

WOMANKIND WORLDWIDE

England & Wales · Charity number 328206

Details

Other names WOMANKIND (WORLDWIDE), WOMANKIND

Status Registered

Legal form Charitable company

Company number [02404121](#)

Registered 1989-07-25

Register [View on the Charity Commission register](#)

Contact

Address Womankind Worldwide
Shoreditch Exchange
Senna Building
Gorsuch Place
London

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Email finance@womankind.org.uk

Website www.womankind.org.uk

Activities

Objects: (1) TO RELIEVE THE POVERTY AND SICKNESS AND PRESERVE AND PROTECT THE MENTAL, PHYSICAL, SEXUAL AND EMOTIONAL HEALTH OF WOMEN IN ANY PART OF THE WORLD. (2) TO PROMOTE EQUALITY OF OPPORTUNITY BETWEEN WOMEN AND MEN IN ANY PART OF THE WORLD. (3) TO ADVANCE THE EDUCATION OF WOMEN IN ANY PART OF THE WORLD. (4) TO ADVANCE THE EDUCATION OF THE PUBLIC IN ANY PART OF THE WORLD IN SUBJECTS RELATING TO ECONOMIC CONDITIONS, MENTAL, PHYSICAL, SEXUAL AND EMOTIONAL HEALTH OF WOMEN AND MATTERS RELATING TO EQUALITY OF OPPORTUNITY BETWEEN WOMEN AND MEN THROUGHOUT THE WORLD.

Activities: Womankind Worldwide is a UK-based international development and women's rights organisation working to transform women's lives in Africa, Asia and Latin America, and to create lasting change for the future. We support women to transform their lives and their communities by working in partnership with women's rights organisations in Africa, Asia and Latin America.

Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Afghanistan
- Ethiopia
- Kenya
- Nepal
- Uganda
- Zimbabwe

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£6,242,271	£5,896,614	£5,173,355	34
2024-03-31	£5,146,566	£5,779,808	£4,847,897	30
2023-03-31	£5,694,576	£5,092,244	£5,322,055	25
2022-03-31	£5,919,327	£4,230,593	£4,707,577	25
2021-03-31	£6,275,486	£6,228,527	£3,018,843	23

Trustees

Name	Role	Appointed
Alison Stiby Harris		2023-03-15
Dumiso Gatsha		2023-03-15
Faith Nkatha		2025-03-31
Jasmine George		2025-03-31
Katie Ghose		2025-06-24
Lauren Dark		2023-03-15
Lusungu Kalanga		2023-06-08
Maria Andrisani		2025-06-24
Scheaffer Okore		2023-06-08
Tamara Palamakumbura		2023-06-08
Vanessa Rice		2023-12-13
Yasmine Bassili		2025-07-07

Linked charities

- [WOMEN AT RISK \(328206-1\)](#)

WOMANKIND WORLDWIDE

England & Wales - Charity number 328206

Accounts

WOMANKIND (WORLDWIDE)

A Company limited by guarantee

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025



Registered Company No: 02404121 (England and Wales)

Charity No: 0328206

WOMANKIND (WORLDWIDE)

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WOMANKIND (WORLDWIDE)

Company Registration 02404121 (England and Wales)

Charity Registration 328206

Trustees

Olga Ghazaryan	(Co-Chair, stepped down 24 June 2025)
Lusungu Kalanga	(Co-Chair)
Rebecca Olschner-Wood	(Vice-Chair)
Vanessa Rice	(Honorary Treasurer)
Alison Stiby Harris	
Dumiso Gatscha	
Faith Nkatha	(Appointed 31 March 2025)
Jasmine George	(Appointed 31 March 2025)
Jenny Jones	(Tenure ended 18 September 2024)
Katie Ghose	(Co-Chair, appointed 24 June 2025)
Lauren Dark	
Lubna Qunash	(Tenure ended 18 September 2024)
Maggie Baxter CBE	(Tenure ended 18 December 2024)
Maria Andrisani	(Appointed 24 June 2025)
Scheaffer Okore	
Siobhan Allen	(Tenure ended 18 December 2024)
Susana Leith Smith	
Tamara Palamakumbura	
Yasmine Bassili	(Appointed 7 July 2025)

Co-Chief Executive Officers

Dinah Musindarwezo	(Interim Co-CEO up to 2 June 2024)
Disha Sughand	(Interim Co-CEO up to 2 June 2024)
Sarah Masters	(Interim Co-CEO up to 2 June 2024)
Diana Njuguna	(Co-CEO, appointed 3 June 2024)
Disha Sughand	(Co-CEO, appointed 3 June 2024)

Registered Office Shoreditch Exchange, 97 – 101 Hackney Road, London E2 8JF

Bankers Lloyds TSB Bank plc, 3 99 Oxford Street, London WC1 2BU

Auditors HaysMac LLP, 10 Queen Street Place, London, EC4R 1AG

Investment managers CCLA, 1 Angel Lane, London EC4R 3AB

An Introductory Message from our Co-Chairs

Dear Reader,

When we envision a **feminist future** we see a world where women, girls, and people of all genders enjoy equal rights and freedoms. **A world where everyone lives and thrives with joy, choice and dignity.** It is a vibrant, collaborative and caring place.

Women's rights organisations and feminist movements are constantly building this future, with expertise, innovation and creativity.

But the **backlash against women's rights** and freedom is a persistent threat, happening in the context of **deepening global insecurity, shrinking civic space, and devastating funding cuts** - the biggest cuts since aid records began in 1960, in fact.

Anti-gender and anti-rights rhetoric are commonplace in some of the world's most powerful institutions. Feminist activists, organisations and movements are up against policy changes that threaten the safety and freedom of the women and girls they serve.

The reality is, over the past year **many feminist organisations** that provide support, safety and opportunities to women, girls and LBTQI+ communities **have had to close.** Our 46 partners in Afghanistan, Ethiopia, Kenya, Nepal, Zimbabwe and Uganda have managed to keep their doors open but **all of them are affected** by these multiple and intersecting crises.

In Afghanistan, the gender apartheid under the de facto Taliban authority continues. In July 2024 the Promotion of Virtue and Prevention of Vice (PVPV) law set out the legal framework to police women's dress, mobility, speech and behaviour. **In Ethiopia,** ongoing conflicts in Oromia and Amhara disrupt women's lives. Civil society organisations, particularly those addressing gender-based violence, face closure and government retaliation.

In Kenya, floods devastated communities amid a rising femicide and gender-based violence crisis. Protests against femicide and the 2024 Finance Bill brought thousands to the streets. **In Nepal,** activists highlighted alarming GBV rates during One Billion Rising commemorations in Kathmandu. Partners advocated for improved Integrated Election Bill inclusion ahead of 2027 elections.

In Uganda, civic space faces significant constraints through increased government repression and pressure from authorities has created fear and self-censorship. Women's council elections remain postponed due to funding shortages. **In Zimbabwe,** the Private Voluntary Organisations (PVO) amendment bill has severely restricted groups supporting women and LBTQI+ communities. 80% of women's human rights defender-led organisations are at high risk of deregistration under the new law.

For each of these contexts, Womankind has responded and stood firmly with our partners as they adapt – through flexible funding, feminist partnership, and collective advocacy.

For over 35 years, we have supported women's rights organisations and movements. We've grown and evolved in that time to become the feminist funder and advocate we are today. And for as long as we exist, we will never stop

evolving. Because that is what feminism means to us. Constantly adapting, reimagining, and evolving – all in the pursuit of joy, choice and dignity for women, girls and people of all genders.

As we reflect on our year – 1 April 2024 to 31 March 2025 – we are filled with feminist strength. In June 2024, Womankind appointed Diana Njuguna and Disha Sughand as its first Co-CEOs. This **transformative shift in our leadership structure** serves as a powerful embodiment of genuine feminist collaboration.

Womankind managed 99 projects and grants during the year and was **in partnership with 46 feminist organisations across six countries**. Our **three flexible funds** have powered strength, supported change and resourced feminist resilience and resistance. We've **joined with our partners in crucial global advocacy spaces** to get diverse feminist voices at the centre of decision-making processes.

In this year's impact report, you'll hear stories of the ways **grassroots movements are providing spaces of care, resistance and power for women and girls**. You'll hear how feminist activists are defending the rights of women, girls and LBTQI+ communities despite the unprecedented challenges they face. You'll see how our flexible funds are powering change in addressing gender-based violence, strengthening women's economic rights and women's leadership, climate justice, disability justice and land rights, among others.

Working with our feminist partners and allies brings clarity to our vision. Through witnessing what's possible when we join together in movements, we know one truth - now is not the time to bow to division or to lose hope. **Now is the time to rise up, join the movement and keep moving forward with feminist love, collective hope and courage for the future.**

We hope you'll join us.

In solidarity,

Olga Ghazaryan* and Lusungu Kalanga

Co-Chairs of Womankind Worldwide's Board of Trustees

*Olga Ghazaryan stepped down 24 June 2025 and Katie Ghose was appointed as Co-Chair.

About us

Who we are and what we do

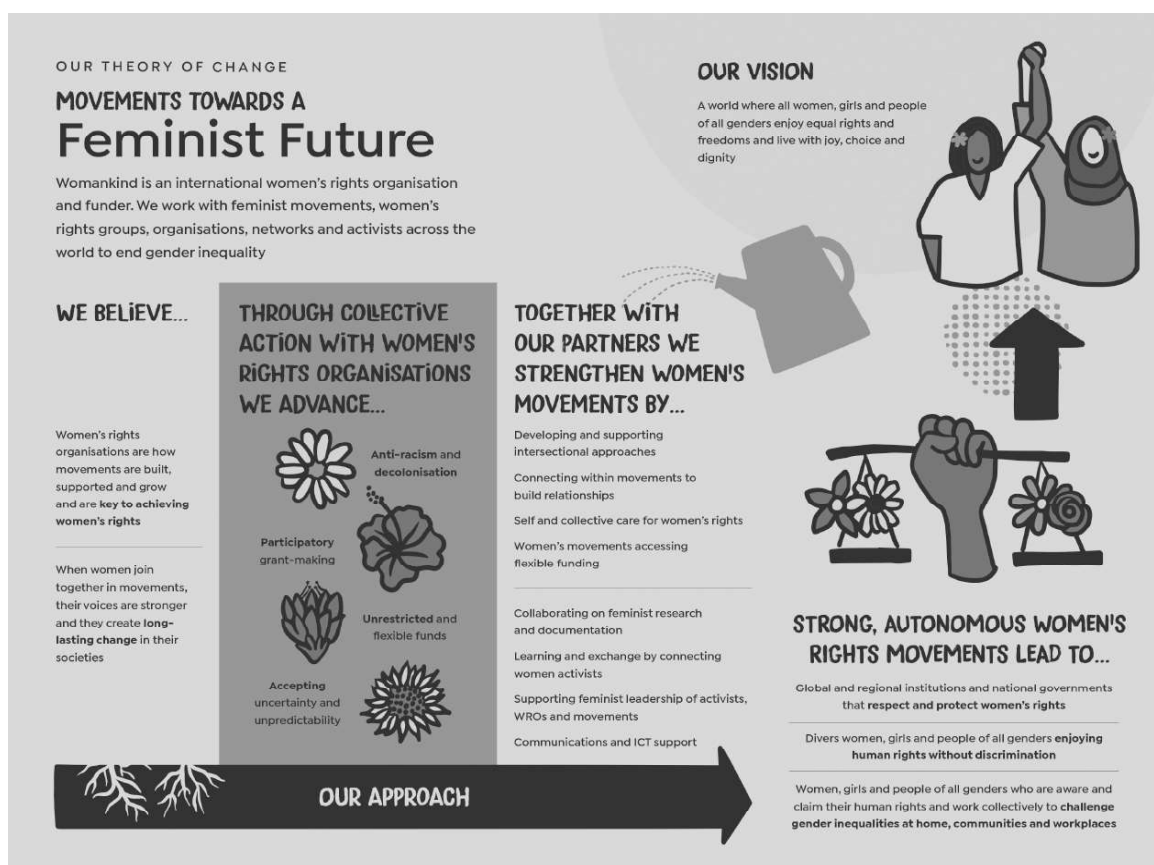
Womankind Worldwide is an international women's rights organisation and funder, working with women's rights organisations and groups and feminist movements across the world to end gender inequality.

We take collective action alongside women's rights organisations, feminist movements and activists in Eastern and Southern Africa and South Asia. We partner with these diverse movements, representing women in all their diversities, including women with disabilities, young women, Indigenous women and LBTQI+ women, to challenge inequality, at home, in communities and the workplace. We fund and strengthen these movements and advocate for change alongside them.

Through our distinctive feminist partnerships approach, we create space for diverse women and groups to come together as one to demand meaningful change. We aim to balance power and ensure our partner organisations are central to our decision-making.

Since we began over 35 years ago, we have worked with hundreds of women's rights organisations and millions of women and their families to change lives and communities. We have influenced governments and other decision-makers to commit to ending violence against women, enable women to gain economic independence and ensure their voices are heard.

Over the next decade the world around us will continue to change but our pursuit of equality and human rights for all remains unflinching.



Our Partners and where we work

Here's a look at where we work with our partners.



Our Achievements in 2024-25 and Future Plans



our year in numbers

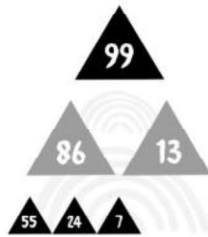
The world around us continues to change but our pursuit of equality and freedom for women, girls and people of all genders remains resolute. That's why Womankind funds and takes collective action with women's rights organisations, feminist movements and activists – together we're creating a feminist future.

In 2024/25, Womankind...



Worked in partnership with 46 organisations

In six countries – Afghanistan, Ethiopia, Kenya, Nepal, Uganda and Zimbabwe.



Supported 99 feminist initiatives

This included 86 grants and 13 projects. The 86 grants are made up of 55 HerVoice Fund Grants, 24 Strategic Grants, and 7 Movement Strengthening Fund grants.

We are increasing the number of grants year-on-year.

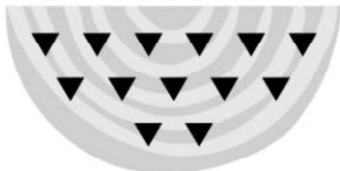


Funded 61 partners & grantees

through our projects and grants (35 partners and 26 informal groups) across 6 focus countries.



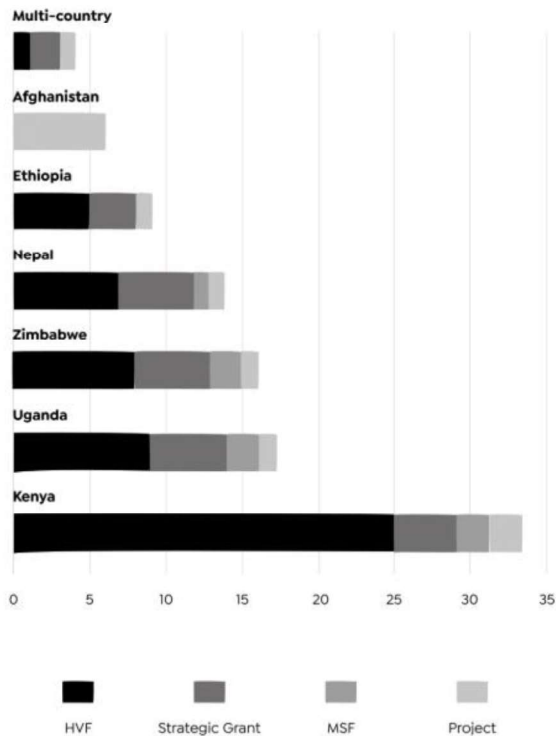
Funded women's rights organisations and feminist movements with £2,157,477.



Managed 13 projects.

- This included 3 multi-partner projects of Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) (funded by the Dutch MFA), WAVE II (funded by the ING Foundation) and the Collective Action to Realise Equality (CARE) project (funded by Comic Relief).
- 6 of the 13 projects are with Afghan partners, doubling the number of projects we funded in Afghanistan in 2023/24.

Number of projects/grants by funding type



At Womankind our Vision is... *a world where all women, girls and people of all genders enjoy equal rights and freedoms and live with joy, choice and dignity.*

Toward this Vision, we have a Strategy 2030: *Our Feminist Future*. Under this strategy we have five strategic goals:

- 1) Sharing power with partners
- 2) Influencing the agenda
- 3) Resourcing the revolution
- 4) Decolonising our practice
- 5) Valuing our team

Here are examples of how we worked towards our Strategy 2030: Our Feminist Future in 2024-25.

1) SHARING POWER WITH PARTNERS

Womankind's partnerships are built on sharing power and resources with diverse feminist organisations and movements. We believe that together, we have the power to create a feminist future.

Despite multiple challenges this year - legislative hurdles, civic space crackdowns, funding cuts, natural disasters, civil war and gender apartheid – our partners continued their critical feminist work.

Resilience in Polycrisis

In **Afghanistan**, partners continued to operate under the Taliban 'Vice and Virtue' Order which has rolled back 20 years of progress on women's rights. Despite the risks, Womankind is supporting partners to keep their doors open for Afghan women.

From April to October 2024, **Afghan Women's Network (AWN)** provided vocational training to 32 women in Deh Sabz, Kabul. The training offered the opportunity for women to build their skills and created a safe space for them to connect, support each other and build confidence. **Farageer** interviewed 200 women across Afghanistan and powerfully compiled their stories in their [Har Taraf Maruf report](#), **funded and supported by Womankind**. Farageer is using the report for high level advocacy including at a launch event at CSW69 in March 2025. The event created a rare space for direct engagement between Afghan women (inside the country and in exile) and UN representatives, diplomats and international allies. Farageer reaffirmed the vital message that Afghan women must be heard, not spoken for.

In **Uganda**, the Anti-Homosexuality Act was upheld by the Constitutional Court in April 2024. The act criminalises consensual same-sex relations, with punishment of up to life imprisonment or even the death penalty. As a LBQ organisation, **Freedom and Roam Uganda's (FARUG)** staff and community are facing direct, personal risks. But they are continuing to find ways to operate. FARUG were evicted from their office and had to close their sexual, reproductive and mental health drop-in centre. A **Strategic Grant from Womankind** [enabled them to buy a van](#), which they now use as a mobile office, hospital, therapy centre and meeting room all-in-one.

"This van can suffer! It does everything! It moves stuff around. We use it to work together or meet. It's taking people to health centres. We use it for emergency response. If people have been attacked, you can go pick them up. If they need medication, you can take it to them." Gloriah, FARUG

In **Kenya**, devastating floods hit in early 2024. In solidarity, Womankind launched an emergency appeal and sent **£35,000 of emergency funds to seven partners and feminist groups (Young Women’s Leadership Institute, Utu Wetu Trust, ICA Foundation, Feminist for Peace Rights and Justice Center, Coalition for Grassroots Human Rights Defenders, Badili Africa and Zamara Foundation)**. Partners used these funds for diverse grassroots interventions, including emergency relief, psychosocial support and protection, financial, business and digital literacy and feminist advocacy.

Our response to these polycrises reinforces Womankind’s commitment to sharing power and resources with partners. Across the examples we see that flexible grantmaking, accompaniment and a trust-based approach supports our partners to navigate challenges as they evolve.

Making Herstory through the Care Project



Honorable Chido Madiwa is from Honde Valley, Zimbabwe. During her term as a Member of Parliament for the Mutasa North constituency, she was supported by **Women’s Politics Support Unit (WiPSU) and Women’s Coalition of Zimbabwe (WCoZ) through the Collection Action to Realise Equality (CARE) project, in partnership with Womankind and funded by Comic Relief**. This built her capacity as an MP and she managed to change major laws in Zimbabwe.

“Growing up in Harare, I would see women face a lot of problems especially due to lack of economic resources. This

led them into early child marriages. Women were not able to send their children to school, couldn’t access good healthcare and there were issues of access to water. These issues motivated me to become a member of Parliament. I wanted to be in a position where I would make a change.

I started working as a member of Parliament in July 2017. While at it, I was appointed as a chairperson of the Portfolio Committee on Women which placed me in a position to do what I always wanted to do – making and changing laws at a higher level.

With the assistance of WiPSU and WCoZ, **I believe my success in Parliament was made possible because of the CARE project** which supported me to do what I thought was not possible. In my term, we managed to change the child marriage consent age from 16 to 18 and we also introduced the minimum mandatory sentence for rape of 15 years. We initiated this law together with WiPSU and WCoZ. It went through public hearings, then to Parliament and I was shocked when they said it is now law. I was so happy.”

Future Plans

- We will deliver **successful and compliant programme management and reporting** for our diverse projects portfolio including large scale initiatives such as Advancing Women’s Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) in Ethiopia, Kenya and Uganda funded by the Netherlands, Ministry of Foreign Affairs.
- As the Advancing Women’s Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) project in Ethiopia, Kenya and Uganda funded by the Netherlands, Ministry of Foreign Affairs, come to an end in May 2026, we will **pilot two resourcing advisors to support the resource mobilisation goals** for the partners in the three countries. This is in line with our commitment to sharing power and resourcing the revolution.
- We will launch new rounds of the Her Voice Fund and Movement Strengthening Fund and conclude the 2nd year of our Strategic Grants pilot. We will also carry out **a review of our flexible grant-making and partnership**, and learning from this process will inform our future grantmaking and partnership approaches.
- We will continue to implement recommendations from an organisation-wide accessibility and inclusion review and strengthen our work around language justice and disability inclusion.
- Roll out a series of **learning and collaboration spaces, co-created with Womankind partners**. These will focus on the impact of anti-gender backlash and feminist storytelling, among other topics. Identification and rollout of a new organisation wide CRM system which will be used for contact management, grant management and fundraising.

2) INFLUENCING THE AGENDA

When feminist voices are meaningfully heard, a future of joy, choice, dignity, safety and freedom for all becomes possible. Together with our partners, we are influencing a transformative, feminist agenda and demanding change and justice. We spotlight trends in violence against women and girls, women’s participation and leadership and women’s economic rights. We advocate for decision-makers and governments to change laws and policies. We weave and amplify feminist stories.

Calling For Change in Technology-Facilitated Gender Based Violence

Tech-Facilitated Gender-Based Violence (TFGBV) is on the rise. This type of violence manifests in various ways including cyberstalking, doxing and harassment. There is an urgent need to create policies and digital spaces that truly protect women and girls, in all their diversities, from TFGBV.

That’s why during this year’s 16 Days of Activism, Womankind took action and launched a policy brief on TFGBV, calling for immediate, coordinated action to end TFGBV and create sustainable change.

This research revisits and expands Womankind’s analysis of TFGBV and was informed by feminist participatory action research. Focusing on Afghanistan, Ethiopia, Kenya, Nepal, Tanzania, Uganda, and Zimbabwe, the brief called for **immediate legal and policy reforms, stronger protections for women and girls online, and enhanced accountability from tech companies, policymakers, and state actors**. It emphasised the importance of survivor-centred, inclusive approaches that actively engage civil society, particularly grassroots women’s rights organisations. Through the digital campaign, Womankind raised awareness about TFGBV and drove legislative, administrative, and societal changes that protect women and girls from digital abuse.

Expanding the feminist knowledge base on TFGBV is a crucial part of Womankind's role as an advocate in the global movement.

Global Convenings for Feminist Change

Women's human rights remain under constant threat from conservative, populist, and fundamentalist forces. This underscores why **women's rights organisations must safeguard hard-won gains in key advocacy spaces**, as anti-rights and anti-gender movements continue to undermine progress and shrink civic space worldwide.

The Commission on the Status of Women (CSW69) was held in New York in March 2025 against the backdrop of the 30th anniversary of the [Beijing Declaration and Platform for Action \(BDPfA\)](#). CSW69 revealed that whilst there has been progress, there is still a long way to go in achieving gender equality.

At CSW69, Womankind engaged in advocacy, co-hosted events with partners, and contributed to policy dialogues that reflect the priorities and voices of feminist movements. We disseminated a [BDPfA+30 Review Report](#), inspired by the knowledge and lived experiences of our partners, civil society organisations, feminists, and women's rights advocates. The report reinforced the positioning of Womankind and partners as agents of transformative change in relation to the realisation of the BDPfA.

Womankind **supported six partners from the AWESOME programme to attend**, collectively strategise, and form links. AWESOME partners co-created a parallel event and Womankind also co-planned other side events in partnership with, **FEMNET, FOWODE, Polycom Girls and Deaf Women Included (DWI)**.

