

Company Registration Number 01921508  
Charity Number 292403



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

**FINANCIAL STATEMENTS**

**31 MARCH 2025**



**GOLDWINS**

Chartered Accountants

75 Maygrove Road, West Hampstead, London NW6 2EG

**FOUNDATION FOR WOMEN'S HEALTH RESEARCH AND DEVELOPMENT  
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YEAR ENDED 31 MARCH 2025**

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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 2025.

**Charity registration number:** 292403

**Company registration number:** 01921508

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**THE TRUSTEES AS AT 31 MARCH 2025**

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

**Senior Management Team**

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

**Bankers**

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

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

## **1. Introduction**

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

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

### **1.1 Objects and Mission Statement**

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

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

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

### **1.2 FORWARD's Vision and Mission**

#### **Our Vision**

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

#### **Our Mission**

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

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

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

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

#### **Our Strategic "E" Goals**

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

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

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

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

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

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

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

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

## 2. How We Work

### 2.1. What drives our work

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

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

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

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**2.2. How we deliver on our strategic goals**

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

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

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

- **Business Development and Strategy** - this new work stream is in line with our new strategic goal to strengthen organisational resilience. It focuses on supporting our business development processes, our fundraising and our advocacy work, as well as the monitoring and evaluation of all business processes and programme delivery.
- **Programmes and Support Services** - the unit responsible for our specialist community support services, youth engagement and partnership working. This year, FORWARD's community programme was active in 25 London boroughs, engaging with new partners in London and continuing to support a long-term partner in Bristol. In addition, we also carried out partnership work in four African countries.
- **Technical Training and Commissioning Services** - a newly revamped team that consolidates all the training programmes provided by FORWARD, to strengthen their impact, while also seeking access to unrestricted funding through commissioned training and research services.
- **Central Operations Office** - provides general organisational support to all teams and ensures that they have the relevant human, administrative, financial and resource capacity to deliver effective programmes. Additionally, the team has oversight over our organisational policies and provides governance support.

**2.3. Our programme activities**

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



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**How we deliver our work**



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**2.4. Who benefits from our services?**

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

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

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

**2.5. Public Benefit**

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

**3. Achievements and Performance in the Year**

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

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

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



**FORWARD**

**IMPACT IN  
NUMBERS:  
2024-2025**

## OUTCOME OF FGM POLICY



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

## WOMEN AND GIRLS REACHED

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

## PARTNERSHIPS AND REACH

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

## ADVOCACY AND INFLUENCE

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



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

### **Influence the policy agenda on violence against African women and girls**

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



**Ministerial Roundtable at the Foreign, Commonwealth & Development Office**

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

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



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

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

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

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

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

### END FGM European Network: Launch of the Purple Chair Podcast

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

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



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

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

### **Q-SEED-A Founders' Leadership Programme**

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

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

### **Essex University Knowledge Transfer Partnership (KTP) Initiative:**

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

### **Collaboration between FORWARD and Imperial College London**

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

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

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

#### **TuWezeshe Akina Dada Programme**

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

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

#### **Planting Seeds of Change in Ghana: TuWezeshe Global Leadership Training**

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

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

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



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## Spotlight 1:

### **Hajer Adrwish's Journey – 2024 TuWezeshe Fellow**

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



## Spotlight 2:

### **The African Women Leadership Forum**

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

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

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

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



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

### Specialist Support Services-Service Users Stories of Change

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

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

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

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

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

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

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

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

### **3.7. Collaborative Partners and Networks of FORWARD**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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**4. Financial Review**

**4.1. Overview of income and fundraising activities**

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

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

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

**4.2. Reserves policy and going concern**

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

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

The current reserves are as follows:

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

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

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## 4.3. Grant-making and fundraising

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

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

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

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





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**5. Our Future Plans**

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

1. **Engage decision makers-** provide evidence base to influence and engage key decision makers and explore the unfinished FGM policy agenda. A number of research studies are underway which will be finalised in 2025/26. We will initiate new work on faith, culture and VAWG to develop evidence to inform our policy work. Our advocacy work in Africa will focus on child motherhood issues.
2. **Educate professionals-** we plan to enhance our professional training and tailor our school-based advocacy and awareness work to suit different needs of professionals and communities. We will collaborate with University of Birmingham on a project to explore appropriate language to use in educational and campaign materials relating to FGM and help inform production of evidence-based guidance.
3. **Expand partnerships-** we will build on existing partnerships and target new partnerships especially with young women-led organisations, academics and funders to deliver better for women and girls. We plan to strengthen partnerships with the End FGM European Network and member organisations working with diaspora communities in Italy and Spain to share learning.
4. **Elevate young women-** scale up our young women's leadership training in the UK and in Africa and support existing Tuwezeshe Fellows who have set up organisations to strengthen their networks and organisations. We will support young women-led organisations we work with in Africa to build their systems and organisational capacity, providing funding and technical support. We are excited about strengthening our partnership work in Ghana with Tuwezeshe Global and ActionAid and expanding our young women's leadership training to a second region in Ghana. We will plan activities towards the 10<sup>th</sup> anniversary of the Tuwezeshe Programme in 2026. We will pilot our University Ambassadors Programme, UNIFied, in five London universities.
5. **Empower communities-** We will continue to provide specialist support services with a focus on trauma informed and survivor centred services through virtual and in person services. We will scale up our collaboration with Pan-London partners and build on the partnership with NHS services around community women's health, using community research and lived experience to share women's experience of accessing cancer services. We will build on our Community Champions Programme, including new 'Step Up' training to champions who have already been trained and set up a network of Community Champions.
6. **Enhance organisational resilience-** We will continue to prioritise our staffing and human resources development, particularly staff capacity, staff resilience and well-being, and consolidate our programme evidence and learning. Staff capacity and wellbeing and management were identified in our staff Away Day and senior staff surveys as areas that needed attention. Finally fundraising will be strengthened and scaled up with our new staff and systems to improve and diversify our income, develop policies on financial sustainability and resilience.

