60,090	40,361	31,751	132,202
Charge for the year	–	6,083	–	6,083
Eliminated on disposal	–	–	–	–
At the end of the year	60,090	46,444	31,751	138,285
Net book value				
At the end of the year	–	11,886	–	11,886
At the start of the year	–	139	–	139

All of the above assets are used for charitable purposes.

13 Debtors

	2022 £	2021 £
Trade debtors	90,856	97,382
Other debtors	729	203
Prepayments	4,250	4,568
	95,835	102,153

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	22,905	5,549
Taxation and social security	–	–
Other creditors	50	50
Accruals	29,344	37,284
Deferred income	338,321	172,587
	390,620	215,470

15 Deferred income

Deferred grant income comprises Comic Relief Manada2 £33,700, Tudor Trust £20,000, Dr Martens Foundation £20,000, Comic Relief/DCMS Fund £73,402, Schwab Charitable Foundation £188,662 and The Big Give Trust £2,557.

	2022 £	2021 £
Balance at the beginning of the year	172,587	60,000
Amount released to income in the year	(172,587)	(60,000)
Amount deferred in the year	338,321	172,587
Balance at the end of the year	338,321	172,587

16 Pension scheme

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

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

Notes to the Financial Statements

For the year ended 31 March 2022

17 Analysis of net assets between funds

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

18 Movements in funds

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

Purposes of designated funds

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

Purposes of restricted funds

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

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

Notes to the Financial Statements

For the year ended 31 March 2022

Movements in funds (continued)

Purposes of restricted funds

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

Community Programme: Women from FGM affected communities are leaders and advocates among their own communities. The vision is to empower communities to say no to FGM and ultimately safeguard girls from this harm. FORWARD continues to empower men, women and girls from FGM affected communities to take the lead in campaigning against FGM.

Youth Programme: Forward's youth team provides FGM awareness sessions in primary and secondary schools, colleges, other higher education institutions and universities nationwide. FORWARD has also worked with under-25s to develop their advocacy skills, mentoring and art, poetry and drama. Through innovative ways of reaching young people, FORWARD seeks to raise awareness of FGM and to include them in pressing for change. FORWARD also hopes to provide them and organisations that work with them with the skills they need to tackle the areas we work on.

The Knowledge Management, Evidence & Communications (KMEC) Programme: Provides strategic support across the teams. KMEC gathers evidence for our work and coordinates monitoring and evaluation efforts. It also manages the organisation's knowledge and information libraries, to strengthen our learning, programme design and resource development, as well as increasing the visibility of FORWARD's work.

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

	2022	2021
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	223,145	(256,512)
Depreciation charges	6,083	26,484
(Increase)/decrease in debtors	6,318	32,565
Increase/(decrease) in creditors	175,150	35,535
Net cash provided by / (used in) operating activities	410,696	(161,928)

20 Analysis of cash and cash equivalents

	At 1 April 2021	Cash flows	Other changes	At 31 March 2022
	£	£	£	£
Cash in hand	463,245	392,866	–	856,111
Total cash and cash equivalents	463,245	392,866	–	856,111

21 Operating lease commitments

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

	Property 2022	2021	Equipment 2022	2021
	£	£	£	£
Less than one year	18,560	25,190	–	–
One to five years	27,840	46,400	–	–
	46,400	71,590	–	–

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

22 Legal status of the charity

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

23 a. Summary analysis of assets and liabilities by funds of previous reporting period (2021)

	General £	Designated £	Restricted £	Total funds £
Tangible fixed assets	139	–	–	139
Net current assets	298,278	–	51,650	349,928
Net assets at the end of the year	298,417	–	51,650	350,067

b. Details of movement in funds during the previous reporting period (2021)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Africa Programme					
Comic Relief – Manda 2	–	11,250	(11,250)	–	–
Children's Dignity Forum– Haki Ya Binti Phase 2	–	12,777	(12,777)	–	–
Make Child Mothers Count	211	638	(849)	–	–
United Nations Population Fund (UNFPA)	–	22,937	(22,937)	–	–
Gaskell & Wilkinson	–	5,000	(5,000)	–	–
Community programme					
EC Daphne – ACCESS	(8,100)	22,282	(14,400)	218	–
DCSM/Lloyds Bank	–	69,363	(49,363)	–	20,000
London Councils	–	49,938	(49,938)	–	–
London Borough of Ealing	–	9,750	–	–	9,750
Greenwich Council	–	7,805	(7,805)	–	–
National Lottery–Coronavirus Community Support	–	92,500	(92,500)	–	–
National Lottery Community Fund	(3,523)	124,304	(120,781)	–	–
MOPAC – Prevention & Action EHP	–	48,816	(48,816)	–	–
London Community Response Fund – Coronavirus	–	5,523	(5,523)	–	–
Charities Aid Foundation	–	55,900	(55,900)	–	–
Youth programme					
City Bridge Trust	–	45,527	(33,527)	–	12,000
Act for Change	–	55,000	(55,000)	–	–
Esmee 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