Through the Women's Rights Caucus and UK NGO/CSW, Womankind **contributed to the CSW69 Agreed conclusions** ensuring that it represented the voice and priorities of women and girls. We mobilised supporters and drove accountability for Beijing+30 through social media.

The **Association for Women's Rights in Development (AWID) Forum** is a flagship global gathering. It brings together up to 3,500 feminist and gender justice advocates, activists, scholars, funders, and policymakers. Along with Womankind staff, **we supported 12 partners and 4 informal group participants to attend**. We used the space to facilitate learning and exchange, deepen solidarity and influence global funding practices.

We co-convened two impactful side events. In our first event, **Womankind supported cross-movement pollination and the enrichment of the corporate justice movement** through our event with [Feminists for a Binding Treaty collective](#) (F4BT). The session demystified the [UN Binding Treaty](#) (UNBT) process and connected corporate justice work with the day-to-day activism of attendees. With over 50 organisations in attendance, including diverse feminist collectives and UN bodies, the event contributed to growing the movement by welcoming 30 new organisational sign-ups. Diverse and underrepresented perspectives were integrated into the collective advocacy for a treaty to end corporate abuse. We continued our advocacy on corporate justice with a Corporate Justice Coalition Gender Briefing, which we co-developed. Here we shared and represented our partners' perspectives to the UK government and the UN.

The second event, **'Resourcing the Revolution: How Flexible Funding Leads to Autonomous Voices'**, spotlighted Womankind's three flexible funds and advocated for the transformative power of flexible funding in resourcing feminist movements. We demonstrated how feminist funding approaches rooted in care, trust, and solidarity can foster deeper relationships with allies and partners. We affirmed the legitimacy of decolonised feminist organising that elevates and centres the voices and leadership of grassroots movements. Partners used this platform to engage

in donor advocacy, and these efforts were reinforced by the dissemination of a learning brief, helping to inform and influence wider dialogue.

Future Plans

- We will continue to amplify Afghan women's voices and demands and raise their concerns with the UK government and before international bodies.
- We will consolidate learnings from Her Voice Fund grantmaking and use the learnings to improve our own trust-based grantmaking as well as to influence funders and the donor community.
- We will publish a research report on technology facilitated gender-based violence to capture the voice and lived realities of women and girls in our focus countries. We will use this to advocate for more preventive and responsive measures to address the issue.
- We will continue to leverage our position as a UK registered charity to directly influence the UK government via tangible policy calls linked to our thematic areas (Violence Against Women and Girls, Women's Economic Rights and Women's Participation and Leadership) and approaches (funding, movement strengthening and advocacy).
- Anchored in our thought leadership outputs, we will continue to contribute to the discourse on women's participation and leadership and Women's Economic Rights via an intersectional feminist and decolonial lens.

3) RESOURCING THE REVOLUTION

In the face of funding cuts and diminishing support for women's rights organisations and feminist movements, Womankind remains a committed feminist funder. We are continuing to provide flexible and core funding to our partners and grantees. The impact for women, girls and people of all genders when organisations are resourced this way is clear. Here's how our three flexible funds are powering the feminist revolution.

Her Voice Fund: Flexible Funding for Feminist Advocacy

Her Voice Fund (HVF) continues to lead the way in reimagining flexible funding as a strategy for resourcing the women's rights and feminist revolution.

In Cycle 4 we piloted funding for up to 2 years through a semi-closed call for applications. Grants were capped at £10,000 for informal group grantees and £20,000 for partners annually. 10 informal group grantees also received funds out-of-cycle for interventions including Kenya's emergency flood response.

Funds totalling £266,000 were sent to 21 organisations/groups in five focus countries. Grantees are working on initiatives addressing gender-based violence, women's economic rights, women's participation & leadership, climate justice, disability and land rights, among others. Here are some of the highlights from 2024-25:

She Decides Zimbabwe cultivated a new generation of young feminist leaders advancing sexual and reproductive health and rights (SRHR). 20 young women completed the *Feminist Academy*, gaining knowledge and advocacy skills to engage nationally, regionally, and across Africa. This advocacy initiative influenced parliamentary dialogue on reviewing the restrictive *Termination of Pregnancy Act*. The Campaigns such as *I Take A Stand* increased visibility, reduced stigma, and normalised public dialogue on safe abortion. These efforts amplified voices of adolescent girls, sex workers, LGBTQI+ persons, and HIV-impacted communities, ensuring inclusivity and intersectionality. There was **impact in the** shifts in social and political norms, stronger solidarity, and Zimbabwe's increased participation in global feminist advocacy.

With the HVF Grant, **Feminist for Peace, Rights and Justice Centre (FPRJC)** based in Kenya advanced intergenerational feminist organising, media activism, and community mobilisation. They had 36 adolescent girls who received mentorship, 20 young women gained financial literacy training and 20 volunteers were trained to strengthen grassroots action. Over 1 million people reached through podcasts, radio, social media, dialogues, and feminist murals. These challenged harmful norms, sparked public reflection, and fostered solidarity. Intergenerational mentorship strengthened continuity within the women's rights movement, while advocacy for recognition of femicide as a distinct crime advanced legal protections and accountability for survivors. Through coalition work as co-convenor of WILD FEMINIST and membership in Reproductive Justice Watch, FPRJC amplified local struggles at the national level, building stronger feminist alliances and creating spaces for collective advocacy, story-sharing, and institutional accountability.

In Uganda, **Mentoring and Empowerment Programme for Young Women (MEMPROW)** championed second-chance education and the reintegration of child mothers in Pakwach district. Through running teacher trainings, advocacy walks, and radio campaigns raised awareness of re-entry policies and safeguarding. 31 district leaders engaged in an inception meeting, embedding feminist priorities in education policy and over 300 community members participated in sensitisation activities. The community barazas and dialogue with cultural/religious leaders rooted advocacy in local structures. This led to strengthened alliances, reduced stigma for young mothers, revived the *District Education Ordinance*, and embedded gender-responsive policies for systemic change.

Fresh International based in Nepal, deepened feminist movement-building and legal literacy initiatives. They were able to produce a *26-episode Justice Junction podcast* on GBV and legal rights, alongside six workshops and digital campaigns, reaching 55,000+ people. They also created multilingual advocacy tools and a legal literacy booklet, extending community outreach. Two local feminist groups were formed in Madhesh Province, ensuring sustainability of grassroots organising. This led to stronger activist networks, intergenerational dialogue, and expanded platforms for storytelling and legal rights awareness.

Movement Strengthening Fund

The Movement Strengthening Fund is about investing in the relationships and processes that sustain and grow feminist movements that are inclusive, intersectional, political and caring. Over five years, we have granted £434,430 through 34 grants to 23 partners in Nepal, Ethiopia, Kenya, Uganda and Zimbabwe. In 2024-25 we launched Cycle 4, which granted £121,244 in 8 grants. Here are some highlights from 2024-25.

Deaf Women Included (DWI) in **Zimbabwe** used their grant to address the exclusion of women and girls with disabilities from the broader Zimbabwean feminist movement. DWI held an **interactive feminist dialogue**, creating stronger feminist collective power and breaking down barriers separating those with disabilities and those without.

Polycom Girls in Kenya created intergenerational dialogues between 250 younger and older activists. The dialogues set the tone for intentional, powerful relationships between younger and older feminists so that wisdom is harnessed to sustain the Kenyan feminist movement. Polycom is now implementing the follow-up MSF initiative called **FEMInspire**, which connects younger and older feminists through structured mentorship spaces.

'Receive blessings from us as elders for what you have done for us today. Be the remnants who make the women's movement real'-Dr Christine Sadia. [Passing the Baton](#)

Mitini Nepal used their MSF grant to establish a provincial level LBQ Women's Alliance. This alliance enabled Mitini to create a unified platform for LBQ women across all 7 provinces of Nepal to work collaboratively to share their needs, advocate for their rights and address issues often overlooked by broader LGBTI and feminist movements.

Young Women's Leadership Institute (YWLI) in Kenya used their MSF grant to give a specific focus to self and collective care in organising spaces. YWLI directly supported activists involved in the march against femicide in January 2024. YWLI provided a refreshing and detoxifying space for young feminists to unwind, reflect and recharge.

Strategic Grants Catalysing Change

Through the **Strategic Grants (SG) pilot**, we are providing **two-year core funding grants of £15,000-£30,000 to 24 partners across five countries**. One year in, partners have used funds to cover a **huge range of needs and activities**. What this shows is that relatively small investments, when timely, flexible, and rooted in trust, can catalyse powerful change. Here are some highlights from 2024-25:

Core operating costs

From covering rent and salaries, to mental health support, SGs have supported organisations to keep operating:

- **Nepal Disabled Women's Association (NDWA)** secured funding from United Nations Trust Fund by covering fees for a consultant.
- **Women's Coalition of Zimbabwe (WCoZ), Polycom and Sankalpa** hired consultants to develop their strategies
- **Ethiopian Women with Disabilities Association (EWDNA)** provided wheelchairs, canes and crutches to disabled women and children.

Movement and Alliance Building

Partners were able to participate in international movement and network building spaces (like CSW, AWID, Beijing +30 Africa Regional Meeting).

- The **Mentoring and Empowerment Programme for Young Women (MEMPROW)** hosted their own event - an intergenerational convening on digital literacy as well as learning exchanges with staff and students.

Advocacy and Communications

Many partners used the grant to organise and participate in advocacy spaces and organise campaigns.

- **VOW Media** produced animated videos shown on TV, giant screens and in movie theatres to raise awareness on girls rights.
- **The Center for Domestic Violence Prevention (CEDOVIP)** organised the Purple Ribbon campaign to raise public awareness and change societal attitudes toward GBV.

Projects, Programmes and Service Delivery

Partners piloted new initiatives to support economic and climate resilience:

- **FEMPRIST** expanded their existing project, Another Chance, which engages women to expand on skills they learnt while incarcerated to start small businesses.
- **Mitini Nepal** were able to provide economic support to elders in the community.

Emergency Response

Partners provided protection and medical care to their communities.

- **SIHA Network's** provision of housing, counselling and medical treatments for women in conflict areas
- **DWI** provided access to abortion in Zimbabwe.

- **WIPC** provided mental health support for frontline activists in Uganda.

Future Plans

- Following a full review of our financing strategy in 2024, alongside the wider organisational strategic review processes, we will incorporate recommendations to ensure robust financial planning to 2027. This will include working with colleagues across the organisation to implement a new Customer Relationship Management system.
- We will use in-person policy and philanthropy spaces including the UN CSW and the SKOLL Forum to showcase Womankind, and our partners' work alongside building relationships with funders and advocating for flexible funding.
- We will support our partners in East Africa with their fundraising by piloting local Resourcing Advisors based in Ethiopia and Kenya/Uganda.
- We will work alongside our International Women's Day Gala Committee to develop a sustainable plan for future Gala events and host an in-person event to build relationships with donors.
- We will further develop and optimise our online fundraising offering and email appeal programme to strengthen our relationships with online supporters and strengthen our wider fundraising appeals and newsletter mailings to our long-term individual regular donors.
- We will collaborate with communications colleagues to use key moments through the year such as International Women's Day to increase brand awareness amongst existing and prospective donors, spotlighting the work of our partners and the women leaders and activists with whom they work.

4) DECOLONISING OUR PRACTICE

This year, we further deepened our commitment to ensuring our feminism is decolonial. We continued to learn, adapt and grow as an anti-racist organisation and ensure that a decolonised practice spans across our work.

Feminist and decolonial grantmaking

"Flexible funding like that from Womankind is not just supportive, it is radically necessary. In a world that often demands we flatten our work into outputs and log frames, this kind of funding dares to trust our knowledge. It meets us where we are, holds space for what we carry, and stretches to match the complexity of feminist and queer organising." (MWA Kenya)

In working towards our 2030 vision, we are committed to grantmaking that is feminist and decolonial. This type of funding ensures that women's rights organisations can focus on doing the work they have defined that drives impact and quickly adapt to shifts in their contexts.

In 2024, Womankind organised our first **Flexible Funding Convening** in Kenya. The convening brought together grantees of all three funds based in Kenya to envision the utopia of feminist funding, discuss the challenges to feminist movement building and share what they are learning from flexible funding. In response to grantee feedback, we've rolled out several good practices, such as:

- Facilitating a webinar prior to each fund opening so applicants can ask questions before drafting their applications.
- Holding start-up calls with each grantee to discuss queries and expectations.

- Creating a bespoke due diligence process for grassroots groups which enables them to access funding without formal registration or organisational structures.

While we've made a lot of progress in making our flexible funds clear, accessible, and responsive to our partner's needs, there is still work to do. We're continuously working to deepen our feminist and decolonial funding practices and incorporate grantee feedback. This includes further streamlining our application forms and processes to ensure partners know which fund to apply for, and don't waste time putting together an application if they don't meet the criteria for a given fund. We're also reviewing grant cycles to ensure that partners have plenty of notice about all funding opportunities in advance and can plan accordingly.

Anti-racism at our core

We are actively reimagining and replenishing our anti-racism commitments, ensuring they remain a living, integral part of how we work.

In our 2024/25, we welcomed two new trustees, embedded in national and regional women's movements, one based in Kenya and one in India. This further embeds our commitment to diversity, inclusion and shared leadership. Our governance is shaped by our partnership's community, ensuring decisions are informed by lived and contextual experiences.

In this year, we have undertaken continued work around growing our feminist culture to ensure that our impact in the world mirrors the values we stand for. As we reckon with our past, we know that deep cultural transformation takes time and must be lived every day. Our ongoing approach is:

- Emergent and holistic – spanning individual, interpersonal, institutional, and ideological levels.
- Values-based and feminist – rooted in anti-racism, decolonisation, and inclusivity.
- Organic and relational – building on what works, learning from what doesn't, and addressing conflict constructively.

Future Plans

- We will ensure that anti-racism and decolonisation remains key to all aspects of the delivery of our organisational strategy.
- We will continue to raise the consciousness of staff and trustees on anti-racism and decolonisation through our Organisational Culture Working Group with external support.
- We will continue to ensure that staff based in the UK and in Kenya have equitable terms and conditions, by improving our structures and systems in line with best practice.
- We will implement the recommendations from our recent Accessibility & Inclusion Audit to ensure that Womankind becomes a more accessible and inclusive organisation for staff, trustees, partners and external stakeholders.

5) VALUING OUR TEAM

Our team are based across the UK and Kenya. Our trustees are based in multiple locations. Together we all share a vision of a feminist future and we collaborate with each other and our partners every day to achieve it.

A Year of Co-Leadership

In June 2024, Womankind appointed Disha and Diana as its first Co-CEOs. This marked a significant shift in leadership structure. It reflects Womankind's commitment to embed decolonial practices, while embracing the power of shared leadership and the richness of diverse perspectives. By deliberately moving away from hierarchical models of

leadership that have historically dominated organisational structures, Womankind is demonstrating its commitment to decolonising our practice and creating more inclusive systems of governance.

The co-leadership model serves as a powerful embodiment of genuine feminist collaboration, founded upon principles of mutual respect, sustained equity in decision-making processes, deep-rooted trust in shared capabilities, meaningful engagement with intersectionality in practice, and an authentically shared feminist vision to guide organisational actions and decisions.

“For us, co-leadership represents a paradigm shift in leadership and decision-making. It’s not just about sharing responsibilities; it’s about modelling a feminist collaboration based on mutual respect, equity, trust, intersectionality, and a shared feminist vision.

Our commitment to feminist principles and values is central to our vision. By championing these values, we will realise our feminist future and our vision: A world where all women, girls, and people of all genders enjoy equal rights and freedoms, living with joy, choice, and dignity.”

- Diana Njuguna and Disha Sughand

Future Plans

- We will develop a Wellbeing Strategy for all staff which offers opportunities and options to support wellbeing and is suitably resourced.
- We will continue our work to grow our feminist culture to create a joyful, values-driven organisation. This work will center on repair and healing, shifting our culture, and embedding feminist values in everything we do. The work will also focus on improving our systems and practices, ensuring we are a supportive and inclusive workplace.
- We will continue to host our annual residential Feminist Futures Week where staff from all locations connect in person to build strong working relationships.

Fundraising Performance

2024-25 was the third year of our Financing Strategy 2022-27 (developed with colleagues, partners and trustees) which aims to build a stable and diverse income base for Womankind with more unrestricted, core, flexible and long-term funding to reach our partners. This year saw us further increase the proportion of unrestricted income vs restricted from 63% in 2023/24 to 71% in 2024/25. This shift is in line with our aspirations within both our financing strategy and wider organisational strategy.

This strategy also aims to build our partners’ knowledge, contacts and experience of fundraising so that they can better access more long-term quality funding directly, themselves. In addition, we are striving for our fundraising to be anti-racist and to ensure that we are not portraying the people we and our partners work with and for as victims.

Once again, this year our passionate supporters inspired us with their generosity, flexibility and determination, reinforcing their commitment to Womankind and our partners.

We were delighted that our annual International Women’s Day fundraising Gala event continued to go from strength to strength thanks to the incredible generosity of guests on the night and unwavering commitment of our volunteer Gala committee. The event in March 2025 raised over £1.3million for Womankind and our partners’ work.

Following the devastating roll back of women’s rights in Afghanistan in recent years, we have developed an online fundraising campaign to raise awareness in the UK of the ongoing reality of daily life for women in Afghanistan and recruit new individual donors to Womankind.

We continue to work across statutory and institutional donors, trusts and foundations and corporate donors to advocate for long-term, core and flexible funding for women's rights organisations and feminist movements. During the last year we have seen both new and existing supporters commit to supporting our flexible funds.

2024/25 was a significant year for legacy income for Womankind linked to the wider boost in UK bequest numbers as a result of HM Courts & Tribunals Service (HMCTS) reducing the backlog of estates waiting for grants of probate.

Financial Review

The Charity achieved total unrestricted and restricted income of £6,242,272 (2023-24: £5,146,566). The increase in the year was mainly due to a combination of an unexpected increase in legacies (increase of £874k), and a planned increase in government grants (increase of £314k). Our funding sources are diverse and include donations from individuals, legacies, trusts and foundations, and companies, as well as key grants from the Netherlands Ministry of Foreign Affairs. 72% of all income received in 2024-25 was unrestricted compared to 63% in 2023-24 and 59% in 2022-23.

Our expenditure for the year was £5,896,613 (2023-24: £5,779,808). This increase in spend was due to a combination of increased strategic grants under Eliminating Violence (c.£75k), and slightly increased staff costs (c.£61k) being offset by lower costs under Economic Empowerment (c.£54k).

The charity continues to focus on delivering more for our partners and monitoring its cost base and resources to ensure spending is in line with income forecasts.

Fund balances at the end of the year amounted to £5,173,355 (2023-24: £4,847,897). Included in this is unrestricted funds amounting to £4,683,064 (2023-24: £4,462,025) and restricted funds amounted to £490,291 (2023-24: £385,872).

Reserves Policy

Womankind is a charity financed mainly by donated income. By its nature, the income is variable as the propensity to donate is affected by many factors outside the control of the charity. The Trustees therefore review the reserves regularly to ensure that there are adequate funds to enable us to:

- React to any unexpected adverse impact to our finances and cover any potential future liabilities.
- Provide uninterrupted delivery of the charity's objectives to meet the needs of current and future partners, regardless of short to medium term fluctuations in income and expenditure.

The charity operates within a Reserves Policy which is reviewed as part of the charity's budgeting and planning processes. Our current policy is to retain a healthy balance of free reserves which would allow Womankind to cover core costs over a period between 3 and 6 months. For the year 2025/26 this equates to a range of £768,309 to £1,536,617.

The Trustees consider that a sufficient level of free reserves for the organisation is between £0.77m - £1.54 million of unrestricted expenditure and agreed to hold free reserves of this level. The position will be considered annually to ensure that reserve levels remain relevant to the operating environment of the charity.

Free reserves represent unrestricted general funds, excluding restricted and designated funds. Our free reserves as of 31 March 2025 are therefore valued at £1,531,840 (2023-24: £1,196,827). Trustees are confident that the charity continues to be solvent.

Designated Funds

In 2018-19 the Charity received a very generous legacy of over £2m from a supporter. It was agreed by the Board of Trustees that these funds would be held in a separate, designated fund. These funds are designated for specific use in advancing Womankind's strategic priorities. The Board agreed that funds at the year-end above our reserves threshold in General Fund will be transferred to Designated Funds. As a result of this agreement £1,110,000 has been transferred to our Designated Funds on 31 March 2025.

On establishing this Designated Fund, the Board of Trustees approved a list of projects to build momentum behind Womankind's new strategy to 2030 and must, in the main, be transferred to our Partners. A small proportion of our designated fund is also used to strengthen Womankind organisationally, including in relation to sustainability.

An annual review of the proposed spend on designated funds is prepared by the Senior Management Team and approved by the Board as part of the budgeting ahead of the start of the year. A list of projects funded from the designated funds is noted under note 18 of the financial statement.

During the year Womankind spent a total of £1,223,974 (2023-24: £974,948), and on 31 March 2025 the total designated fund was £3,151,224 (2023-24: £3,265,198).

Investment Policy

In 2022/23 the board reviewed the cashflow requirement of the Charity and approved to move £1.2m which was held in the deposit account to invest in the Ethical Funds managed by CCLA. At this time Womankind undertook due diligence on various investment options ahead of selecting CCLA to be our investment managers. CCLA is an ethical investment house. Investments held are reviewed regularly by SMT, and CCLA attend our Board meeting once a year to update Trustees on the current investments and future landscape. The investment policy has been reviewed during the year.

Foreign Exchange Policy

It is our policy to hold funds in the currency in which those funds are provided by donors and manage FX differences when payments are transferred to partners. Womankind do not hedge against currency fluctuations or currently attempt to predict movements in exchange rates.

How Womankind is run

Management and Governance Structure

Womankind Worldwide is a charitable company limited by guarantee. It was incorporated on 13 July 1989 and registered as a charity on 25 July 1989. In November 2013, the Board of Trustees revised and approved the Articles of Association.

A Board of Directors (the trustees) governs Womankind Worldwide. The Board is responsible for the overall policies and strategic direction of the charity, along with its financial and legal probity and appointment of trustees. They prepare and approve the Annual Report and financial statements in accordance with UK accounting standards and to comply with FRS102 Charities Statement on Recommended Practice.

The Board met 4 times in 2024-25. These meetings were conducted as hybrid meetings combining in-person attendance with participation by video link, on Zoom. Day-to-day operational management is delegated to the Co-CEOs across the period, supported by the Senior Management Team. There is one committee, the Finance & Resources Committee (FRC), chaired by the Honorary Treasurer. The FRC meets quarterly to consider policy, review progress against targets and undertake an assurance and monitoring role focusing on the areas of finance, organisational resources (including human resources) and risk management ultimately making recommendations to the Board. It reviews financial controls, risk, investment and reserves policies regularly and oversees the audit process. Trustees are also called upon by the staff when their own particular skills, experience and expertise is useful to operational activities.

Recruitment, induction and training

New trustees are recruited through open advertisement. All trustees are interviewed to ensure that the Board has the balance of skills and experience required to govern the charity and oversee delivery of the organisation's vision, mission and strategic aims, including two trustees who also sit on our annual fundraising gala committee. This includes the recruitment of trustees based in our focus regions, in recognition of the importance of expertise and experience from the Global South in the governance and direction of the charity. This will become even more important as we carry on implementing our new strategy to 2030. New trustees have a full induction which includes meeting key staff members and familiarisation with key policies. They also undergo additional training for example on charity governance, safe-guarding and financial scrutiny.

Remuneration policy

Pay for all staff, is reviewed annually based on UK cost-of-living data. In 2022-23, an extensive benchmarking exercise was carried out based principally on XpertHR benchmarking data on salary and benefits for charities registered in the UK, to ensure that Womankind's salaries at all levels were fair, in relation to the sector. Womankind's salary scales are based on this data for every level of employee, including the key management personnel consisting of the Co-CEOs and Senior Management Team. This benchmarking exercise is next planned during 2026-27 and will include a consideration of how to benchmark for salaries of staff based outside the UK, to ascertain whether Womankind's salaries have remained fair, equitable and competitive and to indicate and make adjustments to our pay scales where necessary.