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## **6. Structure, governance and management**

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

### **6.1. The Board of Trustees**

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

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

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

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

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

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

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

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

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

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

Our current organisational structure is made up of

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

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**6.3. Related party transactions**

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

**6.4. Risk management**

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

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

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

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

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

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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**

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

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

.....  
Trustee - Dr Lisa Smith

15 November 2025

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

## **Opinion**

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

## **Opinion on financial statements**

In our opinion the financial statements:

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

## **Basis for opinion**

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

## **Conclusions relating to going concern**

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

## **Other information**

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

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



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

We have nothing to report in this regard.

## **Opinion on other matters prescribed by the Companies Act 2006**

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

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

## **Matters on which we are required to report by exception**

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

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

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

## **Responsibilities of the trustees**

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

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

## **Our responsibilities for the audit of the financial statements**

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

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

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procedures can detect irregularities, including fraud, is set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at

[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of our report**

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

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

**Foundation For Women's Health Research And Development (Limited By Guarantee)**  
**Statement of Financial Activities** (Incorporating An Income and Expenditure Account)  
**For the year ended 31 March 2025**

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

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

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

## Balance Sheet

Company no. 1921508

As at 31 March 2025

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

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

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

Dr Lisa Smith  
Treasurer

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

**For the year ended 31 March 2025**

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

## 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.



**1 Accounting policies (continued)**

**f) Fund accounting**

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

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

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

**g) Expenditure and irrecoverable VAT**

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

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

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

**h) Allocation of support costs**

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

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

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

**i) Operating leases**

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

**j) Tangible fixed assets**

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

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

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

**k) Debtors**

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

**1 Accounting policies (continued)**

**l) Cash at bank and in hand**

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

**m) Creditors and provisions**

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

**n) Financial instruments**

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

**o) Pensions**

The charity operates stakeholder pension scheme.

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

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

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

Notes to the Financial Statements

For the year ended 31 March 2025

3 Income from donations and legacies

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

4 Income from investments

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Investment income	7,640	–	7,640	7,652
	<b>7,640</b>	<b>–</b>	<b>7,640</b>	<b>7,652</b>

5 Income from charitable activities

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

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

Notes to the Financial Statements

For the year ended 31 March 2025

6 Analysis of expenditure

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

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

Analysis of expenditure (prior year)

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

**Foundation For Women's Health Research And Development (Limited By Guarantee)**  
**Notes to the Financial Statements**  
**For the year ended 31 March 2025**

**7 Net incoming resources for the year**

This is stated after charging / crediting:

	2025	2024
	£	£
Depreciation	5,650	10,502
Operating lease rentals:		
Property	22,272	22,272
Auditors' remuneration (excluding VAT):		
Audit	4,167	4,000
	<u>52,089</u>	<u>36,776</u>

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

Staff costs were as follows:

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

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

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

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

**9 Staff numbers**

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

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

**10 Related party transactions**

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

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

**11 Taxation**

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

**Foundation For Women's Health Research And Development (Limited By Guarantee)**  
**Notes to the Financial Statements**  
**For the year ended 31 March 2025**

**12 Tangible fixed assets**

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

All of the above assets are used for charitable purposes.

**13 Debtors**

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

**14 Creditors: amounts falling due within one year**

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

**15 Deferred income**

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

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

**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**  
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**17 Analysis of net assets between funds**

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

**18 Movements in funds**

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

**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)**  
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**Movements in funds (continued)**

**Purposes of restricted funds**

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

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

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

**Capacity Building:** FORWARD aims to strengthen coalition building within our partnerships to amplify their reach and community of experts working to end VAWG affecting African women and girls. Our work aims to enhance the capacity of partner organisations to deliver evidence-based programmes through equipping them with resources, tools and technical support.

Our Barrow Cadbury and Lloyds Bank Foundation funded Q-SEED-A Founders' Leadership pilot initiative, previously under our Youth Programme, has the overarching aim of increasing the resilience and capabilities of Global Majority (BGM) leaders in the criminal justice sector (CJS), through training and networking and enabling them to lead social change efforts at a time of great volatility and crises within the sector and help challenge and influence the CJS.

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

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

**20 Analysis of cash and cash equivalents**

	At 1 April 2024	Cash flows	Other changes	At 31 March 2025
	£	£	£	£
Cash in hand	604,439	(93,099)	–	511,340
<b>Total cash and cash equivalents</b>	<b>604,439</b>	<b>(93,099)</b>	<b>–</b>	<b>511,340</b>

**21 Operating lease commitments**

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

	Property		Equipment	
	2025	2024	2025	2024
	£	£	£	£
Less than one year	19,256	19,256	–	–
One to five years	29,928	49,880	–	–
	<b>49,184</b>	<b>69,136</b>	<b>–</b>	<b>–</b>

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



**Foundation For Women's Health Research And Development (Limited By Guarantee)**  
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**For the year ended 31 March 2025**

**22 Legal status of the charity**

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

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

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

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

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