Wider network

In June 2014, the Charity Commission directed that the charity called Women at Risk ('the linked charity') be treated as forming part of Womankind (Worldwide). The effect of this link means that this single set of accounts includes balances and transactions for Women at Risk. Women at Risk does not undertake any operations, and any donations made to Women at Risk are included in Womankind (Worldwide) unrestricted income.

Womankind Worldwide Inc. is Womankind Worldwide's sister organisation based in the US which holds 501(c)3 status. A Board of Directors (who are US citizens), governs Womankind Worldwide Inc. and they are supported by a Company Secretary. They use the Womankind (Worldwide) logo and licence to fundraise in the US for Womankind (Worldwide)'s work, allowing US citizens to support our work tax-effectively. Womankind Worldwide Inc. files annual tax returns to the Internal Revenue Service.

Public Benefit Statement

Womankind (Worldwide)'s objectives, as set out in its Memorandum and Articles, are to:

- Relieve the poverty and sickness and preserve and protect the mental, physical, sexual and emotional health of women in any part of the world;
- Promote equality of opportunity between men and women in any part of the world;
- Advance the education of women in any part of the world;
- Advance the education of the public in any part of the world in subjects relating to economic conditions, mental, physical, sexual and emotional health of women and in matters relating to equality of opportunity between men and women throughout the world.

In reviewing our aims and objectives and in planning our future activities, the trustees confirm that we have referred to the Charity Commission's guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives of the charity. Details of activities to further public benefit are set out throughout this report.

Risk Management

Risk management is an integral part of the governance of the charity. We take care to understand and address key risks in order to mitigate and manage their likelihood and impact. We have a risk appetite statement which is critical component of our governance framework, providing clear guidelines on the types and levels of acceptable risks for Womankind. Risk registers are kept which log principal risks and steps taken to mitigate them at different levels of the organisation. Larger projects each have their own risk register which captures, analyses and monitors mitigation of operational risks. The Senior Management Team review the risk register quarterly with the strategic level risk register being reviewed by the full Board. In addition, the Co-CEOs share the full risk register with the Finance & Recourses Committee each quarter, for their review and input. The Senior Management Team considers major risks and mitigating actions on an ongoing basis, as part of their decision-making.

The following high-level risks were identified and are managed through this process:

1. Strategy does not deliver demonstrable impact. This would lead to reputational damage, loss of confidence of key stakeholders in our focus countries and internationally, and failure to replicate and expand our activities.
This risk was mitigated by maintaining a clear, well documented evidence base relating to our theory of change, investing in technical development inputs to our projects and maintaining a strong focus on learning. Our quarterly Stories of Change serve as internal reflection points for all staff, helping to track progress and adapt where needed. As well as annual external evaluation survey from our partners to guide us on assessing if we are working towards our strategy and what needs to be adapted and pivoted.
2. Negative global geopolitical shifts and the rise of anti-rights movements targeting women's rights, the increasing backlash against gender equality in many parts of the world, coupled with regressive changes in

international development policy, poses a serious threat to the progress of the work that Womankind and our partners are doing.

In response, we have strengthened our advocacy and influencing efforts, positioning ourselves as a thought leader within the global women's rights ecosystem. We continue to advocate consistently for feminist principles, the protection and advancement of women's rights, and increased support for women's rights organisations globally.

3. Political context in the UK including in relation to changes in UK international development policy – shift in the ODA and decline in the UK economy, reduces income from traditional funding sources.

We carried out a review of our Financing Strategy 2022-27 (which focuses on stability and diversification of income rather than growth) and have begun implementing recommendations and adaptations which respond to a changing funding landscape.

4. Partner wellbeing is impacted as a result of inadequate vulnerable adult and/or child protection in our partnership programmes. This could lead inter alia to serious harm to vulnerable adults and/or children, legal action and reputational damage.

We review our safeguarding and safeguarding related policies and procedures annually and undertake awareness raising and training for staff and trustees, in order to mitigate this risk. We also provide support on policy and practice in relation to safeguarding to our partners organisations.

5. Regulatory or legal action due to failure to comply with legislation. This could lead to loss of confidence by partners, donors, staff and other stakeholders.

We have developed a medium-term Financial Management Strengthening Plan in order to monitor uptake of recommendations made by our Auditors and strengthen our systems and processes in line with the requirements of our new strategy. This plan is regularly monitored and adapted by the Senior Management Team and the Finance & Resources Committee of the Board of Trustees. In relation to non-financial risk, we routinely monitor developments in fundraising regulation, data protection and Charity Commission requirements, in order to ensure compliance, as well as legal requirements such as those pertaining to intellectual property and employment law, for example. In relation to updates and changes regarding international staff employment, we seek legal and HR advice to determine a course of action to remain compliant.

In May 2024, Womankind formally ended our partnership with the National Union of Women with Disabilities of Uganda (NUWODU) under the AWESOME project. This was communicated to all parties involved. The reason for termination was due to outstanding internal governance, financial and management matters that were not resolved. Whilst Womankind cannot provide NUWODU financial support and they are not a formal partner, we remain open in our communications and encouraging solutions to support them as they build the organisation back up.

6. Reputation impacted by association when diversifying our income sources (individuals and organisations who may not be well aligned with our values). This could result in negative media and publicity affecting key supporter groups and in turn to withdrawal of funding and other forms of support.

To mitigate this risk we reviewed and launched our Donations Acceptance Policy which will help us in assessing potential donors and partnerships against our ethical policies and values and against external risks. This approach was reviewed in depth as we implement our anti-racism pledge, Funding Charter and Financing Strategy, in order to meet the needs of our wider organisation strategy 2022-2030.

Grant Making Policy

During 2024-25, Womankind's grant making provided several types of high-quality funding available to partners and informal groups. This approach allows us to leverage our partnership model and fill previously identified gaps in the

feminist funding landscape, for example in relation to advocacy, and movement strengthening. At its core, our grant making offers different types of well-aligned and complementary funding. In 2024-25 this included:

- Flexible Funds: Flexible funds to support partners and informal groups to further their advocacy (Her Voice Fund), to support partners for movement strengthening and building (Movement Strengthening Fund); and core funding to partners to deliver their missions and respond flexibly to their local context (Strategic Grants)
- Project Grants: Restricted funding raised by Womankind in collaboration with partners to support specific projects and programmes or in response to strategic opportunities.

For Womankind's project grants that are from restricted funds there is an agreed framework and budget in place following detailed assessments of the projects. Before making a grant, Womankind completes an appraisal of the project or work and the proposed partner organisations, including in relation to due diligence. Grants are managed through specific agreements with partners, which set out the conditions of the grant, including narrative and financial reporting requirements and when disbursements will happen.

Womankind is currently undertaking a comprehensive review of our grant making and partnership approach to ensure alignment with sector best practice and fit with our strategy, size and organisational aspirations. A team of consultants was contracted to carry out this work in 2024-25 and a full report and recommendations will be finalised in Q2 2025-26. Recommendations from their report will inform development of Womankind's grant making strategy and an update to our partnership approach.

Womankind's approach to fundraising

Our supporters are an integral part of Womankind's community - in terms of their financial support and the role they play in sharing our values, spreading the word and challenging us to work in a more feminist way. We are committed to being fully transparent and accountable about how their generous gifts are used.

Alongside our commitment to supporters, Womankind also wants to ensure that our fundraising and financing is anti-racist and that we are not perpetuating international development stereotypes that portray people in the countries where we focus our work as victims or without agency. We therefore fundraise in line with our Funding Charter, a set of principles designed in consultation with staff, trustees and our partners, which aim to guide our aspirations for our fundraising and financing to ensure we meet our feminist, anti-racism and decolonising aims.

We are registered with the Fundraising Regulator and follow the Code of Fundraising Practice, including the policy on dealing with vulnerable people.

We keep up to date on changing regulation and ensure we comply with it by changing processes where necessary. We welcome feedback from supporters and regularly use it to improve our fundraising.

In the year ending March 2025, we worked with 7 fundraising agencies and with 6 consultants on particular fundraising initiatives. We worked closely with all of these to ensure they adhered to the Code of Fundraising Practice and where relevant, the policy on dealing with vulnerable people. We received 4 complaints about our fundraising which we responded to in a timely fashion – this represents 0.0003% of all fundraising contacts made during the year.

During 2025 we received sponsorship for our Fundraising Gala event from Fitch Ratings, Goldman Sachs International, Park Square Capital LLP, Simpson Thacher & Bartlett LLP, Weil, Gotshal and Manges LLP and White and Case LLP.

Statement of Trustee Responsibilities

The trustees, who are also directors of Womankind Worldwide for the purposes of company law, are responsible for preparing the Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102, the financial reporting standard applicable in the UK and Republic of Ireland.

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practices (SORP), Accounting and Reporting by Charities:
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether appropriate accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a 'going concern' basis, unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

So far as each of the trustees is aware at the time the report is approved. There is no relevant audit information of which the charitable company's auditors are unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Guarantees

Members of the charitable company (the trustees) guarantee to contribute an amount not exceeding £1 to the assets in the event of winding up. The trustees have no beneficial interest in the charitable company.

Auditors

On 18 November 2024, the company's auditor changed its name from Haysmacintyre LLP to HaysMac LLP. The auditors, HaysMac LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Small companies note

The report of the trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime, provided by section 415A of the Companies Act 2006.

Approved by the trustees on 24 September 2025 and signed on their behalf by:

Lusungu Kalanga – Co Chair

Vanessa Rice – Honorary Treasurer



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMANKIND (WORLDWIDE)

Opinion

We have audited the financial statements of Womankind (Worldwide) for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken during the audit:

- the information given in the Trustees' Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report have 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 charitable company and its environment obtained during the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 24, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern

basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to charity and company law applicable in England and Wales and fundraising regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to fraud in income recognition and management override of controls. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness; and
- Challenging assumptions and judgements made by management in their accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Tracey Young (Senior Statutory Auditor)

For and on behalf of HaysMac LLP, Statutory Auditor

Date: 27 November 2025

10 Queen Street Place

London EC4R 1AG

Womankind (Worldwide)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 £	Unrestricted £	Restricted £	2024 £
Income from:							
Donations and legacies	2	4,067,385	148,838	4,216,223	2,860,032	640,864	3,500,896
Charitable activities	3a	-	1,599,026	1,599,026	-	1,285,217	1,285,217
Other trading Activities	3b	414,000	-	414,000	338,300	-	338,300
Investments	4	13,023	-	13,023	22,153	-	22,153
Total income		4,494,408	1,747,864	6,242,272	3,220,485	1,926,081	5,146,566
Expenditure on:							
Raising funds	5	1,399,184	-	1,399,184	1,294,521	-	1,294,521
Charitable activities							
Eliminating Violence against Women	5	1,159,280	667,563	1,826,843	993,111	758,517	1,751,628
Increasing Women's Civil & Political Participation	5	1,154,621	664,879	1,819,500	1,036,983	792,025	1,829,008
Economic Empowerment	5	540,084	311,003	851,087	512,905	391,746	904,651
Total expenditure		4,253,169	1,643,445	5,896,614	3,837,520	1,942,288	5,779,808
Net income/(expenditure) for the year	7	241,239	104,419	345,658	(617,035)	(16,207)	(633,242)
Unrealised Gain on Investment		(20,200)	-	(20,200)	159,084	-	159,084
Transfer between funds	18	-	-	-	-	-	-
Net movement in funds		221,039	104,419	325,458	(457,951)	(16,207)	(474,158)
Reconciliation of funds:							
Total funds brought forward		4,462,025	385,872	4,847,897	4,919,976	402,079	5,322,055
Total funds carried forward		4,683,064	490,291	5,173,355	4,462,025	385,872	4,847,897

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
The Appended notes form part of these Financial Statements

Womankind (Worldwide)

Balance sheet

Company no. 02404121

As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Intangible assets	12		-		-
Tangible assets	13		30,953		17,325
Investments	14		1,351,030		1,371,231
			<u>1,381,983</u>		<u>1,388,556</u>
Current assets:					
Debtors	15	1,525,071		924,566	
Cash at bank and in hand		3,437,965		4,100,332	
Cash at bank Women at Risk		17,727		51,224	
		<u>4,980,763</u>		<u>5,076,122</u>	
Liabilities:					
Creditors: amounts falling due within one year	16	(1,189,391)		(1,616,781)	
Net current assets			<u>3,791,372</u>		<u>3,459,341</u>
Total net assets			<u>5,173,355</u>		<u>4,847,897</u>
The funds of the charity:					
Restricted income funds	18		490,291		385,872
Unrestricted income funds:					
Designated funds	18	3,151,224		3,265,198	
General funds	18	1,531,840		1,196,827	
Total unrestricted funds			<u>4,683,064</u>		<u>4,462,025</u>
Total charity funds	18		<u>5,173,355</u>		<u>4,847,897</u>

The financial statements of Womankind Worldwide have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The financial statements were approved and authorised for issue by the trustees on 24/9/2025 and signed on their behalf by:

03/10/2025
Co Chair

Vanessa Rice
Honorary Treasurer

Womankind (Worldwide)

Statement of cash flows

For the year ended 31 March 2025

	Note	£	2025 £	£	2024 £
Cash flows from operating activities	19				
Net cash (used in) operating activities			(671,502)		(963,995)
Cash flows from investing activities:					
Interest from investments		13,023		22,153	
Purchase of fixed assets		<u>(37,385)</u>		<u>(4,100)</u>	
Net cash (used in)/provided by investing activities			(24,362)		18,053
Change in cash and cash equivalents in the year			(695,864)		(945,942)
Cash and cash equivalents at the beginning of the year			<u>4,151,556</u>		<u>5,097,498</u>
Cash and cash equivalents at the end of the year	20		<u><u>3,455,692</u></u>		<u><u>4,151,556</u></u>

1 Principal Accounting policies

Basis of preparation

Womankind (Worldwide) is registered in England and Wales with registered office address of Shoreditch Exchange, Gorsuch Place, 97-101 Hackney Road, London E2 8JF.

The Company registration number is 02404121 and the Charity number is 328206.

These financial statements are prepared on a going concern basis, under the historical cost convention.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Statement of Recommended Practice (SORP 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Companies Act 2006. The financial statements have been prepared in pound sterling, which is the functional currency of the charity. Monetary amounts in the financial statements are rounded to the nearest pound.

Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern for the foreseeable future. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on donations as well as income levels received to date in the financial year 2025-2026. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties which would affect the going concern status of the Charity. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

The principal accounting policies adopted in preparation of the financial statements are set out below.

a) Income

All income is included in the SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability. All income is classified between restricted and unrestricted. Womankind receives significant income from Donations and Legacies including from individuals, major and corporate donors. Regular donations from individuals are recognised when received, as is any associated gift aid.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within Grant income. Grants are credited to the SOFA when the charity is entitled to the funds. Entitlement to grants income maybe subject to performance conditions in which case it could be classified as performance related grants and recognized when performance conditions are met. Entitlement for projects for longer than a year, this will be assessed by the targets set up in the grant application.

Income is only deferred where there are time constraints imposed by the donor. For the performance related income or if the funding is performance related. Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

Grants are allocated in our SOFA reporting as follows:

- Grants supporting the core activities of the charity are included within donations and legacies.
- Grants that have condition to specific deliver charitable activity are included within income for charitable activities.

Womankind (Worldwide)

For the year ended 31 March 2025

Notes to the financial statements (continued)

i) Revenue Grants

Revenue grants including government grants are credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless they relate to a specific future period or performance conditions, in which case they are deferred.

ii) Grants for Fixed Assets

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.

b) Restricted funds

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 together with a fair allocation of management and support costs.

c) Unrestricted funds

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. The fund comprises the accumulated surpluses and deficits of unrestricted income and expenditure.

d) Designated funds

Designated funds are unrestricted funds that are earmarked for a particular purpose by the trustees. The notes to the accounts explain the purpose of designated funds at the discretion of the trustees in furtherance of the objects of Womankind Worldwide.

e) Expenditure

Expenditure is recognised in the period in which it is incurred, on an accruals basis. Expenditure includes attributable VAT which cannot be recovered. Expenditure is allocated to the activity where the cost relates directly to that activity. Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities together with associated support costs. Charitable expenditure is reported as it relates to work undertaken by the charity, being supporting partners to deliver the objectives of the charity.

Fundraising costs are the costs incurred by the charity in raising funds for our charitable work.

Support costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements and the requirements of good charity governance.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Governance costs and support costs are allocated to expenditure on charitable activities based upon estimated staff time spent under each activity.

f) Tangible Fixed Assets

Tangible Fixed Assets are recognised at cost less depreciation. Office equipment and software assets are capitalised if their value is £750 or over.

Depreciation is provided on office equipment at 25% on a straight line basis so as to write off the cost less estimated residual value of each asset systematically over its expected useful life. A full year's depreciation is charged in the year of purchase, regardless of the precise month in the year the asset was purchased.

Intangible Fixed Assets - Amortisation is recognised so as to write off the cost less their reduced values over their useful lives on the following basis:

Website costs - 5 years straight line

Womankind (Worldwide)

For the year ended 31 March 2025

Notes to the financial statements (continued)

g) Pension

The charitable company contributes to three defined contribution pension schemes for all staff, in UK, Kenya and Ireland. The assets of the schemes are held separately from those of the charitable company in independently administered funds. The pension cost charge represents contributions payable under the schemes by the charitable company to the funds. The charitable company has no liability under the schemes other than for the payment of those contributions.

h) Grants payable

Grants payable in furtherance of the charity's objects are attributed to the related classification heading in the SOFA:

- Grants payable from Restricted Funds are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the partner agreement. The related Income on Grants which will be used to cover these payments are recognised, in accordance with the charity's standard Income recognition policy. Partner agreements may be for longer than one year, but funding commitment are typically for a year's duration related to the delivery of the activities as set out in the agreement.

- Grants payable from Unrestricted (including Designated) funds are recognised as fully expended in the SOFA in the year the decision was made and communicated and liability for grants which are payable over future accounting periods is accrued in the year.

The projects are regularly monitored and reviewed. SMT retains the right to terminate grant commitments if they are not satisfied with the progress of the project during the monitoring and review process.

i) Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. These financial assets and liabilities are initially recognised at transaction value and subsequently measured at their settlement value.

The financial assets and financial liabilities of the Charity are to be reported as follows:

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.

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.

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.

Womankind (Worldwide)

For the year ended 31 March 2025

Notes to the financial statements (continued)

j) Employee benefit at termination

Termination benefits, including redundancy costs, are recognised when the Charity has an obligation to pay the benefits and they can be measured reliably.

k) Operating Leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

l) Critical estimates

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Income: Donations and legacies

	Unrestricted	Restricted	2025	2024
	£	£	Total	Total
			£	£
Gift Aid	234,582	-	234,582	213,835
Legacies	1,471,935	-	1,471,935	598,399
Individual Giving	1,966,166	-	1,966,166	1,966,827
Community and Events	29,635	-	29,635	24,760
Corporates	177,438	42,250	219,688	253,210
Major Donors	45,000	-	45,000	31,549
Trusts and Foundations	137,082	112,134	249,216	315,697
Others	-	-	-	96,619
	4,061,838	154,384	4,216,222	3,500,896
			2024	
	Unrestricted	Restricted	Total	
	£	£	£	
Gift Aid	213,823	12	213,835	
Legacies	446,621	151,778	598,399	
Individual Giving	1,931,642	35,185	1,966,827	
Community and Events	20,990	3,770	24,760	
Corporates	174,460	78,750	253,210	
Comic Relief	-	96,619	96,619	
Major Donors	21,760	9,789	31,549	
Trusts and Foundations	50,736	264,961	315,697	
	2,860,032	640,864	3,500,896	

Womankind (Worldwide)

For the year ended 31 March 2025

Notes to the financial statements (continued)

3a Income from Charitable Activities

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Government grants	-	1,599,026	1,599,026	1,285,217
	-	1,599,026	1,599,026	1,285,217
	Unrestricted	Restricted	2024 Total	
	£	£	£	
Government grants	-	1,285,217	1,285,217	
	-	1,285,217	1,285,217	

Government Grants: During the year Womankind received:

The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund £1,599,026 (2024: £1,285,217)

There were no unfulfilled conditions relating to this grant.

3b Income from Trading Activities

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Gala Event	414,000	-	414,000	338,300
	414,000	-	414,000	338,300
	Unrestricted	Restricted	2024 Total	
	£	£	£	
Gala Event	338,300	-	338,300	
	338,300	-	338,300	

4. Investment Income

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Investment Income	13,023	-	13,023	22,153
	13,023	-	13,023	22,153
	Unrestricted	Restricted	2024 Total	
	£	£	£	
Investment Income	22,153	-	22,153	
	22,153	-	22,153	

5. Analysis of expenditure

	Charitable activities						2025 Total £
	Cost of raising funds £	Eliminating Violence £	Political Participation £	Economic Empowerment £	Governance costs £	Support costs £	
Staff costs (Note 8)	443,402	346,808	364,846	200,753	150,128	324,696	1,830,633
Direct Charitable Staff costs (Note 8)	-	71,023	74,761	41,119	-	-	186,903
Direct costs -Grant Payable (Note 6)	-	910,057	874,386	373,035	-	-	2,157,478
Direct costs - Others	642,951	108,890	113,700	62,920	21,938	204,471	1,154,869
Staff Related Costs	-	-	-	-	10,824	300,597	311,421
Premises and Office costs	39,153	25,260	27,786	5,052	6,315	22,734	126,300
Organisational Development	10,176	6,565	7,222	1,313	1,641	5,909	32,826
Gains and Losses on Forex	-	-	-	-	39,204	-	39,204
Audit and Accountancy	-	-	-	-	33,224	-	33,224
Depreciation	-	-	-	-	23,757	-	23,757
	1,135,682	1,468,603	1,462,701	684,192	287,031	858,407	5,896,613
Governance Costs	66,030	89,770	89,409	41,822	(287,031)	-	-
Support Costs	197,472	268,470	267,391	125,074	-	(858,407)	-
Total expenditure 2025	1,399,184	1,826,843	1,819,501	851,088	-	-	5,896,613
Total expenditure 2024	1,294,521	1,751,628	1,829,008	904,651	-	-	5,779,808

Of the total expenditure £4,253,169 was unrestricted (2024: £3,837,520) and £1,643,445 was restricted (2024: £1,942,288).

Staff costs include £177,259 (2024: £141,664) of salaries paid to staff working on charitable activities funded by restricted funds.

During the year we maintained our investment levels in fundraising to test new income streams and generate additional income for future years.

Analysis of expenditure (prior year comparison)

	Charitable activities						2024 Total £
	Cost of raising funds £	Eliminating Violence £	Political Participation £	Economic Empowerment £	Governance costs £	Support costs £	
Staff costs (Note 8)	381,935	333,435	351,622	193,999	193,999	339,497	1,794,487
Direct Charitable Staff costs (Note 8)	-	40,449	42,236	23,373	-	-	106,058
Direct costs -Grant Payable (Note 6)	-	950,776	986,322	454,427	-	-	2,391,525
Direct costs - Others	598,664	65,120	67,996	37,628	8,268	208,227	985,903
Staff Related Costs	-	-	-	-	24,812	264,877	289,689
Premises and Office costs	25,580	16,503	18,153	3,301	4,126	14,853	82,516
Organisational Development	20,656	13,326	14,659	2,665	3,332	11,993	66,631
Gains and Losses on Forex	-	-	-	-	42,174	-	42,174
Audit and Accountancy	-	-	-	-	19,800	-	19,800
Depreciation	-	-	-	-	1,025	-	1,025
	1,026,835	1,419,609	1,480,988	715,393	297,536	839,447	5,779,808
Support costs	70,050	86,885	91,073	49,528	(297,536)	-	-
Governance Costs	197,636	245,134	256,947	139,730	-	(839,447)	-
Total expenditure 2024	1,294,521	1,751,628	1,829,008	904,651	-	-	5,779,808

Note 6: Grant Making

	Eliminating Violence £	Political Participation £	Economic Empowerment £	Total 2025 £
Afghanistan Country Focus				
Afghan Women's Network	11,667	11,667	11,667	35,001
Canada's Feminist Forum for Afghanistan	9,333	9,333	9,333	27,999
Kabul Orthopaedic Organization	5,000	5,000	5,000	15,000
Global Grant Programmes				
AWESOME	501,351	501,351	-	1,002,702
Her Voice Fund	141,987	141,987	141,987	425,961
Movement Strengthening Fund	41,715	41,715	41,715	125,145
Strategic Grants	163,333	163,333	163,333	489,999
Others	35,671	-	-	35,671
Grand Total	910,057	874,386	373,035	2,157,478

Note 6: Grant Making (prior year comparison)

	Eliminating Violence £	Political Participation £	Economic Empowerment £	Total 2024 £
Afghanistan				
Afghan Women's Resource Center	2,928	2,928	2,928	8,784
Afghan Women's Network	20,281	20,281	20,281	60,843
ETHIOPIA				
Siiqqee Women's Development Association (SWDA)	2,156	2,156	17,245	21,557
Global				
AWESOME	463,862	463,863	-	927,725
Her Voice Fund	164,984	164,984	164,984	494,952
Movement Strengthening Fund	213,926	213,926	213,926	641,778
Strategic Grants	30,754	30,754	30,754	92,262
Emergency grants - Nepal Earthquake	-	-	4,309	4,309
KENYA				
Polycam Development Project	51,606	-	-	51,606
NEPAL				
NDWA	279	-	-	279
UGANDA				
Women's International Peace Centre (WIPC)	-	10,236	-	10,236
ZIMBABWE				
Women's Coalition of Zimbabwe (WCoZ) inc WIPSU	-	68,194	-	68,194
Pakasipiti	-	9,000	-	9,000
Grand Total	950,776	986,322	454,427	2,391,525

7 Net income/(expenditure) for the year

This is stated after charging / (crediting):

	2025	2024
	£	£
Depreciation	23,757	1,025
Trustees' reimbursed expenses	-	-
Operating lease rentals:		
Property	66,344	47,779
Other	1,484	4,453
Auditors' remuneration (excluding VAT):	26,069	19,800
Other Fees	7,155	-
Foreign exchange losses/(gains)	39,204	42,174
	<u> </u>	<u> </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	1,764,369	1,490,346
Social security costs	153,190	235,308
Employer's contribution to defined contribution pension schemes	99,976	175,750
	<u> </u>	<u> </u>
	<u>2,017,535</u>	<u>1,901,404</u>

No termination payments were made in the current year (2024: £nil).

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2025	2024
	No.	No.
£60,000 - £69,999	2	2
£70,000 - £79,999	3	2
£80,000 - £89,999	1	2
£90,000 - £99,999	2	-
	<u> </u>	<u> </u>
	<u>8</u>	<u>6</u>

Remuneration of Key Management Personnel

	2025	2024
	£	£
Remuneration	790,807	635,826

The Key management personnel is made up of the senior management team, being the directors of 4 departments, and the Co-CEOs. The sum remunerated includes gross pay, employer's national insurance and employer's pension contributions.

Trustees reimbursed expenditure of £NIL (2024: NIL).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2024: NIL).

No trustees were paid for any services in 2025 (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.
Raising funds	7.6	6.3
Eliminating Violence Against Women	7.0	5.5
Increasing Women's Civil & Political Participation	7.4	5.8
Economic Empowerment	4.0	3.2
Support	5.6	5.6
Governance	2.6	3.2
	<u> </u>	<u> </u>
	<u>34.2</u>	<u>29.6</u>

10 Related party transactions

During the year Trustees have donated unrestricted £1,642 (2024:£21,014). Other related party transactions are remuneration of Key Management Personnel and reimbursement of expenses of Key Management Personnel's are disclosed in note 8 above.

11 Taxation

The charity is considered to pass the tests set out in paragraph 1, section 6 of the Finance Act 2010 and meets the definition of charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains, to the extent that it is applied exclusively to charitable purposes.

12 Intangible Fixed Assets

	2025 Total £
Cost or valuation	
At the start of the year	17,966
Additions in year Intangibles	-
	<hr/>
At the end of the year	17,966
	<hr/>
Amortisation	
At the start of the year	17,966
Charge for the year	-
	<hr/>
At the end of the year	17,966
	<hr/>
Net book value	
At the end of the year	-
	<hr/>
At the start of the year	-
	<hr/>

Intangible fixed asset costs relate to the creation of the charity's website.

13 Fixed assets

	Furniture and Fittings £	Computer equipment 2025 £	Total £
Cost or valuation			
At the start of the year	24,325	34,869	59,194
Additions for the year	0	37,385	37,385
Disposal in the year	(24,325)	(20,293)	(44,618)
	<hr/>	<hr/>	<hr/>
At the end of the year	-	51,961	51,961
	<hr/>	<hr/>	<hr/>
Depreciation			
At the start of the year	24,325	17,544	41,869
Charge for the year	0	23,757	23,757
Disposal in the year	(24,325)	(20,293)	(44,618)
	<hr/>	<hr/>	<hr/>
At the end of the year	-	21,008	21,008
	<hr/>	<hr/>	<hr/>
Net book value			
At the end of the year	-	30,953	30,953
	<hr/>	<hr/>	<hr/>
At the start of the year	-	17,325	17,325
	<hr/>	<hr/>	<hr/>

All of the above assets are used for charitable purposes.

14 Investments

	2025 Total £
Market value	
At the start of the year	1,371,230
Unrealised gains on investments	(20,200)
	<hr/>
At the end of the year	1,351,030
	<hr/>
Historic cost of investments	1,200,000
	<hr/>

Womankind (Worldwide)

Notes to the financial statements

For the year ended 31 March 2025

15 Debtors	2025	2024
	£	£
Trade debtors	130,700	220,577
Other debtors	21,256	84,017
Accrued income	1,325,050	559,319
Prepayments	48,065	60,653
	1,525,071	924,566

16 Creditors: amounts falling due within one year	2025	2024
	£	£
Taxation and social security	40,256	137,440
Trade creditors	164,672	306,576
Accruals - Partners Advances	942,705	1,117,479
Accruals - Others	41,758	55,286
	1,189,391	1,616,781

Movement in grant commitments during the year

At the start of the year	1,117,479	1,569,534
New grants charged to the SOFA	2,157,477	2,391,525
Grants paid in the year	(2,332,251)	(2,843,580)
	942,705	1,117,479

17 Analysis of net assets between funds 2025	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	1,381,983	-	-	1,381,983
Current assets	396,543	3,351,224	1,232,996	4,980,763
Creditors: amounts due within one year	(246,686)	(200,000)	(742,705)	(1,189,391)
	1,531,840	3,151,224	490,291	5,173,355

Analysis of net assets between funds 2024 (prior year)	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	1,388,556	-	-	1,388,556
Current assets	307,573	3,265,198	1,503,351	5,076,122
Creditors: amounts due within one year	(499,302)	-	(1,117,479)	(1,616,781)
	1,196,827	3,265,198	385,872	4,847,897

18 Movements in Funds Current year

	At the start of the year £	Income £	Expenditure £	Transfers £	Gains on investments £	At the end of the year £
Restricted funds:						
Corporate and Institutions						
Others - multiple donors	106,430	36,704	(110,323)	-	-	32,811
Her Voice Fund	-	112,134	(112,134)	-	-	-
AWESOME, Multi country	279,442	1,599,026	(1,420,988)	-	-	457,480
Total restricted funds	385,872	1,747,864	(1,643,445)	-	-	490,291
Unrestricted funds:						
Designated funds	3,265,198	-	(1,223,974)	1,110,000	-	3,151,224
General funds	1,196,827	4,494,408	(3,029,194)	(1,110,000)	(20,201)	1,531,840
Total unrestricted funds	4,462,025	4,494,408	(4,253,168)	-	(20,201)	4,683,064
Total funds 2025	4,847,897	6,242,272	(5,896,613)	-	(20,201)	5,173,355
Movements in Funds (Prior Year comparison)						
Restricted funds:						
Corporate and Institutions						
Others - multiple donors	41,787	428,743	(364,100)	-	-	106,430
Her Voice Fund	-	212,120	(212,120)	-	-	-
AWESOME, Multi country	360,292	1,285,218	(1,366,068)	-	-	279,442
Total restricted funds	402,079	1,926,081	(1,942,288)	-	-	385,872
Unrestricted funds:						
Designated funds	3,640,146	-	(974,948)	600,000	-	3,265,198
General funds	1,279,830	3,220,485	(2,862,572)	(600,000)	159,084	1,196,827
Total unrestricted funds	4,919,976	3,220,485	(3,837,520)	-	159,084	4,462,025
Total funds 2024	5,322,055	5,146,566	(5,779,808)	-	159,084	4,847,897

1. Others – multiple donors

- Freshleaf Foundation, Niniski Trust donations for the project Empowering Internally Displaced (ID) Women in Nekemte town to access their rights and build agency (Phase 1)
- Anonymous Donors for the project Economic empowerment of women in selected area through vocational training and functional literacy
- Anonymous Donors for the project Accelerating implementation of Kenya's 4 Generational Equality Forum Commitments
- Anonymous Donors for the project Accelerating implementation of Kenya's 4 Generational Equality Forum Commitments PHASE II
- The Big Give 2023 and Anonymous Donor: These grants were used for the project Bado Binti - Training & Community for Teen Mothers in Kenya
- The Big Give 2024: These grants were used for the project Access to Justice: Breaking the barriers of silence
- ING Foundation. The grants were used for the project Women's Advocacy for Voice and Empowerment (WAVE II) through inclusive platforms in Uganda. This project ended in September 2024.
- Comic Relief (CARE). The project ended in December 2024. This project supported the strengthening of the women's movement in Zimbabwe.
- Ministry of Foreign Affairs (MoFA). This relates to the AWESOME project which consists of 5 partners and Womankind within the consortium. This is a 5 year project with the core objective to strengthen the capacity and solidarity among WROs and DWROs to collectively challenge the unequal power relations that exist and perpetuate the cycle of poverty and gender inequality
- The Hewlett Foundation. These grants were used towards the Her Voice Fund project alongside Womankind's designated fund.
- Ministry of Foreign Affairs (MoFA). This relates to the AWESOME project which consists of 5 partners and Womankind within the consortium. This is a 5 year project with the core objective to strengthen the capacity and solidarity among WROs and DWROs to collectively challenge the unequal power relations that exist and perpetuate the cycle of poverty and gender inequality

Designated Funds

- The Designated funds held by Womankind primarily relate to the various Flexible funds (Movement Strengthening, Strategic Support, and Her Voice Fund) and several grants issued within Afghanistan. Each individual fund has a budget for grant making allocated factoring in the scope of activities in line with the organisational strategy.

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

	2025	2024
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	345,659	(633,242)
Depreciation charges	23,757	1,025
Interest and Investment income	(13,023)	(22,153)
Decrease in debtors	(600,505)	(84,945)
(Decrease)/increase in creditors	(427,390)	(224,680)
	<hr/>	<hr/>
Net cash (used in)/provided by operating activities	(671,502)	(963,995)
	<hr/> <hr/>	<hr/> <hr/>

20 Analysis of cash and cash equivalents

	At 1 April 2024	Cash flows	Other changes	At 31 March 2025
	£	£	£	
Cash at bank and in hand	3,689,292	(708,887)	-	2,980,405
Notice deposits (less than three months)	462,264	13,023	-	475,287
	<hr/>	<hr/>	<hr/>	<hr/>
Total cash and cash equivalents	4,151,556	(695,864)	-	3,455,692
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

21 Operating lease commitments

The charity has no future minimum lease payments under non-cancellable operating leases.

22 Legal status of the charity

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












WK accounts - FINAL 1.10.25


Final Audit Report


2025-11-27


Created:	2025-10-20
By:	Deirdre McCann (deirdrem@womankind.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAACQdp4N6CDiLHa0ZzONWbePYuhUNrApx


"WK accounts - FINAL 1.10.25" History


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2025-10-20 - 12:06:24 GMT
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2025-10-20 - 16:55:09 GMT
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2025-10-24 - 06:11:10 GMT
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2025-10-24 - 06:12:44 GMT
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2025-11-27 - 20:57:10 GMT

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2025-11-27 - 20:57:33 GMT

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2025-11-27 - 20:59:13 GMT

 Signer tyoung@haysmac.com entered name at signing as Tracey Young
2025-11-27 - 21:10:52 GMT

 Document e-signed by Tracey Young (tyoung@haysmac.com)
Signature Date: 2025-11-27 - 21:10:54 GMT - Time Source: server

 Agreement completed.
2025-11-27 - 21:10:54 GMT

WOMANKIND WORLDWIDE

England & Wales - Charity number 328206

Accounts

WOMANKIND (WORLDWIDE)

A Company limited by guarantee

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

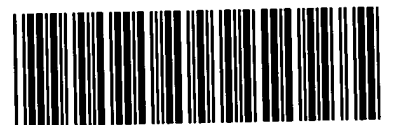


**Womankind
Worldwide**

Registered Company No: 02404121 (England and Wales)

Charity No: 0328206

THURSDAY



A5 ***ADEFANEO*** **#57**
24/10/2024
COMPANIES HOUSE

WOMANKIND (WORLDWIDE)

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WOMANKIND (WORLDWIDE)

Company Registration 02404121 (England and Wales)

Charity Registration 328206

Trustees

Olga Ghazaryan (Co-Chair, appointed 8th June 2023)
Lusungu Kalanga (Co-Chair, appointed as Co-Chair 27th March 2024)
Rebecca Olschner-Wood (Vice-Chair)
Vanessa Rice (Honorary Treasurer, appointed 13th Dec 2023)
Alison Stiby Harris
Dumiso Gatscha
Jenny Jones (Completed tenure as Honorary Treasurer 13th Dec 2023)
Lauren Dark
Lubna Qunash
Maggie Baxter CBE
Scheaffer Okore
Siobhan Allen
Susana Leith Smith
Tamara Palamakumbura
Roshana Arasaratnam (Completed tenure 28th September 2023)
Twasiima Patricia Bigirwa (Stepped down 31st Dec 2023)

Chief Executives

Caroline Haworth (CEO, retired post 30 June 2023)
Dinah Musindarwezo (Interim Co-CEO up to 2nd June 2024)
Disha Sughand (Interim Co-CEO up to 2nd June 2024)
Sarah Masters (Interim Co-CEO up to 2nd June 2024)
Diana Njuguna (Co-CEO, appointed 3rd June 2024)
Disha Sughand (Co-CEO, appointed 3rd June 2024)

Registered Office Shoreditch Exchange, 97 – 101 Hackney Road, London E2 8JF

Bankers Lloyds TSB Bank plc, 3 99 Oxford Street, London WC1 2BU

Auditors Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Investment managers CCLA, 1 Angel Lane, London EC4R 3AB

An Introductory Message from our Co-Chairs

Across the world, women's rights organisations and feminist movements are powering change for women, girls and people of all genders. In pursuit of joy, choice and dignity for all, it is courageous feminist activists that show up time and time again to do the work for liberation and justice. It is the organisations and movements they are part of that pave the way for transformative and sustainable change.

But the past year has presented extraordinary challenges for this vital work. Under Taliban rule, gender apartheid has reemerged in Afghanistan, with women and girls stripped of their rights and freedoms in almost every area of their lives. There was a sharp rise in femicide cases in Kenya and anti-rights agendas grew in popularity in Uganda and across other governments globally. When we see this injustice and suffering playing out, we know it can feel impossible to see a way through.

Still, there is hope. From defending women's land rights in Uganda, to supporting women with disabilities in Nepal to heal from violence. From creating safe spaces for women in elections in Zimbabwe, to ensuring the voices of Afghan women's rights defenders are heard in international spaces. From intersectional collaboration within the women's movement in Ethiopia to supporting girls to stand up to sexual harassment in Kenya. Womankind and our partners are addressing the multiple ways that women, girls and people of all genders experience oppression. **Together, we are paving the way for a feminist future.**

Powered by solidarity, expertise and collaboration, Womankind and our partners continue to nourish and strengthen the diverse feminist ecosystem required to reach these visions.

In 2023/24 we continued moving towards our ambitions as a women's rights organisation and funder. We're proud to have supported feminist organisations, local groups and movements across 90 projects and grants. This included 71 flexible grants through the Movement Strengthening Fund, Her Voice Fund and Strategic Partner Support Grants. This was also the first year that we were able to fund partners in Afghanistan and began implementing our new Afghanistan Strategy. In addition, we continued bringing people into the Everyday Feminism conversation, showing the power of everyday feminist actions in contributing to change, however small.

As we continue to see examples of leaders putting profit over people, Womankind recognises this as a pivotal moment of demonstrating the power of transformative feminist co-leadership. In April 2024, we introduced our two Co-CEOs, Diana Njuguna based in Kenya and Disha Sughand based in the UK. This new feminist co-leadership journey is rooted in our core values of sharing power and decolonising our practice. Diana and Disha will exercise feminist leadership principles such as equity, intersectionality, accountability and collaborative decision making. We also stepped into our collaboration as the Co-Chairs of Womankind's Board of Trustees. We are galvanised by our vision of a future of joy, choice and dignity for women, girls and people of all genders. Together with the Womankind team, trustees, partners and community of donors and supporters, we remain committed to creating a world where everyone enjoys equal rights and freedoms.

In the year ahead, we look forward to co-creating, collaborating and imagining with our partners across our focus countries. Together, we will continue to advocate for and strengthen our movements through flexible funding, feminist partnership, advocacy and innovative programmes. Our work together will continue to address violence against women and girls, advance their economic rights and nourish their leadership and participation.

In our trustees' report you will see examples of how we are working towards our vision of a feminist future. You will hear stories of the transformative impact that our work with women's rights organisations and feminist movements is having for women and girls. And like us, after seeing what's possible when we join in feminist solidarity, we hope you'll be inspired and re-energised in your commitment to equality and joy for everyone.

In solidarity,

Olga Ghazaryan and Lusungu Kalanga
Co-Chairs of Womankind Worldwide's Board of Trustees

About us

Who we are and what we do

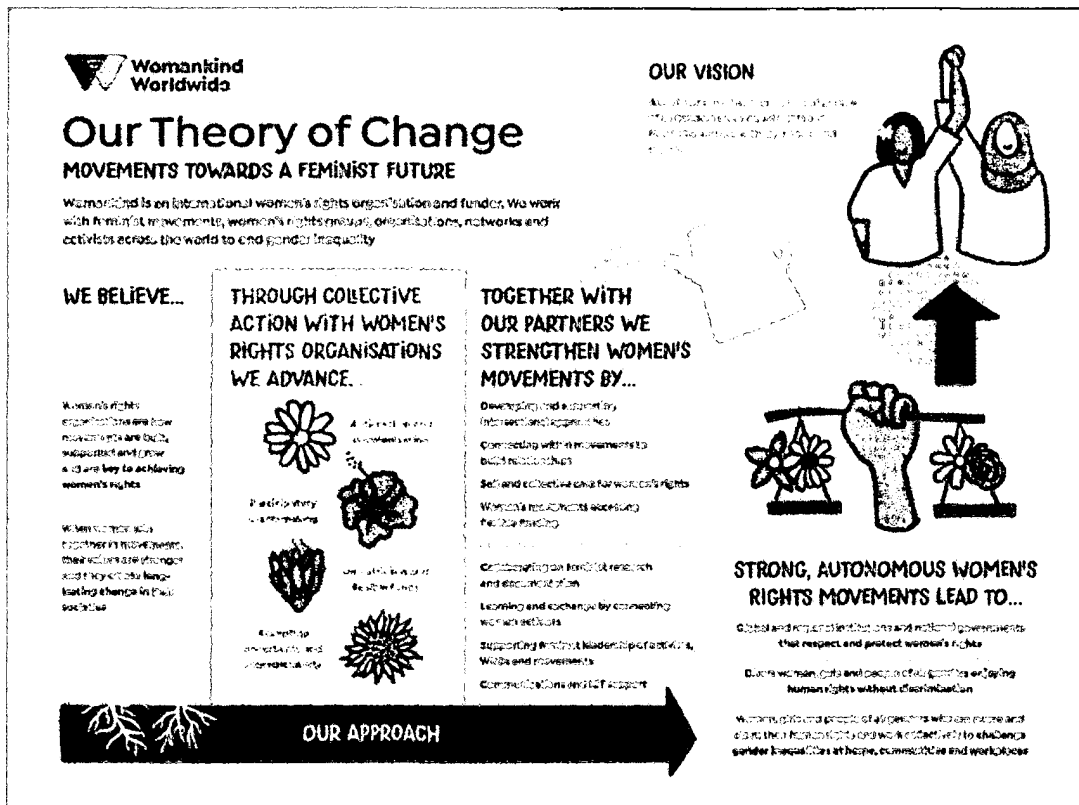
Womankind Worldwide is an international women’s rights organisation and funder, working with women’s rights organisations and groups and feminist movements across the world to end gender inequality.

We take collective action alongside women’s rights organisations, feminist movements and activists in Eastern and Southern Africa and South Asia. We partner with these diverse movements, representing women in all their diversities, including women with disabilities, young women, Indigenous women and LGBTQI+ women, to challenge inequality, at home, in communities and the workplace. We fund and strengthen these movements and advocate for change alongside them.

Through our distinctive feminist partnerships approach, we create space for diverse women and groups to come together as one to demand meaningful change. We aim to balance power and ensure our partner organisations are central to our decision-making.

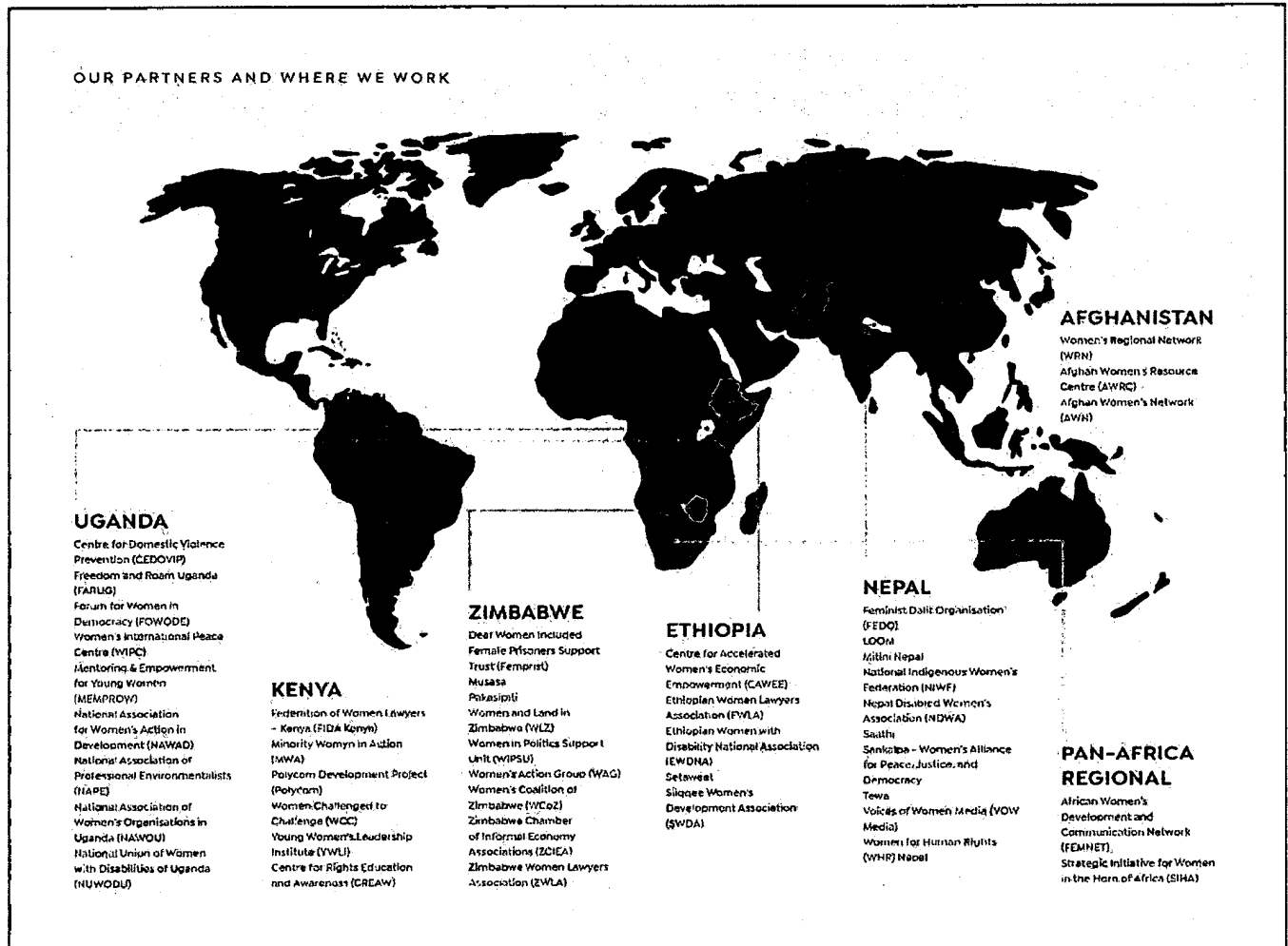
Since we began over 35 years ago, we have worked with hundreds of women’s rights organisations and millions of women and their families to change lives and communities. We have influenced governments and other decision-makers to commit to ending violence against women, enable women to gain economic independence and ensure their voices are heard.

Over the next decade the world around us will continue to change but our pursuit of equality and human rights for all remains unflinching.



Our Partners and where we work

Here's a look at where we work with our partners.



*Afghanistan - we have a new strategy supporting women's rights organisations and women human rights defenders in Afghanistan and in exile.

Our Achievements in 2023-24 and Future Plans

Our year in numbers

2023/24 was an expansive year for Womankind. We stepped further into our work as a feminist funder and we continued to work with our partners to end violence against women and girls, advance their economic rights and strengthen their participation and leadership.

In 2023/24, Womankind:

Was in partnership with

45 organisations across six countries

Afghanistan, Ethiopia, Kenya, Nepal, Uganda and Zimbabwe.

This is an increase from last year as we formalised partnerships with three women's rights organisations in Afghanistan

Funded

38 partners through projects and flexible fund grants

15 Informal groups through Her Voice Fund

Our year in numbers

We resourced the feminist ecosystem with

£2,391,525

supporting partners and informal groups

We took collective action with our partners through powering

90 feminist initiatives

19 projects

71 flexible fund grants

90 Projects and Grants in 6 Countries in 2023/2024

Total Number of initiatives

Afghanistan	1
Multi-Country	2
Ethiopia	3
Nepal	4
Zimbabwe	5
Kenya	6
Uganda	7

Increased how many feminist initiatives we supported by

84%

At Womankind our Vision is... *a world where all women, girls and people of all genders enjoy equal rights and freedoms and live with joy, choice and dignity.*

Toward this Vision, we have a Strategy 2030: *Our Feminist Future*. Under this strategy we have five strategic goals:

- 1) Sharing power with partners
- 2) Influencing the agenda
- 3) Resourcing the revolution
- 4) Decolonising our practice
- 5) Valuing our team

Here are examples of how we worked towards our Strategy 2030: Our Feminist Future in 2023-24 and future.

1) Sharing power with partners

Within our diverse feminist ecosystem, sharing power means we all become stronger. It creates opportunities to exchange learning, strengthens our movements and powers our capacity to create long-lasting change for women, girls and people of all genders. Here are some examples of how we shared power with our partners in 2023/24.

Wellbeing at the centre of resilient movements

Women's Advocacy for Voice and Empowerment (WAVE II) is a two-year project dedicated to strengthening the women's movement in Uganda at a time when organisations advocating for the rights of the most marginalised are being silenced. Bringing together six Womankind partners, **WAVE II puts wellbeing right at the centre of its approach**. This offers balance and relief through work that can take a heavy emotional toll.

The focus on wellbeing within WAVE II builds on longstanding support from Womankind to our Ugandan partners. This support helps to manage burnout and promote self and collective care, which are extremely important for the women's movement to have the power, capability and resilience to thrive.

Feminist movements in Zimbabwe reclaiming and engaging in political spaces

In Zimbabwe, Womankind's partners played a crucial role in strengthening women's intersectional political participation in the 2023 national elections. This was hugely important against a backdrop of the two main political parties actively undermining women's representation at all levels.

Womankind shared flexible resources with Women's Coalition of Zimbabwe (WCoZ) and Women in Politics Support Unit (WiPSU) through the Collective Action to Realise Equality (CARE) project. Funded by Comic Relief, partners:

- **created a safeguarding mechanism for women** including trainings on **digital security and physical safety** for those involved in observing the election.
- **led the co-creation of an election strategy**
- **received access funds to support the work and safety of women standing for leadership**

These initiatives enabled and strengthened the abilities of women candidates, observers, and human rights defenders to perform their vital work.

Womankind's partner Pakasipiti used funds from the 'Lalela'- Hear Us project to engage LGBTQ+ community members in electoral, political and democracy platforms. Pakasipiti holistically supported the community from advocacy to having queer people participate as electoral observers. This helped to offset fears around safety, and it was a way to re-claim political space for the community regardless of gender expression or sexuality.

Future Plans

- We will deliver successful and compliant programme management and reporting for our diverse projects portfolio including large scale initiatives such as Advancing Women’s Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) in Ethiopia, Kenya and Uganda funded by the Netherlands, Ministry of Foreign Affairs and the Collective Action to Realise Equality(CARE) project in Zimbabwe funded by Comic Relief.
- We will launch a new round of the Movement Strengthening Fund and pilot a participatory grant making approach. We will disburse the 2nd year grants of the strategic grants pilot and have strengthened knowledge and learning to inform the next cycles. We will also prepare for a review of our flexible grant-making (strategic grants, Movement Strengthening Fund, Her Voice Fund).
- We will have at least 3 partnerships with women’s rights organisations in Afghanistan and be actively supporting them to develop and deliver their priorities. Our work will include advocacy and influencing through Gender Action for Peace and Security (GAPS) and participation in the Human Rights Council session in Geneva in June 2024 with the UN Special Representative on Afghanistan (Richard Bennett).
- We will plan activities related to the 2nd year of the Feminist Partnerships sub-strategy including work to implement recommendations from an organisation-wide accessibility and inclusion review with consideration for language justice and disability inclusion.
- With our commitment to learning, we will refresh our approach to Partner learning to strengthen feedback and create spaces with and for partners. We will finalise a new Monitoring, Learning and Evaluation (MEL) approach and be ready to roll it out in 2025/26. Through a new annual partner survey, we aim to assess whether Womankind staff and partners report stronger meaningful communication and improved working methods. This survey will help determine if these changes enhance open dialogue and relationships.



Photo caption: Womankind’s partners in Uganda convening as part of Women’s Advocacy for Voice and Empowerment (WAVE II)

2) Influencing the agenda

Together with our partners, we are part of an influential movement, breaking barriers in how development and advocacy are done. We are influencing the agenda in public discourse, the media and in communities. Here are some examples of how we did that in 2023/24.

Co-creation at CSW68

Every year, the Commission on the Status of Women (CSW) is convened for two weeks at the UN headquarters in New York, bringing together feminists, women's rights activists and governments from around the world. CSW68 in March 2024 opened a platform for Womankind and our partners to amplify the importance of a feminist approach in influencing gender financing to build a just and fair economic system that works for all women and girls. Here are our highlights:

- **Together with partners and sector allies, Womankind co-hosted five side events** under the AWESOME, CARE and WAVE II projects. Across various sessions, we explored gender financing, championed women's economic rights and sparked crucial discussions around unpaid care work, insecure livelihoods, land rights and the role of grassroots women's activism in addressing these issues.
- **Influencing the list of Agreed Conclusions** – this is released at the end of every CSW and recommends how to achieve gender equality around the priority themes. From our feminist standpoint, we:
 - Submitted our key priorities to the UN including calling for a UN Binding Treaty to stop corporate abuse, actions States can take to value care, and flexible funding for women's rights organisations;
 - Participated in the Women's Rights Caucus (a global, intersectional and inclusive coalition of over 200 feminist orgs) to respond to the earlier drafts of the text;
 - Built relationships with the UK government delegation so that they would put forward our priorities in the negotiations on the text with other States.

As a result, Womankind's messaging on areas like care work and debt relief made it into the Agreed Conclusions.

Calling for women to be safe at work and safe in society

Through the campaign, #SafeAtWork, #SafeinSociety partners in the Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) programme (funded by the Netherlands Ministry of Foreign Affairs) came together to push for the implementation of International Labour Organisation's Violence and Harassment Convention (C190). C190 is the first common global framework to prevent, remedy and eliminate violence and harassment in the world of work.

Localising the campaign in Kenya, Uganda and Ethiopia, partners mobilised women's rights organisations, disabled women's rights organisations and young women-led organisations to influence their governments to not only ratify but implement C190.

Afghan women's voices heard on the global stage

We believe our partners' voices must be heard through meaningful participation globally, regionally, nationally and locally. Womankind has been working to amplify Afghan women's voices and keep their issues visible by:

- Funding three staff members from Afghan Women Resource Centre (AWRC) and Women's Regional Network (WRN) to participate in the 'Shaping Feminist Foreign Policy Conference 2023'. AWRC and WRN being in the room ensured that Afghan women's voices were heard in international conversations. It also meant that Afghan women in exile were able to meet other activists, policy makers and government officials. This is hugely significant within the context of travel restrictions and women being unable to participate in some Afghanistan-related policy spaces.
- Funding WRN to produce and launch their Community Conversations report 'Afghan Women's Struggle under the Taliban'. This feminist research documented **the voices of over 1500 marginalised women in conflict zones**,

focusing on the impact of Taliban rule on Afghan women within Afghanistan as well as those who have fled to India and Pakistan.

- **The report was launched at the UK House of Lords on 7 December 2023** and in several other locations worldwide. Although this work wasn't part of Womankind's original planning for the year, it highlights the importance of responding to an extraordinary situation, as well as **sustained effort to keep influencing the agenda on Afghan women's rights.**

"Afghan women are just trying to find a space to raise their voices, tell the realities on the ground and repeatedly remind the world that we are still here." Maryam Rahmani, Womankind's Advisor/Advocate: Afghanistan

Future Plans

- We will consolidate learnings from Her Voice Fund grant-making and use the learnings to improve our own trust-based grant-making as well as to influence funders and the donor community.
- We will launch a research paper showing the interconnection between autonomous funding and autonomous voices and hold a convening including partners and informal groups at the AWID Forum in December 2024.
- We will continue to implement the ILO 190 campaign in collaboration with AWESOME project partners in Ethiopia, Kenya and Uganda.



Photo caption: Janet Anyango from FIDA Kenya at the UN Commission on the Status of Women

3) Resourcing the Revolution

Despite the vital role they play, feminist organisations and movements are massively underfunded, often operating on shoestring budgets, relying on small, short term, and highly restricted grants. At Womankind, we understand that flexible funding is a key part of nurturing and sustaining feminist movements. It allows them to not only survive but thrive. Here's how we resourced the revolution with flexible funding in 2023/24 and the impact that it's having.

Her Voice Fund

Her Voice Fund (HVF) continues to set the pace in re-envisioning a shift towards flexible funding for feminist movements. In Cycle 3, we funded the largest number of partners and informal groups since the launch of HVF, with 32 grants made Womankind partners and informal groups. With their HVF grants:

- The informal group Kumbekumbe from Zimbabwe are directly impacting young women and girls in Harare through the co-creation of art installations and using that for 'artivism'. HVF's flexibility offers Kumbekumbe the artistic freedom to deliver innovative activism to facilitate, engage and advocate on feminist issues.
- The informal group, TAWUWU in Kenya worked with Kisii communities to understand female genital mutilation and cutting (FGM/C) through a transformative leadership approach. Through HVF, TAWUWU has been able to train its team to be effective change leaders and engage decision-makers in dialogue on FGM.
- Womankind Partner, the National Indigenous Women's Federation (NIWF) in Nepal is championing for the inclusion and protection of the rights of indigenous women and girls in key advocacy spaces.

Movement Strengthening Fund

The third cycle of the Movement Strengthening Fund (MSF) was launched in late 2023 and is designed to improve how feminist movements work together so their actions can have a bigger impact. Building on two earlier cycles of learning about flexible grant-making, in 2023/24, we saw the impact that Cycles 2 and 3 have been making.

- In Uganda, National Association of Women's Organisations in Uganda (NAWOU) used their MSF Cycle 2 grant to bring together 150 women in the Kikuube District of Uganda. including 90 refugee women living out of Kyangwali Refugee camp. By doing this, NAWOU created an inclusive, collective and safe feminist space for both Ugandan and refugee women from various diversities for the first time.
- Our partner Tewa in Nepal worked in collaboration with Sangat (a south Asian feminist network) to ensure the experiences and voices of marginalised women were heard. Together, they convened 95 young people from three districts for workshops on feminism and women's rights. Tewa and Sangat shared that they witnessed transformation in how the young people who took part engaged with feminism.
- In Zimbabwe, Deaf Women Included (DWI) worked to strengthen the participation of women with disabilities within the mainstream feminist movement. DWI did this through consultations, publishing a research paper, feminist advocacy training and interactive feminist dialogue sessions – all with a view to drive and strengthen disability-inclusive feminist organising.

"The creation of disability-inclusive feminist-oriented partnerships drives support and informs social change, which promotes disability activism as an essential aspect of strengthening women's movements. MSF gave us more room to co-create the feminist movement we want, we wish and we envision." – DWI



Group work discussion

Photo caption: A session at Womankind partner TEWA in Nepal supported by the Movement Strengthening Fund

Launch of Strategic Partner Support Grants

As part of Womankind's commitment to making long-term, flexible funding available to our partners, in March 2024 we launched Strategic Partner Support Grants. Through this two-year, £1 million pilot, Womankind is providing core funding to 24 partners, with a focus on historically excluded and marginalised feminist organisations in our focus countries. These grants will support the realisation of partner's overall strategies and visions and enable them to work flexibly according to the needs of their local contexts and the individuals and communities they serve.

"Flexible funding allows us to respond quickly and effectively to emerging needs and changing circumstances. This adaptability is crucial in contexts where issues and priorities can shift rapidly" - Dibabe Bacha, General Manager of Womankind partner the Ethiopian Women with Disabilities National Association (EWDNA).

Feminist movements and organisations are experts on the issues they work on. They are tackling some of the most complex and entrenched issues preventing the realisation of gender equality. This work requires proper resourcing, trust in local initiatives, and active solidarity with their demands for change.

"While existence matters, the life of the people in the frontline and self-care matters. It is also the knowledge that you are trusted to transform the community you serve, and this makes the difference in the perception of self" - Anne Agar, Managing Director of Polycom Girls

Future Plans

- We will review our financing strategy to account for changes in the external environment and the leadership transition at Womankind. We will revise plans where necessary to ensure a robust financing plan to 2027.
- We will use in-person policy and philanthropy spaces including the UN CSW and the AWID Forum to showcase Womankind, our new strategy and our partners' work alongside building relationships with funders.
- We will recruit a Resourcing Advisor/ consultant as a pilot to support fundraising for partners in East Africa.
- We will work alongside our International Women's Day Gala Committee to develop a sustainable plan for future Gala events, set up a Fundraising Board and host an in-person event to build relationships with donors.
- We will run another online campaign and email appeal programme to strengthen our relationships with online supporters and will roll out our new individual donor recruitment campaign to reach a long-term supporter base that is closely aligned to Womankind's values.
- We will work with communications colleagues to establish a structured and sustainable approach to content gathering and pilot content co-creation with partners.

4) Decolonising our practice

Womankind is an unapologetically feminist, anti-racist organisation committed to decolonising our practice. This means reckoning with the colonial past and ensuring anti-racism permeates through the strategies, culture and working policies and practices. From our partnerships with feminist organisations and movements, to how we show up as a funder, to how we care for our team, we're working to decolonise our practice in every area.

Storytelling as a tool for change

One way we're working to decolonise our practice is through our storytelling. It is a powerful tool for shining light on women's power and agency and it is how we pass on herstories of movements, change and resistance. And it is stories that water the feminist ecosystem, encouraging us to imagine a decolonised, feminist future.

Behind the scenes, we strived to live our values through our storytelling practices and collaborated with our partners to bring the voices of feminist movements to the centre of all our communications. One of our partners shared "I constantly felt heard and in control of the narrative." Another reflected that "we independently selected the stories of women from our projects. This approach made it easier for us to share our work and highlight the impact we have made in strengthening the women's movement."

Anti-racism at our core

In 2023/24 we continued making progress against our anti-racism pledge. We held regular sessions led by anti-racism experts to unpack topics around colonialism, racism, power and solidarity with the movement. We took steps to ensure that anti-racism is at the centre of our strategies, culture, working policies and practices and our funding charter.

This work doesn't happen overnight. But we remain committed to constantly learning and working together with humility and integrity to decolonise our practice.

Future Plans

- We will ensure that anti-racism and decolonisation remains key to all aspects of the delivery of our organisational strategy. From the way we communicate to the outside world about our work to the way we implement our feminist partnerships.
- We will work to ensure our staff and trustees who identify as black and / or people of colour feel valued and have a positive experience of being part of Womankind through delivering actions in our anti-racism pledge and ongoing work through our Organisational Culture Working Group.

- Womankind is committed to employing staff in our focus countries. Alongside ensuring that existing international staff in Kenya have equitable terms and conditions, we will develop structures and systems to employ staff in our other focus countries in line with best practice.

5) Valuing our team

Our team of staff and trustees are passionate feminists, dedicated to our vision of a world where women, girls and people of all genders live with joy, choice and dignity. Knowledge, experience and determination combine to form the team that powers Womankind. We are deeply grateful to the whole Womankind team and to those who have made such profound contributions before transitioning to other phases of their professional journeys.

Introducing our Feminist Co-Leadership

Rooted in our commitments to sharing power and decolonising our practice, in June 2024 Womankind welcomed our new Co-CEOs Diana Njuguna based in Kenya and Disha Sughand based in the UK. Co-leadership represents a paradigm shift in leadership and decision-making. It's not just about sharing responsibilities; it's about modelling a feminist collaboration based on mutual respect, equity, trust, intersectionality, and a shared feminist vision. We also welcomed our new Co-Chair, Lusungu Kalanga who joins Olga Ghazaryan to lead Womankind's Board of Trustees. Together, our leadership team is committed to ensuring that Womankind remains a beacon of feminist values and a leader in the ecosystem for change, gender equality and equity. We deeply thank Caroline Haworth, Womankind's former CEO and Twasiima Bigirwa, former Co-Chair for their leadership and lasting contributions to Womankind's work.

Future Plans

- We will use learning and feedback from our annual staff survey to further developing our feminist organisation in which all staff are valued and flexibility and wellbeing are prioritised.
- We will develop a Wellbeing Strategy for all staff which offers opportunities and options to support wellbeing and is suitably resourced.
- We will continue to strengthen our work on organisational culture through our Organisational Culture Working Group initiatives and our annual residential Feminist Futures Week where staff from all locations connect in person to build strong working relationships.

Fundraising Performance

2023-24 was the second year of our Financing Strategy 2022-27 (developed with colleagues, partners and trustees) which aims to build a stable and diverse income base for Womankind with more unrestricted, core, flexible and long-term funding to reach our partners. This strategy also aims to build our partners' knowledge, contacts and experience of fundraising so that they can better access more long-term quality funding directly, themselves. In addition, we are striving for our fundraising to be anti-racist and to ensure that we are not portraying the people we and our partners work with and for as victims.

Once again, this year our passionate supporters inspired us with their generosity, flexibility and determination, reinforcing their commitment to Womankind and our partners.

We were delighted that our annual International Women's Day fundraising Gala event continued to go from strength to strength thanks to the incredible generosity of guests on the night and unwavering commitment of our volunteer Gala committee. The event in March 2024 once again raised over £1.2million for Womankind and our partners' work.

We were encouraged that our new online initiative to bring on board new supporters to join Womankind showed early signs of success with our bolder feminist stories closely aligned to our strategy and values resonating well with this new audience.

We continued our work to convince trusts and foundations, individual donors and corporate donors of the impact of long-term, core and flexible funding on women's rights organisations and feminist movements. A growing number of supporters including the William and Flora Hewlett Foundation chose to commit to Her Voice Fund - a flexible fund which gives women's rights organisations the power to prioritise and resource the advocacy work which is rarely funded but can get laws and policies changed to improve women's rights.

However, during the last year we have continued to see turbulence in the external environment including the ongoing war in Ukraine, the war in Gaza and the ongoing cost of living and energy crises which have impacted on the support from both individuals and trusts and foundations with many understandably, either scaling back on their donations or prioritising urgent situations. We are using this learning and experience to adapt plans for next year making the most of our storytelling and external engagement opportunities to continue to inspire and galvanise existing supporters and attract new funding partnerships.

Financial Review

The Charity achieved total unrestricted and restricted income of £5,146,566 (2022-23: £5,381,394). The decrease in the year was mainly due to an agreed reduction in income for AWESOME which is funded by the Netherlands Ministry of Foreign Affairs. Our funding sources are diverse and include donations from individuals, legacies, trusts and foundations, and companies, as well as key grants from the Netherlands (as noted earlier) and UK institutions including Comic Relief. 63% of all income received in 2023-24 was unrestricted compared to 59% in 2022-23.

Our expenditure for the year was £5,779,808 (2022-23: £4,779,063). This increase in spend mainly occurs under Women's Economic Rights as we provided more support to partners via our Her Voice Fund and Movement Strengthening grant programmes this year.

The charity continues to focus on delivering more for our partners and monitoring its cost base and resources to ensure spending is in line with income forecasts. In this year the excess of expenditure over income is covered by fund balances brought forward.

Fund balances at the end of the year amounted to £4,847,897 (2022-23: £5,322,055). Included in this is unrestricted funds amounting to £4,462,025 (2022-23: £4,919,976) and restricted funds amounted to £385,872 (2022-23: £402,079).

Reserves Policy

Womankind is a charity financed mainly by donated income. By its nature, the income is variable as the propensity to donate is affected by many factors outside the control of the charity. The Trustees therefore review the reserves regularly to ensure that there are adequate funds to enable us to:

- React to any unexpected adverse impact to our finances and cover any potential future liabilities.
- Provide uninterrupted delivery of the charity's objectives to meet the needs of current and future partners, regardless of short to medium term fluctuations in income and expenditure.

The charity operates within a Reserves Policy which is reviewed as part of the charity's budgeting and planning processes. Our current policy is to retain a healthy balance of free reserves which would allow Womankind to cover core costs over a period between 3 and 6 months. For the year 2024/25 this equates to a range of £599,540 to £1,199,081.

The Trustees consider that a sufficient level of free reserves for the organisation is between £600k and £1.2 million of unrestricted expenditure and agreed to hold free reserves of this level. The position will be considered annually to ensure that reserve levels remain relevant to the operating environment of the charity.

Free reserves represent unrestricted general funds, excluding restricted and designated funds. Our free reserves as of 31st March 2024 are therefore valued at £1,196,827 (2022-23: £1,297,830). Trustees are confident that the charity continues to be solvent.

Designated Funds

In 2018/19 the Charity received a very generous legacy of over £2m from a supporter. It was agreed by the Board of Trustees that these funds would be held in a separate, designated fund. These funds are designated for specific use in advancing Womankind's strategic priorities. The Board has agreed that future legacies that exceed £100K will continue to be added to the pool of designated funds and to be similarly allocated for the same purposes. In addition, the trustees agreed that funds at the year-end above £1.2m in General Fund will be transferred to Designated Funds. As a result of this agreement £600,000 has been transferred on 31st March 2024.

On establishing this Designated Fund, the Board of Trustees approved a list of projects to build momentum behind Womankind's new strategy to 2030 and must, in the main, be transferred to our Partners. A small proportion of our designated fund is also used to strengthen Womankind organisationally, including in relation to sustainability.

An annual review of the proposed spend on designated funds is prepared by the Senior Management Team and approved by the Board as part of the budgeting ahead of the start of the year. A list of projects funded from the designated funds is noted under note 17 of the financial statement.

During the year Womankind spent total of £974,948 (2022/23: £272,961). This includes £490,000 (2022/23: £nil) providing Strategic Grants, £126,620 (2022/23: £101,931) on the Movement Strengthening Fund payments to partners, and £288,264 (2022/23: £126,768) on Her Voice Fund grants.

On 31st March 2024 the total designated fund was £3,265,198 (2022/23: £3,640,146).

Investment Policy

In 2022/23 the board reviewed the cashflow requirement of the Charity and approved to move £1.2m which was held in the deposit account to invest in the Ethical Funds managed by CCLA. At this time Womankind undertook due diligence on various investment options ahead of selecting CCLA to be our investment managers. CCLA is an ethical investment house. Investments held are reviewed regularly by SMT, and CCLA attend our Board meeting once a year to update Trustees on the current investments and future landscape. The investment policy has been reviewed during the year.

Foreign Exchange Policy

It is our policy to hold funds in the currency in which those funds are provided by donors and manage FX differences when payments are transferred to partners. Womankind do not hedge against currency fluctuations or currently attempt to predict movements in exchange rates.

How Womankind is run

Management and Governance Structure

Womankind Worldwide is a charitable company limited by guarantee. It was incorporated on 13th July 1989 and registered as a charity on 25th July 1989. In November 2013, the Board of Trustees revised and approved the Articles of Association.

A Board of Directors (the trustees) governs Womankind Worldwide. The Board is responsible for the overall policies and strategic direction of the charity, along with its financial and legal probity and appointment of trustees. They prepare and approve the Annual Report and financial statements in accordance with UK accounting standards and to comply with FRS102 Charities Statement on Recommended Practice.

The Board met 4 times in 2023-24. These meetings were conducted as hybrid meetings combining in-person attendance with participation by video link, on Zoom. Day-to-day operational management is delegated to the Chief Executives across the period, supported by the Senior Management Team. There is one committee, the Finance & Resources Committee (FRC), chaired by the Honorary Treasurer. The FRC meets quarterly to consider policy, review progress against targets and undertake an assurance and monitoring role focusing on the areas of finance, organisational resources (including human resources) and risk management ultimately making recommendations to the Board. It reviews financial controls, risk, investment and reserves policies regularly and oversees the audit process. Trustees are also called upon by the staff when their own particular skills, experience and expertise is useful to operational activities.

Recruitment, induction and training

New trustees are recruited through open advertisement. All trustees are interviewed to ensure that the Board has the balance of skills and experience required to govern the charity and oversee delivery of the organisation's vision, mission and strategic aims. This includes the recruitment of trustees based in our focus regions, in recognition of the importance of expertise and experience from the Global South in the governance and direction of the charity. This will become even more important as we carry on implementing our new strategy to 2030. New trustees have a full induction which includes meeting key staff members and familiarisation with key policies. They also undergo additional training for example on charity governance, safe-guarding and financial scrutiny.

Remuneration policy

Pay for all staff, is reviewed annually based on UK cost-of-living data. In 2022-23, an extensive benchmarking exercise was carried out based principally on XpertHR benchmarking data on salary and benefits for charities registered in the UK, to ensure that Womankind's salaries at all levels were fair, in relation to the sector. Womankind's salary scales are based on this data for every level of employee, including the key management personnel consisting of the Chief Executive Officer and Senior Management Team. This benchmarking exercise is next planned to before or during 2025-26 and will include a consideration of how to benchmark for salaries of staff based outside the UK, to ascertain whether Womankind's salaries have remained fair, equitable and competitive and to indicate and make adjustments to our pay scales where necessary.

Wider network

In June 2014, the Charity Commission directed that the charity called Women at Risk ('the linked charity') be treated as forming part of Womankind (Worldwide). The effect of this link means that this single set of accounts includes balances and transactions for Women at Risk. Women at Risk does not undertake any operations, and any donations made to Women at Risk are included in Womankind (Worldwide) unrestricted income.

Womankind Worldwide Inc. is Womankind Worldwide's sister organisation based in the US which holds 501(c)3 status. A Board of Directors (who are US citizens), governs Womankind Worldwide Inc. and they are supported by a Company Secretary. They use the Womankind (Worldwide) logo and licence to fundraise in the US for Womankind (Worldwide)'s work, allowing US citizens to support our work tax-effectively. Womankind Worldwide Inc. files annual tax returns to the Internal Revenue Service.

Public Benefit Statement

Womankind (Worldwide)'s objectives, as set out in its Memorandum and Articles, are to:

- Relieve the poverty and sickness and preserve and protect the mental, physical, sexual and emotional health of women in any part of the world;
- Promote equality of opportunity between men and women in any part of the world;
- Advance the education of women in any part of the world;
- Advance the education of the public in any part of the world in subjects relating to economic conditions, mental, physical, sexual and emotional health of women and in matters relating to equality of opportunity between men and women throughout the world.

In reviewing our aims and objectives and in planning our future activities, the trustees confirm that we have referred to the Charity Commission's guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives of the charity. Details of activities to further public benefit are set out throughout this report.

Risk Management

Risk management is an integral part of the governance of the charity. We take care to understand and address key risks in order to mitigate and manage their likelihood and impact. Risk registers are kept which log principal risks and steps taken to mitigate them at different levels of the organisation. Larger projects each have their own risk register which captures, analyses and monitors mitigation of operational risks. The Senior Management Team review the risk register quarterly with the strategic level risk register being reviewed by the full Board. In addition, the CEO gives an oral update to the Finance & Recourses Committee and Board each quarter, for their review and input. The Senior Management Team considers major risks and mitigating actions on an ongoing basis, as part of their decision-making.

The following high-level risks were identified and are managed through this process:

1. Risk that our strategy does not deliver demonstrable impact. This would lead to reputational damage, loss of confidence of key stakeholders in our focus countries and internationally, and failure to replicate and expand our activities.
This risk was mitigated by maintaining a clear, well documented evidence base relating to our theory of change, investing in technical development inputs to our projects and maintaining a strong focus on learning. As well as validation by the external evaluation of our previous strategy and consultation for the new strategy, most importantly with our Partners, our new strategy has been well received by our stakeholders.
2. Political context in the UK including in relation to changes in UK international development policy - and decline in the UK economy, reduces income from traditional funding sources.
We have developed a new Financing Strategy 2022-27 aligned to our new organisational strategy, which focuses on stability and diversification of income rather than growth. Through the strategy we are working to build relationships with other statutory and institutional donors as well as investing in growing our online supporter base.

3. Risk to partner wellbeing as a result of inadequate vulnerable adult and/or child protection in our partnership programmes. This could lead inter alia to serious harm to vulnerable adults and/or children, legal action and reputational damage.

We review our safeguarding and safeguarding related policies and procedures annually and undertake awareness raising and training for staff and trustees, in order to mitigate this risk. We also provide support on policy and practice in relation to safeguarding to our partners organisations.

4. Risk of regulatory or legal action due to failure to comply with legislation. This could lead to loss of confidence by partners, donors, staff and other stakeholders.

We have developed a medium-term Financial Management Strengthening Plan in order to monitor uptake of recommendations made by our Auditors and strengthen our systems and processes in line with the requirements of our new strategy. This plan is regularly monitored and adapted by the Senior Management Team and the Finance & Resources Committee of the Board of Trustees. In relation to non-financial risk, we routinely monitor developments in fundraising regulation, data protection and Charity Commission requirements, in order to assure compliance, as well as legal requirements such as those pertaining to intellectual property and employment law, for example. In relation to updates and changes regarding international staff employment, we seek legal and HR advice to determine a course of action to remain compliant.

In July 2023, we suspended our partnership indefinitely with the Association for Women's Sanctuary and Development (AWSAD) in Ethiopia to fulfil our own ethical, due diligence and regulatory obligations. This decision followed allegations of serious disreputable conduct and investigation led by Ethiopiaid and contributed to financially by Womankind, and the submission of a Serious Incident Report to the Charity Commission in July 2022, followed by an update in July 2023 following which the case was closed. Further, AWSAD and AWSAD's auditors failed to provide basic, essential information we requested in relation to the two small projects in AWSAD's portfolio that were funded by Womankind's donors who were informed of the situation. We remain hopeful that AWSAD will take the opportunity to renew its organisational values, leadership and governance, and invest in financial, management and technical capacity.

In March 2023, the Board approved our strengthened diligence approach that more closely aligns with the Charity Commission general guidance and those of the Office of Financial Sanctions Implementation. This includes focus on grant making focused on Womankind's charitable objects to organisations that are not registered charities. This is because in many contexts including Womankind's focus countries, organisational registration is not just a technical and administrative issue. Registration has a strong political connotation. The obligation to register is not only a means of control and repression on the part of the government and/or its agents but it is also of influence as it is a condition for donors. Womankind aspired to respond to the needs of informal and unregistered groups. As a result, our due diligence approach encompasses both Womankind partners and non-partner grantees (such as informal groups who are grantees of Her Voice Fund).

Between August 2023 to June 2024, the operations of our partner the National Union of Women with Disabilities of Uganda (NUWODU) were suspended by the Uganda's National Bureau for Non-Governmental Organisations (NGO Bureau) pending the resolution of governance and management issues. As a result, Womankind was obliged to suspend activities with NUWODU for the same period and NUWODU was unable to deliver Womankind projects including AWESOME and WAVE II about which we have communicated with the donors, the Netherlands Ministry of Foreign Affairs, and the Ing Foundation respectively. The matter of resuming WK partnership will be reconsidered when outstanding internal governance, financial, legal and management matters are resolved and new due diligence is completed. Whilst Womankind cannot provide financial support, we are being open in our communications and encouraging solutions that they identify and pursue.

5. Risk to reputation by association when diversifying our income sources (individuals and organisations) who may not be well aligned with our values. This could result in negative media and publicity affecting key supporter groups and in turn to withdrawal of funding and other forms of support.

To mitigate this risk we review our due diligence policy and process annually, assessing potential donors and partnerships against our ethical policies and values and against external risks. This approach will be reviewed in depth as we implement our anti-racism pledge, Funding Charter and Financing Strategy, in order to meet the needs of new organisation strategy 2022-2030.

Grant Making Policy

During 23/24, Womankind's grant making provided several types of high-quality funding available to partners and informal groups, particularly through flexible and core/strategic grants. This approach allows us to leverage our partnership model and fill previously identified gaps in the feminist funding landscape, for example in relation to advocacy, and movement strengthening. At its core, our grant making offers different types of well-aligned and complementary funding. In 23/24 this included:

- Strategic Grants: Core funding enabling partners to deliver their missions and respond flexibly to their local context;
- Flexible Funds: Flexible funds to support partners and informal groups to further their advocacy (Her Voice Fund), and to partners for movement strengthening and building (Movement Strengthening Fund);
- Project Grants: Restricted funding raised by Womankind in collaboration with partners to support specific projects and programmes or in response to strategic opportunities.

For Womankind's project grants that are from restricted funds there is an agreed framework and budget in place following detailed assessments of the projects. Before making a grant, Womankind completes an appraisal of the project or work and the proposed partner organisations, including in relation to due diligence. Grants are managed through specific agreements with partners, which set out the conditions of the grant, including narrative and financial reporting requirements and when disbursements will happen. In the 24/25 year ahead, we plan to develop a new grant making strategy.

Womankind's approach to fundraising

Our supporters are an integral part of Womankind's community - in terms of their financial support and the role they play in sharing our values, spreading the word and challenging us to work in a more feminist way. We are committed to being fully transparent and accountable about how their generous gifts are used.

Alongside our commitment to supporters, Womankind also wants to ensure that our fundraising and financing is anti-racist and that we are not perpetuating international development stereotypes that portray people in the countries where we focus our work as victims or without agency. We have therefore put together a Funding Charter to guide our aspirations for our fundraising and financing to ensure we meet our feminist, anti-racism and decolonising aims.

We are registered with the Fundraising Regulator and follow the Code of Fundraising Practice, including the policy on dealing with vulnerable people.

We keep up to date on changing regulation and ensure we comply with it by changing processes where necessary. We welcome feedback from supporters and regularly use it to improve our fundraising.

In the year ending March 2024 we worked with 6 fundraising agencies and with 1 consultant on particular fundraising initiatives. We worked closely with all of these to ensure they adhered to the Code of Fundraising Practice and where relevant, the policy on dealing with vulnerable people. We received 4 complaints about our fundraising which we responded to in a timely fashion – this represents 0.0003% of all fundraising contacts made during the year.

During 2024 we received sponsorship for our Fundraising Gala event from Fitch Ratings, Goldman Sachs International, MV Credit Partners LLP, Park Square Capital LLP, and Weil, Gotshal and Manges LLP, White and Case LLP. We also continued our long-term corporate partnership with OptiBac Probiotics and received donations as a result of sales of their 'For Women' probiotic.

Statement of Trustee Responsibilities

The trustees, who are also directors of Womankind Worldwide for the purposes of company law, are responsible for preparing the Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102, the financial reporting standard applicable in the UK and Republic of Ireland.

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practices (SORP), Accounting and Reporting by Charities:
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether appropriate accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a 'going concern' basis, unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

So far as each of the trustees is aware at the time the report is approved.

There is no relevant audit information of which the charitable company's auditors are unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2024

Guarantees

Members of the charitable company (the trustees) guarantee to contribute an amount not exceeding £1 to the assets in the event of winding up. The trustees have no beneficial interest in the charitable company.

Auditors


The auditors, Haysmacintyre LLP. Will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Small companies note

The report of the trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime, provided by section 415A of the Companies Act 2006.

Approved by the trustees on 18 September 2024 and signed on their behalf by:


Olga Ghazaryan (Oct 15, 2024 07:49 GMT+1)


Lusungu Kalanga (Oct 15, 2024 08:45 GMT+2)

Lusungu Kalanga and Olga Ghazaryan
Co Chairs



Vanessa Rice
Honorary Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMANKIND (WORLDWIDE)

Opinion

We have audited the financial statements of Womankind Worldwide for the year ended 31 March 2024 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken during the audit:

- the information given in the Trustees' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have 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 charitable company and its environment obtained during the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the directors' report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to charity and company law applicable in England and Wales and fundraising regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to fraud in income recognition and management override of controls. Audit procedures performed by the engagement team included:

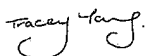
- Inspecting correspondence with regulators;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness; and
- Challenging assumptions and judgements made by management in their accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Tracey Young (Partner)
For and on behalf of Haysmacintyre LLP, Statutory
Auditor

10 Queen Street Place
London EC4R 1AG

Date: 21/10/2024

Womankind (Worldwide)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2024

	Note	Unrestricted £	Restricted £	2024 £	Unrestricted £	Restricted £	Restated 2023 £
Income from:							
Donations and legacies	2	2,860,032	640,864	3,500,896	2,893,401	524,078	3,417,479
Charitable activities	3a	-	1,285,217	1,285,217	-	1,669,773	1,669,773
Other trading Activities	3b	338,300	-	338,300	278,500	-	278,500
Investments	4	22,153	-	22,153	15,642	-	15,642
Total income		3,220,485	1,926,081	5,146,566	3,187,543	2,193,851	5,381,394
Expenditure on:							
Raising funds	5	1,294,521	-	1,294,521	1,116,583	-	1,116,583
Charitable activities							
Eliminating Violence against Women	5	993,111	758,517	1,751,628	590,608	889,602	1,480,210
Increasing Women's Civil & Political Participation	5	1,036,983	792,025	1,829,008	740,860	1,155,757	1,896,617
Economic Empowerment	5	512,905	391,746	904,651	103,072	182,581	285,653
Total expenditure		3,837,520	1,942,288	5,779,808	2,551,123	2,227,940	4,779,063
Net (expenditure)/income for the year	7	(617,035)	(16,207)	(633,242)	636,420	(34,089)	602,331
Unrealised Gain on Investment		159,084	-	159,084	12,147	-	12,147
Transfer between funds	18	-	-	-	85,832	(85,832)	-
Net movement in funds		(457,951)	(16,207)	(474,158)	734,399	(119,921)	614,478
Reconciliation of funds:							
Total funds brought forward		4,919,976	402,079	5,322,055	4,185,577	522,000	4,707,577
Total funds carried forward		4,462,025	385,872	4,847,897	4,919,976	402,079	5,322,055

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 The Appended notes form part of these Financial Statements

Womankind (Worldwide)

Balance sheet

Company no. 02404121

As at 31 March 2024

	Note	£	2024 £	£	Restated 2023 £
Fixed assets:					
Intangible assets	12		-		-
Tangible assets	13		17,325		14,250
Investments	14		1,371,231		1,212,147
			<u>1,388,556</u>		<u>1,226,397</u>
Current assets:					
Debtors	15	924,566		839,621	
Cash at bank and in hand		4,100,332		5,064,233	
Cash at bank Women at Risk		51,224		33,265	
			<u>5,076,122</u>	<u>5,937,119</u>	
Liabilities:					
Creditors: amounts falling due within one year	16	(1,616,781)		(1,841,461)	
Net current assets			<u>3,459,341</u>		<u>4,095,658</u>
Total net assets			<u>4,847,897</u>		<u>5,322,055</u>
The funds of the charity:					
Restricted income funds	18		385,872		402,079
Unrestricted income funds:					
Designated funds	18	3,265,198		3,640,146	
General funds	18	1,196,827		1,279,830	
Total unrestricted funds			<u>4,462,025</u>		<u>4,919,976</u>
Total charity funds	18		<u>4,847,897</u>		<u>5,322,055</u>

The financial statements of Womankind Worldwide have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The financial statements were approved and authorised for issue by the trustees on 18th September 2024 and signed on their behalf by:

Olga Ghazaryan
Olga Ghazaryan (Oct 15, 2024 07:49 GMT+1)

Lusungu Kalanga
Lusungu Kalanga (Oct 15, 2024 08:45 GMT+2)

Lusungu Kalanga and Olga Ghazaryan
Co Chairs



Vanessa Rice
Honorary Treasurer

Womankind (Worldwide)

Statement of cash flows

For the year ended 31 March 2024

	Note	£	2024 £	£	2023 £
Cash flows from operating activities	19				
Net cash (used in)/provided by operating activities			(963,995)		1,492,921
Cash flows from investing activities:					
Interest from investments		22,153		15,642	
Purchase of investments		-		(1,200,000)	
Loss on disposal of fixed assets		-		-	
Purchase of fixed assets		(4,100)		(7,749)	
Net cash provided by/(used in) investing activities			18,053		(1,192,107)
Change in cash and cash equivalents in the year			(945,942)		300,814
Cash and cash equivalents at the beginning of the year			5,097,498		4,796,684
Cash and cash equivalents at the end of the year	20		4,151,556		5,097,498

1 Principal Accounting policies

Basis of preparation

Womankind (Worldwide) is registered in England and Wales with registered office address of Shoreditch Exchange, Gorsuch Place, 97-101 Hackney Road, London E2 8JF.

The Company registration number is 02404121 and the Charity number is 328206.

These financial statements are prepared on a going concern basis, under the historical cost convention.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Statement of Recommended Practice (SORP 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Companies Act 2006. The financial statements have been prepared in pound sterling, which is the functional currency of the charity. Monetary amounts in the financial statements are rounded to the nearest pound.

Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern for the foreseeable future. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on donations as well as income levels received to date in the financial year 2024-2025. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties which would affect the going concern status of the Charity. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

The principal accounting policies adopted in preparation of the financial statements are set out below.

a) Income

All income is included in the SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability. All income is classified between restricted and unrestricted.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within Grant income. Grants are credited to the SOFA when the charity is entitled to the funds. Entitlement to grants income maybe subject to performance conditions in which case it could be classified as performance related grants and recognized when performance conditions are met. Entitlement for projects for longer than a year, this will be assessed by the targets set up in the grant application.

Income is only deferred where there are time constraints imposed by the donor. For the performance related income or if the funding is performance related. Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

- Grants supporting the core activities of the charity are included within donations and legacies.
- Grants that have condition to specific deliver charitable activity are included within income for charitable activities.

b) Revenue Grants

Revenue grants including government grants are credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless they relate to a specific future period or performance conditions, in which case they are deferred.

Womankind (Worldwide)

For the year ended 31 March 2024

Notes to the financial statements (continued)

c) Grants for Fixed Assets

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.

d) Restricted funds

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 together with a fair allocation of management and support costs.

e) Unrestricted funds

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. The fund comprises the accumulated surpluses and deficits of unrestricted income and expenditure.

Designated funds

Designated funds are unrestricted funds that are earmarked for a particular purpose by the trustees. The notes to the accounts explain the purpose of designated funds at the discretion of the trustees in furtherance of the objects of Womankind Worldwide.

f) Expenditure

Expenditure is recognised in the period in which it is incurred, on an accruals basis. Expenditure includes attributable VAT which cannot be recovered. Expenditure is allocated to the activity where the cost relates directly to that activity. Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities together with associated support costs. Charitable expenditure is reported as it relates to work undertaken by the charity, being supporting partners to deliver the objectives of the charity.

Grants are recognised as per the Grants Payable policy.

The costs of raising funds relate to the costs incurred by the charity in raising funds for the charitable work.

Support costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements and the requirements of good charity governance.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Governance costs and support costs have been allocated to expenditure on charitable activities based upon estimated staff time spent under each activity.

g) Tangible Fixed Assets

Tangible Fixed Assets are recognised at cost less depreciation. Office equipment and software assets are capitalised if their value is £750 or over.

Depreciation

Depreciation is provided on office equipment at 25% on a straight line basis so as to write off the cost less estimated residual value of each asset systematically over its expected useful life. A full year's depreciation is charged in the year of purchase, regardless of the precise month in the year the asset was purchased.

Intangible Fixed Assets

Amortisation is recognised so as to write off the cost less their reduced values over their useful lives on the following basis:

Website costs - 5 years straight line

Womankind (Worldwide)

For the year ended 31 March 2024

Notes to the financial statements (continued)

h) Pension

The charitable company contributes to a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

i) Grants payable

Grants payable in furtherance of the charity's objects are attributed to the related classification heading in the SOFA:

- Grants payable from Restricted Funds are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the partner agreement. The related Income on Grants which will be used to cover these payments are recognised, in accordance with the charity's standard Income recognition policy. Partner agreements may be for longer than one year, but funding commitment are typically for a year's duration related to the delivery of the activities as set out in the agreement.

- Grants payable from Unrestricted Designated funds are recognised as fully expended on SOFA in the year the decision was made and communicated and liability for grants which are payable over future accounting periods is accrued in the year.

The projects are regularly monitored and reviewed. SMT retains the right to terminate grant commitments if they are not satisfied with the progress of the project during the monitoring and review process.

j) 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.

k) 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.

l) 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.

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.

m) Financial Instrument

Womankind Worldwide holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors – trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 15. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Note 16. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

Womankind (Worldwide)

For the year ended 31 March 2024

Notes to the financial statements (continued)

n) **Employee benefit at termination**

Termination benefits, including redundancy costs, are recognised when the Charity has an obligation to pay the benefits and they can be measured reliably

o) **Operating Leases**

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

p) **Critical estimates**

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

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.

q) **Prior year adjustment**

An adjustment has been made to adjust income from Government Grants and Direct Costs - Grants Payable by £313,182, reducing both income and expenditure in the prior year. Accrued income and accruals - partner advances have also been reduced by the same amount. The net impact on funds of this adjustment is £nil.

2 Income: Donations and legacies

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Gift Aid	213,823	12	213,835	210,725
Legacies	446,621	151,778	598,399	291,540
Individual Giving	1,931,642	35,185	1,966,827	2,145,923
Community and Events	20,990	3,770	24,760	21,259
Corporates	174,460	78,750	253,210	303,920
Comic Relief	-	96,619	96,619	108,381
Major Donors	21,760	9,789	31,549	40,456
Trusts and Foundations	50,736	264,961	315,697	295,275
	2,860,032	640,864	3,500,896	3,417,479
			2023	
	Unrestricted	Restricted	Total	
	£	£	£	
Gift Aid	200,840	9,885	210,725	
Legacies	291,540	-	291,540	
Individual Giving	2,107,871	38,052	2,145,923	
Community and Events	21,259	-	21,259	
Corporates	212,298	91,622	303,920	
Comic Relief	-	108,381	108,381	
Major Donors	18,456	22,000	40,456	
Trusts and Foundations	41,137	254,138	295,275	
	2,893,401	524,078	3,417,479	

Womankind (Worldwide)

For the year ended 31 March 2024

Notes to the financial statements (continued)

3a Income from Charitable Activities

	Unrestricted	Restricted	2024 Total	Restated 2023 Total
	£	£	£	£
Government grants	-	1,285,217	1,285,217	1,669,773
	-	1,285,217	1,285,217	1,669,773
			Restated 2023	
	Unrestricted	Restricted	Total	
	£	£	£	
Government grants	-	1,669,773	1,669,773	
	-	1,669,773	1,669,773	

Government Grants: During the year Womankind received:

The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund £1,285,217 (2023 restated: £1,541,156)

There were no unfulfilled conditions relating to this grant.

3b Income from Trading Activities

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Gala Event	338,300	-	338,300	278,500
	338,300	-	338,300	278,500
			2023	
	Unrestricted	Restricted	Total	
	£	£	£	
Gala Event	278,500	-	278,500	
	278,500	-	278,500	

4. Investment Income

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Investment Income	22,153	-	22,153	15,642
	22,153	-	22,153	15,642
			2023	
	Unrestricted	Restricted	Total	
	£	£	£	
Investment Income	15,642	-	15,642	
	15,642	-	15,642	

Womankind (Worldwide)

Notes to the financial statements

For the year ended 31 March 2024

5. Analysis of expenditure

	Charitable activities					Governance costs	Support costs	2024 Total £
	Cost of raising funds	Eliminating Violence	Political Participation	Economic Empowerment				
Staff costs (Note 8)	381,935	333,435	351,622	193,999	193,999	339,497	1,794,487	
Direct Charitable Staff costs (Note 8)	-	40,449	42,236	23,373	-	-	106,058	
Direct costs - Grant Payable (Note 6)	-	930,716	986,322	454,427	-	-	2,391,525	
Direct costs - Others	598,664	65,120	67,996	37,628	8,268	208,227	985,903	
Staff Related Costs	-	-	-	-	24,812	264,877	289,689	
Premises and Office costs	25,580	16,503	18,153	3,301	4,126	14,853	82,516	
Organisational Development	20,656	13,326	14,659	2,665	3,332	11,993	66,631	
Gains and Losses on Forex	-	-	-	-	42,174	-	42,174	
Audit and Accountancy	-	-	-	-	-	19,800	19,800	
Depreciation	-	-	-	-	1,025	-	1,025	
	1,026,835	1,419,609	1,480,988	715,393	297,536	839,447	5,779,808	
Support costs	70,050	86,885	91,073	49,528	(297,536)	-	-	
Governance Costs	197,636	245,134	256,947	139,730	-	(839,447)	-	
Total expenditure 2024	1,294,521	1,751,628	1,829,008	904,651	-	-	5,779,808	
Total expenditure 2023	1,116,583	1,480,210	1,896,617	285,653	-	-	4,779,063	

Of the total expenditure £3,837,520 was unrestricted (2023: £2,551,123) and £1,942,288 was restricted (2023 restated: £2,227,940).

Staff costs include £141,664 (2023: £130,041) of salaries paid to staff working on charitable activities funded by restricted funds.

During the year we maintained our investment levels in fundraising to test new income streams and generate additional income for future years.

Analysis of expenditure (prior year comparison)

	Charitable activities					Governance costs	Support costs	Restated 2023 Total £
	Cost of raising funds	Eliminating Violence	Political Participation	Economic Empowerment				
Staff costs (Note 8)	353,538	259,023	328,517	44,223	89,883	299,109	1,374,293	
Direct Charitable Staff costs (Note 8)	-	53,317	67,622	9,103	-	-	130,042	
Direct costs - Grant Payable (Note 6)	-	788,457	1,024,571	166,105	-	-	1,979,133	
Direct costs - Others	552,010	101,233	126,525	17,793	5,280	128,408	931,249	
Staff Related Costs	-	-	-	-	12,833	205,096	217,929	
Premises and Office costs	23,295	17,068	21,647	2,914	5,923	19,709	90,556	
Organisational Development	19,225	14,085	17,864	2,405	4,887	16,264	74,730	
Gains and Losses on Forex	-	-	-	-	(61,545)	-	(61,545)	
Audit and Accountancy	-	-	-	-	22,800	-	22,800	
Depreciation	-	-	-	-	19,876	-	19,876	
	948,068	1,233,183	1,586,746	242,543	99,937	668,586	4,779,063	
Support costs	21,913	32,124	40,295	5,605	(99,937)	-	-	
Governance Costs	146,602	214,903	269,576	37,505	-	(668,586)	-	
Total expenditure 2023	1,116,583	1,480,210	1,896,617	285,653	-	-	4,779,063	

Note 6: Grant Making

	Eliminating Violence £	Political Participation £	Economic Empowerment £	Total 2024 £
Afghanistan				
Afghan Women's Resource Center	2,928	2,928	2,928	8,784
Afghan Women's Network	20,281	20,281	20,281	60,843
ETHIOPIA				
Siiqqee Women's Development Association (SWDA)	2,156	2,156	17,245	21,557
Global				
AWESOME	463,862	463,863	-	927,725
Her Voice Fund	164,984	164,984	164,984	494,952
Movement Strengthening Fund	213,926	213,926	213,926	641,778
Strategic Grants	30,754	30,754	30,754	92,262
Emergency grants - Nepal Earthquake	-	-	4,309	4,309
KENYA				
Polycom Development Project	51,606	-	-	51,606
NEPAL				
NDWA	279	-	-	279
UGANDA				
Women's International Peace Centre (WIPC)	-	10,236	-	10,236
ZIMBABWE				
Women's Coalition of Zimbabwe (WCoZ) inc WIPSU	-	68,194	-	68,194
Pakasipiti	-	9,000	-	9,000
Grand Total	950,776	986,322	454,427	2,391,525

Note 6: Grant Making (prior year comparison)

	Eliminating Violence £	Political Participation £	Economic Empowerment £	Restated Total 2023 £
Afghanistan				
Afghan Women's Resource Center	2,996	2,996	3,086	9,078
ETHIOPIA				
Association for Women's Sanctuary and Development (AWSAD)	498	250	250	998
Centre for Accelerated Women's Economic Empowerment (CAWEE)	-	-	37,470	37,470
Siiqqee Women's Development Association (SWDA)	1,635	1,635	13,083	16,353
Global				
AWESOME	536,673	536,673	-	1,073,346
Her Voice Fund	53,259	53,259	54,873	161,391
Movement Strengthening Fund	33,637	33,637	34,657	101,931
KENYA				
Polycom Development Project	27,393	-	-	27,393
Young Women's Leadership Institute (YWL)	10,000	-	-	10,000
NEPAL				
Feminist Dalit Organisation (FEDO)	-	18,363	7,870	26,233
NDWA	51,327	-	-	51,327
Sankalpa	-	26,387	-	26,387
WHR Nepal	10,000	-	-	10,000
UGANDA				
Freedom and Room Uganda (FARUG)	14,573	-	-	14,573
National Association of Professional Environmentalists (NAPE)	-	14,816	14,816	29,632
National Association of Women's Organizations in Uganda (NAWOU)	(960)	-	-	(960)
Women's International Peace Centre (WIPC)	-	167,655	-	167,655
National Association of Women's Organizations in Uganda (NAWOU)	47,426	-	-	47,426
ZIMBABWE				
Women's Coalition of Zimbabwe (WCoZ) inc WIPCU	-	168,900	-	168,900
Grand Total	788,457	1,024,571	166,105	1,979,133

7 Net (expenditure) / income for the year

This is stated after charging / (crediting):			2024	2023
			£	£
Amortisation			-	17,966
Depreciation			1,025	42,560
Trustees' reimbursed expenses			-	-
Operating lease rentals:	Property		47,779	59,396
	Other		4,453	7,994
Auditors' remuneration (excluding VAT):			19,800	18,000
Foreign exchange losses/(gains)			42,174	(61,545)
			<u>42,174</u>	<u>(61,545)</u>

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

Staff costs were as follows:			2024	2023
			£	£
Salaries and wages			1,490,346	1,283,227
Social security costs			235,308	149,164
Employer's contribution to defined contribution pension schemes			175,750	71,944
			<u>1,901,404</u>	<u>1,504,335</u>

No termination payments were made in the current year (2023: £nil).

The following number of employees received employee benefits (excluding employer pension costs) during the year			2024	2023
			No.	No.
£60,000 - £69,999			2	2
£70,000 - £79,999			2	3
£80,000 - £89,999			2	1
			<u>6</u>	<u>6</u>

Remuneration of Key Management Personnel			2024	2023
			£	£
Remuneration:			635,826	439,002

The Key management personnel is made up of the senior management team, being the directors of 4 departments, and the Co-CEOs. The sum remunerated includes gross pay, employer's national insurance and Trustees reimbursed expenditure of £NIL (2023: NIL).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2023: NIL). No trustees were paid for any services in 2024 (2023: NIL).

9 Staff numbers

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

	2024	2023
	No.	No.
Raising funds	6.3	5.9
Eliminating Violence Against Women	5.5	5.2
Increasing Women's Civil & Political Participation	5.8	6.6
Economic Empowerment	3.2	1.0
Support	5.6	4.9
Governance	3.2	1.5
	<u>29.6</u>	<u>25.1</u>

10 Related party transactions

During the year Trustees have donated unrestricted £21,014 (2023:£23,962). Other related party transactions are remuneration of Key Management Personnel and reimbursement of expenses of Key Management Personnel's are disclosed in note 8 above.

11 Taxation

The charity is considered to pass the tests set out in paragraph 1, section 6 of the Finance Act 2010 and meets the definition of charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains, to the extent that it is applied exclusively to charitable purposes.

12 Intangible Fixed Assets

	2024 Total £
Cost or valuation	
At the start of the year	17,966
Additions in year Intangibles	-
	<hr/>
At the end of the year	17,966
Amortisation	
At the start of the year	17,966
Charge for the year	-
	<hr/>
At the end of the year	17,966
Net book value	
At the end of the year	-
At the start of the year	<hr/> <hr/>

Intangible fixed asset costs relate to the creation of the charity's website.

13 Fixed assets

	Furniture and Fittings £	Computer equipment £	2024 Total £
Cost or valuation			
At the start of the year	24,325	32,485	56,810
Additions for the year	-	4,100	4,100
Disposal in the year	-	(1,716)	(1,716)
	<hr/>	<hr/>	<hr/>
At the end of the year	24,325	34,869	59,194
Depreciation			
At the start of the year	24,325	18,235	42,560
Charge for the year	-	1,025	1,025
Disposal in the year	-	(1,716)	(1,716)
	<hr/>	<hr/>	<hr/>
At the end of the year	24,325	17,544	41,869
Net book value			
At the end of the year	<hr/>	17,325	17,325
At the start of the year	<hr/>	14,250	14,250

All of the above assets are used for charitable purposes.

14 Investments

	2024 Total £
Market value	
At the start of the year	1,212,147
Additions for the year	-
Disposal in the year	-
Unrealised gains on investments	159,084
	<hr/>
At the end of the year	1,371,231
Historic cost of investments	<hr/> <hr/>
	1,200,000

15 Debtors

	2024	Restated 2023
	£	£
Trade debtors	220,577	177,500
Other debtors	84,017	31,613
Accrued income	559,319	609,822
Prepayments	60,653	20,686
	<u>924,566</u>	<u>839,621</u>

16 Creditors: amounts falling due within one year

	2024	Restated 2023
	£	£
Taxation and social security	137,440	77,939
Trade creditors	306,576	136,355
Accruals - Partners Advances	1,117,479	1,569,534
Accruals - Others	55,286	57,633
	<u>1,616,781</u>	<u>1,841,461</u>

Movement in grant commitments during the year

		Restated
At the start of the year	1,569,534	2,121,648
New grants charged to the SOFA	2,391,525	1,979,133
Grants paid in the year	(2,843,580)	(2,531,247)
	<u>1,117,479</u>	<u>1,569,534</u>

17 Analysis of net assets between funds 2024

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	1,388,556	-	-	1,388,556
Current assets	307,573	3,265,198	1,503,351	5,076,122
Creditors: amounts due within one year	(499,302)	-	(1,117,479)	(1,616,781)
	<u>1,196,827</u>	<u>3,265,198</u>	<u>385,872</u>	<u>4,847,897</u>
Net assets at the end of the year 2024				
				<i>Restated</i>
<i>Analysis of net assets between funds 2023 (prior year)</i>	<i>General unrestricted</i>	<i>Designated</i>	<i>Restricted</i>	<i>Total funds</i>
	£	£	£	£
Fixed assets	1,226,397	-	-	1,226,397
Current assets	325,359	3,640,146	1,971,613	5,937,119
Creditors: amounts due within one year	(271,926)	-	(1,569,534)	(1,841,461)
	<u>1,279,830</u>	<u>3,640,146</u>	<u>402,079</u>	<u>5,322,055</u>
Net assets at the end of the year 2023				

Womankind (Worldwide)

Notes to the financial statements

For the year ended 31 March 2024

18 Movements in Funds Current year

	At the start of the year	Income	Expenditure	Transfers	Gains on investments	At the end of the year
	£	£	£	£	£	£
Restricted funds:						
<u>Corporate and Institutions</u>						
Support rights of internally displaced women, Ethiopia	-	23,427	(22,044)	-	-	1,383
Skills and Employment for Marginalised Young Women, Ethiopia	-	35,000	-	-	-	35,000
Safe spaces for girls and young women to challenge FGM, Kenya	976	422	(1,398)	-	-	-
Taking ACTION Against Sexual Harassment, Kenya	2,302	1,539	(3,841)	-	-	-
#My Dear Body, Kenya	4,833	-	(4,833)	-	-	-
Access to Justice, Nepal	4,990	-	(4,990)	-	-	-
Enhancing Feminist Leadership of Conflict Affected Women Groups , Nepal	4,832	-	(4,832)	-	-	-
Rise Up: Mobilising women and girls to combat FGM & CEFM , Uganda	960	-	(960)	-	-	-
Women's Advocacy for Voice and Empowerment (WAVE II), Uganda	-	31,134	(28,537)	-	-	2,597
Phase 3 - Mobilising women and girls to combat FGM & CEFM , Uganda	8,462	184	(8,646)	-	-	-
Collective Action to Realise Equality (CARE), Zimbabwe	9,354	96,619	(97,931)	-	-	8,042
Inclusion and participation in democratic processes, Zimbabwe	5,078	-	(5,078)	-	-	-
Her Voice Fund, Multiple Partners, Countries, Donors	-	212,120	(212,120)	-	-	-
Others - multiple donors	-	24,250	(20,924)	-	-	3,326
Global Strategic Funds	-	151,778	(120,000)	-	-	31,778
'Bado Binti' Vocational Training for Teenage Mothers	-	64,390	(40,086)	-	-	24,304
AWESOME, Multi country	360,292	1,285,218	(1,366,068)	-	-	279,442
Total restricted funds	402,079	1,926,081	(1,942,288)	-	-	385,872

	At the start of the year	Income	Expenditure	Transfers	Gains on investments	At the end of the year
	£	£	£	£	£	£
Unrestricted funds:						
Designated funds	3,640,146	-	(974,948)	600,000	-	3,265,198
Fixed Assets	-	-	-	-	-	-
General funds	1,279,830	3,220,485	(2,862,572)	(600,000)	159,084	1,196,827
Total unrestricted funds	4,919,976	3,220,485	(3,837,520)	-	159,084	4,462,025
Total funds 2024	5,322,055	5,146,566	(5,779,808)	-	159,084	4,847,897

Movements in Funds (Prior Year comparison) - Restated

	At the start of the year	Income	Expenditure	Transfers	Gains on investments	At the end of the year (2023)
	£	£	£	£	£	£
Restricted funds:						
<u>Corporate and Institutions</u>						
Women Leading and Succeeding in Sustainable Cooperatives , Ethiopia	8,865	-	(8,865)	-	-	-
Skills and Employment for Marginalised Young Women, Ethiopia	43,800	-	(43,800)	-	-	-
Safe spaces for girls and young women to challenge FGM, Kenya	-	976	-	-	-	976
Taking ACTION Against Sexual Harassment, Kenya	-	31,986	(29,684)	-	-	2,302
#My Dear Body, Kenya	-	14,846	(10,013)	-	-	4,833
Participation and Voice for Excluded Women in Nepal (PAVE)	47,042	133,513	(73,900)	(106,655)	-	-
Access to Justice, Nepal	30,050	30,863	(55,923)	-	-	4,990
Fostering Meaningful Participation of Women in elections , Nepal	-	33,918	(33,918)	-	-	-
Enhancing Feminist Leadership of Conflict Affected Women Groups , Nepal	-	14,842	(10,010)	-	-	4,832
Rise Up: Mobilising women and girls to combat FGM & CEFM , Uganda	-	4,000	(3,040)	-	-	960
Women's Advocacy for Voice and Empowerment (WAVE II), Uganda	-	173,692	(173,692)	-	-	-
Phase 3 - Mobilising women and girls to combat FGM & CEFM , Uganda	-	55,888	(47,426)	-	-	8,462
Emergency Support Grant, Uganda	-	14,452	(14,573)	121	-	-
Building Civil Society Effectiveness, Zimbabwe	-	(4,896)	-	4,896	-	-
Collective Action to Realise Equality (CARE), Zimbabwe	98,928	108,381	(197,955)	-	-	9,354
Amplifying Voices VAWG, Building Bridges, Zimbabwe (Multiple Donors)	10,307	-	(26,113)	15,806	-	-
Inclusion and participation in democratic processes, Zimbabwe	-	5,078	-	-	-	5,078
Her Voice Fund, Multiple Partners, Countries, Donors	-	35,156	(35,156)	-	-	-
Global Advocates Mobilising for Equality	2,780	-	(2,780)	-	-	-
AWESOME, Multi country	280,228	1,541,156	(1,461,092)	-	-	360,292
Total restricted funds	522,000	2,193,851	(2,227,940)	(85,832)	-	402,079

	At the start of the year	Income	Expenditure	Transfers	Gains on investments	At the end of the year (2023)
	£	£	£	£	£	£
Unrestricted funds:						
Designated funds	2,762,550	100,559	(272,961)	1,050,000	-	3,640,146
General funds	1,423,027	3,086,984	(2,278,162)	(964,168)	12,147	1,279,830
Total unrestricted funds	4,185,577	3,187,543	(2,551,123)	85,832	12,147	4,919,976
Total funds 2023	4,707,577	5,381,394	(4,779,063)	-	12,147	4,932,055

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

	2024	2023
	£	£
Net (expenditure) / income for the reporting period (as per the statement of financial activities)	(633,242)	602,331
Depreciation charges	1,025	7,299
Amortisation Charges	-	12,576
Interest and Investment income	(22,153)	(15,642)
Decrease in debtors	(84,945)	582,822
(Decrease)/increase in creditors	(224,680)	303,535
	<hr/>	<hr/>
Net cash (used in)/provided by operating activities	(963,995)	1,492,921

20 Analysis of cash and cash equivalents

	At 1 April 2023	Cash flows	Other changes	At 31 March 2024
	£	£	£	
Cash at bank and in hand	4,657,387	(968,095)	-	3,689,292
Notice deposits (less than three months)	440,111	22,153	-	462,264
	<hr/>	<hr/>	<hr/>	<hr/>
Total cash and cash equivalents	5,097,498	(945,942)	-	4,151,556

21 Operating lease commitments

The charity's has no future minimum lease payments under non-cancellable operating leases.

22 Contingent liability

One of our partner organisations, National Union of Women with Disabilities of Uganda (NUWODU), had its activities suspended in August 2023 by the Ugandan National Bureau for NGOs, which has subsequently been lifted. During the period 1 January 2022 to August 2023, Womankind provided grants of £390,725 to NUWODU. There is a risk that Womankind may be required to repay funds to the grant funder that supported the project for the period in question but at this time the likelihood, amounts and timing of this are unclear.

23 Legal status of the charity

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

WOMANKIND WORLDWIDE

England & Wales - Charity number 328206

Accounts

WOMANKIND (WORLDWIDE)

A Company limited by guarantee

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023



**Womankind
Worldwide**

Registered Company No: 02404121 (England and Wales)

Charity No: 0328206

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Company Registration	02404121 (England and Wales)	
Charity Registration	328206	
Trustees	Twasiima Bigirwa	(Co-Chair)
	Siobhan Allen	(Co-Chair, stepped down as Co-Chair 8 th June 2023)
	Olga Ghazaryan	(Co-Chair, Appointed 8 th June 2023)
	Rebecca Olschner-Wood	(Vice-Chair)
	Jenny Jones	(Co-Honorary Treasurer)
	Roshana Arasaratnam	(Co-Honorary Treasurer, retired 28 th September 2023)
	Maggie Baxter	
	Lia Larson	(Retired 4 th December 2022)
	Susana Leith Smith	
	Francoise Moudouthe	(Resigned 8th June 2022)
	Lubna Qunash	
	Alison Stiby Harris	(Appointed 22 nd March 2023)
	Dumiso Gatsha	(Appointed 22 nd March 2023)
	Lauren Dark	(Appointed 22 nd March 2023)
	Lusungu Kalanga	(Appointed 8 th June 2023)
	Scheaffer Okore	(Appointed 8 th June 2023)
	Tamara Palamakumbura	(Appointed 8 th June 2023)
Chief Executive	Caroline Haworth	Retired 30 th June 2023
	Dinah Musindarwezo	Appointed Interim Co-CEO 10 th July 2023
	Disha Sughand	Appointed Interim Co-CEO 10 th July 2023
	Sarah Masters	Appointed Interim Co-CEO 10 th July 2023
Registered Office	Wenlock Studios 50-52 Wharf Road London N1 7EU	
Bankers	Lloyds TSB Bank plc 399 Oxford Street London WC1 2BU	National Westminster Bank plc 130 Whitechapel High Street London E1 7PS
Auditors	Haysmacintyre LLP 10 Queen Street Place London, EC4R 1AG	
Investment managers:	CCLA One Angel Lane London EC4R 3AB	

An Introductory Message from the Co-Chair

Dear Reader,

There are many things in the past year that may have caused you to lose hope for a better future.

The marked rollback on women's sexual and reproductive health rights is a global threat to bodily autonomy and freedom.

The attack on the safety and dignity of the LGBTQI+ community continues. From the flood of anti-homosexuality bills sweeping across Africa and the US to the transphobic rhetoric and beliefs that persist throughout the UK.

In Afghanistan, women and girls living under Taliban rule are under constant threat of violence. Through gender apartheid they have been largely erased from politics and public life and they face major barriers in accessing basic services, including education, healthcare, nutrition or to work.

But we remain hopeful. Because in spite of all that stands in their way, feminists everywhere continue to demand change and Womankind are right there in solidarity, working closely with them.

Power in collective action

From women collectively challenging the structural barriers that hinder girls' education in Ethiopia to feminists in Nepal powering women into political leadership. From girls in Kenya taking a stand against sexual harassment to the women advocating for their right to land in Zimbabwe. Feminist movements continue to be the drivers of transformative change.

Realising our vision of a feminist future has never been more urgent. This is a future where women, girls and people of all genders – in all their diversities – are respected and valued for who they are. Where they live with joy, choice and dignity. Realising this vision, is why Womankind exists. Realising this vision only works if we continue to prioritise deepening our feminist analysis, the decolonisation of our practice, the strengthening of our values and reflecting on how we show up and work together as a team. In this report, we will be sharing some of the ways we're doing this.

Strong and diverse feminist movements are the roadmap to healing and justice for everyone. Over the past year, we have continued to work with partners in our five focus countries, Ethiopia, Kenya, Nepal, Uganda and Zimbabwe, all working to advance women's rights and gender equality in their communities and beyond.

Expanding our work to Afghanistan

This year, we extended our work to a sixth focus country. In 2021, when the Taliban regained control of Afghanistan, 20 years of achievements were almost immediately lost, with women's rights rolled back in every area. Many Afghan women's rights organisations have closed in the past year, in the face of intimidation and threats, significant financial constraints and restriction of movement. And yet, Afghan women and girls are still relentlessly carrying on with their lives, often with acts of unseen, unheard bravery.

Supporting women's human rights defenders and the women's movement in Afghanistan is crucial. This means advocacy to ensure women's rights are protected and promoted, resources to ensure they continue to operate and a guarantee that Afghan women are not just talked about but heard. Our new Afghanistan strategy supports this.

In this report, we will share insights into why and how we work with feminist movements and the impact that our work together is having.

These insights will include how we collaborated with partners across Ethiopia, Kenya and Uganda to get the voices of diverse women heard at the UN Commission on the Status of Women (CSW) - a crucial women's rights convening.

We'll also be sharing how we have resourced the revolution through flexible funding to our partners and how we got people talking about their acts of everyday feminism. You will hear stories from inspiring activists and women and girls in their communities and see how intersectional movements and feminist advocacy are powering progress towards gender equality.

A season of change

At the beginning of 2023, with much gratitude and achievements to celebrate, we said goodbye to some of our trustees. We then welcomed a whole host of new trustees, who are all committed to working together to realise our vision of a feminist future. My co-chair Siobhan Allen finished her term and we now welcome Olga Ghazaryan who joins as the new co-board chair, and will continue to work with us to support the realisation of our vision.

In June 2023, we also bid farewell to our former CEO, Caroline Haworth. Throughout her career, Caroline played an instrumental role in championing the rights of women, girls and people of all genders in various countries around the world. A feminist and force in the women's rights movement, Caroline has steered the organisation through progressive transformation over the past seven years, laying the foundation of our 2030 strategy which is core to our continuing impact around the world. We wish her all the very best and hold deep gratitude for her time at Womankind.

Through this report, we invite you to connect with the changemakers at the forefront of their movements, to be inspired by visions of a feminist future and in turn, reignite the spark of hope you may have lost.

In solidarity,

Twasiima Bigirwa

Co-Chair of the Board of Trustees

About us

Who we are and what we do

Womankind Worldwide is an international women's rights organisation and funder, working with women's rights organisations and groups and feminist movements across the world to end gender inequality.

We take collective action alongside women's rights organisations, feminist movements and activists in Eastern and Southern Africa and South Asia. We partner with these diverse movements, representing women in all their diversities, including women with disabilities, young women, Indigenous women and LGBTQI+ women, to challenge inequality, at home, in communities and the workplace. We fund and strengthen these movements and advocate for change alongside them.

Through our distinctive feminist partnerships approach, we create space for diverse women and groups to come together as one to demand meaningful change. We aim to balance power and ensure our partner organisations are central to our decision-making.

Since we began over 30 years ago, we have worked with hundreds of women's rights organisations and millions of women and their families to change lives and communities. We have influenced governments and other decision-makers to commit to ending violence against women, enable women to gain economic independence and ensure their voices are heard.

Over the next decade the world around us will continue to change but our pursuit of equality and human rights for all remains unflinching.

Our Partners and where we work

Here's a look at where we work with our partners.



*Afghanistan - we have a new strategy supporting women's rights organisations and women human rights defenders in Afghanistan and in exile.

Our Achievements 2022 – 2023

Our year in numbers - in 2022/23 we....

- Funded 36 partners of our 42.
- Supported our partners with **£2,292,315** of funding.
- This includes 29 grants to Womankind partners through flexible funds and a further seven grants to informal groups.
- Delivered 15 projects with our partners working on ending violence against women and girls, advancing women's economic rights, strengthening women's participation and leadership, resourcing holistic security and more.
- With all of our Movement Strengthening Fund and Her Voice Fund projects with partners, we funded a total of 51 feminist initiatives.
- Geographically, we funded partners across five focus countries. No projects were implemented in Afghanistan in 2022/23 as the country strategy was being developed. We launched this in late 2022 and partnerships with women's rights organisations were formally established in March 2023.

At Womankind our Vision is... *a world where all women, girls and people of all genders enjoy equal rights and freedoms and live with joy, choice and dignity.*

Toward this Vision, we have a new Strategy 2030: *Our Feminist Future*. Under this strategy we will share power with partners, influence the agenda, resource the revolution, decolonise our practice and value our team.

We understand the lived experience of oppression relates to interconnected factors which are inseparable and complex. Further, that they are cross-cut by issues such as intersectionality, coloniality, suppression of civic space and climate justice. We continue to lever our expertise and track record in the thematic areas of gender-based violence, participation and leadership, and economic rights but are no longer bound by focus on these three themes alone. As a result we will no longer be using the three themes as shown currently in Note 6 of the financial statement.

Here are some examples of how we worked towards our new Strategy 2030: *Our Feminist Future* in 2022/23:

Share power with partners

Building an inclusive movement across the Ethiopia, Kenya and Uganda

Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality – (AWESOME) is a 5-year advocacy programme to support women's movements in Ethiopia, Kenya and Uganda to work in partnership, be strengthened and more representative of diverse groups of women, with a focus on women with disabilities. In 2022, the programme moved into its second year working towards gender equality, advancing women's participation and leadership and ending sexual and gender-based violence.

Kenya

Women Challenged to Challenge (WCC) and Federation of Women Lawyers Kenya (FIDA) had never worked together before AWESOME. Now the organisations work together and continue to strengthen each other's capacities. For instance, WCC has supported FIDA to improve its accessibility practices and as a result FIDA translated materials for their events into braille for the first time in 2022. Meanwhile, FIDA held legal clinics for WCC's constituents to improve their knowledge on their rights.

Ethiopia

In Ethiopia, Siqqee Women's Development Association (SWDA) and Ethiopian Women with Disabilities National Association (EWDNA) now hold annual regional policy dialogues together, conducted an online panel discussion on Oromia television and are working together in their advocacy efforts to lobby policy makers. EWDNA are also providing support to SWDA for their accessibility and inclusion practices.

Uganda

In 2022, National Union of Women with Disabilities of Uganda (NUWODU) and Forum for Women in Democracy (FOWODE) worked together to conduct an annual policy forum at national level with over 100 participants.

Through AWESOME these diverse women's organisations are sharing resources with each other to collaborate on advocacy initiatives and to improve their accessibility and inclusion practices. AWESOME is funded by the Netherlands Ministry of Foreign Affairs (MoFA).

Collective action for change in Zimbabwe

In 2022/23, Womankind's partners Women's Coalition of Zimbabwe (WCoZ) and Women in Politics Support Unit (WIPSU) continued to work collaboratively on the Collective Action to Realise Equality (CARE) project.

With funding from the CARE project, the women's movement (through WCoZ) in Zimbabwe has expanded to three new rural areas over the last year - Seke, Zvishavane and Mount Darwin. In these areas, women are now coming forward to be active members of the coalition, driving narratives on economic equality and setting up savings circles to strengthen women's economic rights.

As a result of women's training through their chapters, WCoZ have also seen women wanting to form their own groups and run for political office in Wange & Zvishavane. In addition, 20 women in Binga are now organising to address wildlife conflict in their area.

Advocacy initiatives and consensus building as part of CARE led to WCoZ successfully petitioning parliament to implement the recommendation of the CEDAW* committee on Act 8 on trafficked persons. WCoZ demanded that the government provide an update on whether there is a new action plan on combatting trafficking since the last one expired in 2019. As a result, the Ministry of Home affairs launched a new action plan. This achievement shows the power, effectiveness and strength of the coalition's work.

Funding for this project under Comic Relief's POWER UP portfolio is also enabling Womankind to shift resources to and share power with CARE partners and the Zimbabwe women's movement spaces they are part of more proactively and flexibly. In addition, CARE has **influenced the women's rights agenda through the successful advocacy work of the coalition**. Because of this, the CARE project is also contributing to our second strategic goal, Influence the Agenda. This demonstrates the fluidity and interconnectedness of our work at Womankind in relation to our new strategy.

*The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international legal instrument that requires countries to eliminate discrimination against women and girls and promotes women's and girls' equal rights.

Influence the agenda

16 Days of Activism - from awareness to accountability for femicide

For the 16 Days of Activism in 2022, Womankind drew attention to and voiced a call for action on the most extreme form of gender-based violence against women and girls: femicide.

We produced a global factsheet to raise awareness on femicide with statistics and calls to action for individuals, civil society organisations, funders and governments. We called for strengthened accountability by governments to address impunity for femicide and also engaged in cross movement strengthening by sharing information on the work of our partners on the issue.

Advocating for meaningful participation of women in the 2022 elections with Sankalpa

In the run-up to the 2022 elections in Nepal, Womankind funded Sankalpa to increase women's participation in the elections, document obstacles to women's electoral participation, ensure women candidates were informed about the roles and responsibilities of elected leadership and push for policies that would enable women's participation in political life. Diverse women from each of the seven provinces of Nepal participated.

Following participation in Sankalpa's capacity development programme, several elected women leaders launched policies in their constituencies to support women and enable their political participation. These policies included:

- ending the use of temples as election polling places, which exclude menstruating women from participating;
- establishing a feeding room for women working in the local municipal government so nursing mothers could take up these roles;
- allocating a social protection allowance for single women and sexual minorities, especially those who were the mothers of girls, which helped to reduce the number of female feticides.

These policies broke down barriers and supported women to fully participate in political life.

Listening to diverse women and grassroots movements

At Womankind, we believe that in order for change to happen, voices from grassroots movements must be heard and listened to. Therefore, ensuring that the voices of diverse women are present and centred in international decision making and agenda setting spaces is a vital part of our influencing work. The UN Commission on the Status of Women (CSW) and the Sexual Violence Research Initiative (SVRI) Forum are two of these key spaces.

In March 2023, Womankind joined the six organisations in the AWESOME consortium –EWDNA, FIDA Kenya, FOWODE, NUWODU, SWDA, WCC – to jointly advocate at CSW67. At our joint event: Rural Girls' and Women's Feminist Movement Strengthening our partners shared their experiences of working with rural women from Ethiopia, Kenya and Uganda, from an intersectional feminist movement strengthening perspective with a global audience in the room.

The SVRI Forum provides a unique opportunity for collective learning on tackling violence against women and children. Through Womankind's Her Voice Fund, five AWESOME consortium partners attended the forum in September 2022. Together, they advocated for disability centered inclusion in feminist movements that are working to end violence against women. Partners held events, chaired panels, met with survivors, practitioners, and activists from around the world and shared their vast expertise.

Holding the UK government to account

Over the last year, Womankind has worked to influence international development policies related to gender equality and women's rights. We encouraged key state and policy actors to influence change through our response to the UK Government's Women and Girls Strategy. We are part of key UK coalitions including The Gender and Development Network (GADN), Gender Action for Peace and Security (GAPS) and Bond, where we work together to influence UK government and the feminist narrative in UK international development work. Through this work, we have called for quality funding for and meaningful engagement with women's rights organisations, centring a gender and human rights approach in the UK's investment, trade, debt, and tax policies.

Resource the Revolution

Our third strategic goal is to resource the revolution with Womankind contributing financially to a feminist future. This goal means Womankind, our partners and allies working together to advocate for and attract quality funding for women's rights and feminist action. It strives for more and more of our income to be unrestricted or flexible, channelled directly through flexible funds.

We can see this in action with our flexible funds: the Movement Strengthening Fund (MSF) and Her Voice Fund (HVF). Flexible funding means fewer restrictions and admin, giving the groups that receive the money more say in how they use it. It means less time spent on detailed proposals, budgets and reports, and more time tackling gender inequality.

Movement Strengthening Fund

Movement strengthening is at the very heart of Womankind's work. The MSF has been designed to strengthen the relational dynamics of movements so that the resulting collective actions can be more impactful and sustainable. Here are three stories of change that highlight the intersectionality and inclusivity that underpin the feminist movement and how MSF is contributing to that.

In Zimbabwe, the MSF supported **Deaf Women Included (DWI)** to reach the most marginalised women with disabilities and centre them in their movement. DWI ran feminist and disability leadership seminars, created a documentary on women with disabilities and their inclusion in feminist movements. Additionally, they created materials on feminist theories and principles in sign language and Braille.

Minority Womyn in Action (MWA) used the MSF to strengthen their membership, leadership, and wellbeing structures. This meant that the movement for LGBTQI+ women and people could reach grassroots constituencies across Kenya.

The MSF supported **National Indigenous Women's Federation (NIWF)** in Nepal to create and strengthen local committees and councils of indigenous women in 61 districts. Through the committees and councils, local indigenous women are now supported to know and demand their rights and become part of the national movement for indigenous women's rights in Nepal.

Her Voice Fund

Her Voice Fund provides flexible funding to women's rights and feminist organisations and activists in the Global South to resource advocacy work. The fund supports women's rights organisations and informal groups to influence policy at local, national, regional and international levels. Here are three stories of what Her Voice Fund helped achieve in the last year.

In Ethiopia, Tarkanfi Sustainable Development (TSD) used HVF to address systemic and structural barriers that hinder girls' education. TSD provided four high school girls' clubs in Laga Tafo (in the Berk district) with media instruments to develop messaging around gender equality. This fed into their schools' code of conduct and overall legal framework on sexual gender-based violence (SGBV). As a result, the members of the four clubs actively advocated for their rights with their schools' administration, Parent Teacher Associations (PTAs) and communities. Girls from the clubs also started to advocate for other girls and wrote poems, dramas, and songs to communicate their messages on SGBV. School girls' clubs from the four schools also travelled to rural communities to speak to young boys, girls, men and women about intersectional gender-based violence and how they can protect girls in their community. TSD and the four school champions are now advocating for the implementation of the code of conduct in all schools in the region by working with women's right organisations. TSD brought together students, teachers and parents to work together collaboratively and creatively to address issues regarding SGBV and advocate in their communities. They truly got the voices of young women heard and have as a result created momentum for change.

Through HVF, **Women and Land Zimbabwe's (WLZ)** have achieved real, tangible results in supporting women to know and claim their right to land. WLZ conducted 'Land for Her' Campaigns in 10 districts to share information with rural women around their rights to land, resulting in building the capacity and confidence of women in Rural Women's Assemblies (RWA) to demand control and ownership of land. This meant:

- 333 women approached the District Land Office to apply for land and are now on the waiting list.
- 25 women in Makonde, 21 in Romac Farms in Gweru and 259 in Makoni approached the District Lands Committee to have their permits changed into their names and jointly with their spouses, and 35 widows manage to change the land permits into their names.
- 18 additional hectares of land were given to women across villages to establish community initiatives and spaces.
- The attitudes of traditional leaders in Chipinge and Makoni are changing. They are now willing to set aside pieces of land for women, continuing to allocate pieces of land to single women, and emphasising that inherited family land should be shared equally between children, regardless of their gender.

Alongside this, WLZ continued to mobilise rural women into forming solidarity groups for movement building, resulting in the formation of 387 RWAs with an average of 20 women in each. These RWAs have become referral points for women's issues and are being recognised by the traditional leaders. Through the RWAs, some women have begun to take up leadership positions in decision making structures and are demanding accountability in natural resources management.

WLZ also:

- conducted engagement meetings on gender and women's rights in 10 districts.
- reached a total number of 337 traditional and religious leaders.
- facilitated 20 rural women to participate in national processes.

Movement building through Rural Women's Assemblies has created a safe space for women to come up with solutions and alternatives, for learning and sharing of skills and knowledge and this has resulted in a review of the policy on land.

In Amudat, Uganda, Maendeleo Ya Wanawake used their HVF grant to strengthen implementation of laws around and accountability for female genital mutilation (FGM), gender-based violence (GBV) and education. Maendeleo drafted two laws on GBV and education which were adopted by the District Council and then approved by the Minister for Local Government.

The education law calls for all children of school attending age go to school. Following this law being used as an advocacy tool, there is evidence of a marked increase in enrolment in primary schools in the district. Maendeleo also conducted community dialogues about the two new laws, reaching a total of 402 community members.

In addition, Maendeleo held a dialogue with 35 representatives of the local government and civil society. This aided clear understanding of the root causes of patriarchy and drivers of harmful practices like female genital mutilation (FGM), child marriages, alcoholism and illiteracy that contribute to GBV in the district. Participants in the dialogues committed to working collaboratively to advocate for ending harmful practices and promote education as an alternative rite of passage for girls, instead of FGM. The project also built strong alliances between community leaders which was a great achievement in advocacy towards ending child marriages and FGM.

Decolonise our practice

At Womankind, we are constantly learning, adapting and growing with humility as a feminist, anti-racist organisation working to decolonise our practice. This work underpins our strategy to 2030 and our vision of a feminist future.

For over 30 years, we've worked at heart of the feminist movement. We are much more than an intermediary between donors and grassroots women's rights organisations. We recognise our privilege and history as an organisation based in the Global North. We use our position to advocate for changes to policies and mobilise funds internationally, while championing and centring the priorities of our partners.

Anti-racism is intrinsic to how we work. We are deepening and extending our decolonisation work, diversifying decision-making and reimagining power relationships & accountability.

What does this look like in practice?

As an organisation, we are deliberate on moving from paper to action by daring to confront our own structures, mindset, and blind spots. While we realise that this is a challenging journey, we are keen on embracing uncomfortable truths, having difficult conversations, and acknowledging our weaknesses as we forge on.

The road to structural change is not a journey we can walk alone. We are working with experts, organisations and individuals who specialise in anti-racism and decolonisation, together navigating historical practices to dismantle racism. This requires constant learning and as a feminist organisation we have rolled out regular sessions to unpack topics around colonialism, racism, and true solidarity with the movement.

Co-creation has been key in the execution of our anti-racism pledge together with staff, partners, and trustees. We have strived to ensure that our anti-racism pledge is owned by everyone and captures our shared aspirations and vision.

We have launched two flexible funds – Her Voice Fund and Movement Strengthening Fund to power grassroots movements. When it comes to our partners, we strive to share power and share risks, value partners' expertise and together, build a decolonised, feminist future.

In our policy and advocacy work, as feminist practice, we emphasise our support role. This includes sharing space and power intentionally when engaging and working alongside partners. For example, in the development of reports and research, flexible funding, how we provide programme and project support, how we show up to key policy and advocacy spaces such as CSW67, the African Commission on People and Human Rights (ACPHR) and Feminist Republik.

We will continue to re-evaluate and develop new ways of working that are more aligned with a transformative justice approach and feminist values. We hope that our decolonisation and anti-racism work over the coming years will enable us to be part of a movement towards systemic healing, justice and a more equitable world. Because as we know, there is no gender justice without racial justice.

Value our team

By 2030, our goal is to have a diverse, international Womankind team that is living out our feminist, anti-racist and inclusive values within and outside our organisation. We acknowledge the trauma and stress of oppression and challenge the culture of burnout. Personal health and wellbeing has equal importance alongside effective and dedicated service to the cause.

This year, team members across Womankind committed their time to nurturing our organisational culture and colleagues have been supported to work together remotely and internationally.

Self and collective care are crucial to powering our feminist work. We have been prioritising wellbeing in a number of ways. We continue to challenge 'traditional' ways of working informed by capitalism's push towards unrealistic productivity and ensure our policies consider the daily realities of employees lives.

Fundraising Performance

2022-23 was the first year of our Financing Strategy 2022-27 (developed with colleagues, partners and trustees) which aims to build a stable and diverse income base for Womankind with more unrestricted, core, flexible and long-term funding to reach our partners. This strategy also aims to build our partners' knowledge, contacts and experience of fundraising so that they can better access more long-term quality funding directly, themselves. In addition, we are striving for our fundraising to be anti-racist and to ensure that we are not portraying the people we and our partners work with and for as victims.

In the last year we were proud to have convinced a number of trusts and foundations, individual donors and corporate donors how crucial long-term, core and flexible funding are to the sustainability of women's rights organisations and women's movements. A growing number of supporters chose to commit to Her Voice Fund - a flexible fund which gives women's rights organisations the power to prioritise and resource the advocacy work which is rarely funded but can get laws and policies changed to improve women's rights.

We were heartened by recruiting new supporters to join Womankind through our new digital fundraising campaign which led with a bolder message of working alongside feminist movements and resonated well.

We made the most of In-person spaces such as Sexual Violence Research Initiative (SVRI), Reimagining Pan-African and Feminist Philanthropies and the Commission on the Status of Women (CSW) to start to engage existing and prospective donors around our new strategy.

We exceeded all expectations thanks to the generosity of guests on the night and raised over £1.2million for Womankind and our partners' work at our annual International Women's Day fundraising Gala event in March 2023.

However, the cost-of-living crisis coupled with humanitarian crises around the world, have impacted on responses to some of our requests for support both to individuals and trusts and foundations with many understandably, either scaling back on their giving or prioritising urgent and desperate situations. In the year ahead we aim to work closely with our communications colleagues and our partners to strengthen our story telling so that when donors feel able to give again they can see clearly how their support can impact women's rights organisations and feminist movements.

We were inspired and heartened throughout the year by the generosity, initiative and commitment of all our supporters, agreeing to stand alongside Womankind and our partners.

Financial Review

The Charity achieved total unrestricted and restricted income of £5,694,576 (2021-22: £5,919,327). The decrease in the year was mainly due to a reduction in income from Statutory sources as one of the projects funded by The Foreign and Commonwealth Development Office (FCDO) finished last year as well as a more predicted amount of unrestricted legacy income – the previous year had seen significantly larger donations from gifts left in wills to Womankind which is not something we can predict or replicate year on year.

Our principal funding sources are diverse and include donations from individuals, legacies, trusts and foundations, and companies, as well as key grants from the Netherlands and UK Governments and institutions including Comic Relief.

56% of all income received in 2022-23 was unrestricted compared to 59% in 2021-22.

Our expenditure for the year was £5,092,244 (2021-22: £4,230,593).

The charity continues to focus on delivering more for our partners and monitoring its cost base and resources to ensure spending is in line with income forecasts.

Fund balances at the end of the year amounted to £5,322,055 (2021-22: £4,707,577). Unrestricted funds amounted to £4,919,283 (2021-22: £4,185,578) and restricted funds amounted to £402,772 (2021-22: £522,000).

Reserves Policy

Womankind is a charity financed mainly by donated income. By its nature, the income is variable as the propensity to donate is affected by many factors outside the control of the charity. The Trustees therefore review the reserves regularly to ensure that there are adequate funds to enable us to:

- React to any unexpected adverse impact to our finances and cover any potential future liabilities.
- Provide uninterrupted delivery of the charity's objectives to meet the needs of current and future beneficiaries, regardless of short to medium term fluctuations in income and expenditure.

The charity operates within a Reserves Policy which is reviewed as part of the charity's budgeting and planning processes. Our current policy is defined as between 3 to 6 months of planned expenditure. For the year 2023/24 this equates to a range of £576,478 to £1,152,957. Trustees agreed that Womankind should hold reserves in the range of £650,000 - £1,200,000.

The Trustees consider that a sufficient level of free reserves for the organisation is between £650k and £1.2 million of unrestricted expenditure. The position will be considered annually to ensure that reserve levels remain relevant to the operating environment of the charity.

Free reserves represent unrestricted general funds, excluding restricted and designated funds. Our free reserves as at 31st March 2023 are therefore valued at £1,279,137 (2021-22: £1,423,027). Trustees are confident that the charity continues to be solvent.

Designated Funds

In 2018/19 the Charity received a very generous legacy of over £2m from a supporter. It was agreed by the Board of Trustees that these funds would be held in a separate, designated fund. These funds are designated for specific use in advancing Womankind's strategic priorities. The Board has agreed that future legacies that exceed £100K will continue to be added to the pool of designated funds and to be similarly allocated for the same purposes. In addition, the trustees agreed that funds at the year-end above £1.2m in General Fund will be transferred to Designated Funds.

During the year Womankind spent total of £272,961. This includes £101,931 on the Movement Strengthening Fund, £9,077 in core support to the Afghan Women's Resource Centre (AWRC), £126,768 on Her Voice Fund.

The Board of Trustees approved a list of projects to build momentum behind Womankind's new strategy to 2030 and must, in the main, be transferred to our Partners. A small proportion of our designated fund may be approved for use to strengthen Womankind organisationally, including in relation to sustainability.

A proposal to spend designated funds is prepared by the Senior Management Team and approved by the Board at the time of approving budget for the year. A list of projects funded from the designated funds is noted under note 17 of the financial statement.

At 31st March 2023 the total designated fund was £3,640,146 (2021-22: £2,762,550).

Investment Policy

The board reviewed the cashflow requirement of the Charity and approved to move £1.2m which was held in the deposit account to invest in the Ethical Funds managed by CCLA. Womankind has undertaken due diligence on investment options and have selected CCLA to be our investment managers. CCLA is an ethical investment house. The investment policy has been reviewed during the year.

Foreign Exchange Policy

It is our policy to hold funds in the currency in which those funds will be transferred to partners and therefore we do not hedge against currency fluctuations or currently attempt to predict movements in exchange rates.

Future Plans

At Womankind our Vision is... *a world where all women, girls and people of all genders enjoy equal rights and freedoms and live with joy, choice and dignity.*

Toward this Vision, we have a new Strategy 2030: *Our Feminist Future*. Under this strategy we will share power with partners, influence the agenda, resource the revolution, decolonise our practice and value our team.

Here is a summary of our key plans for 2023-24:

Share power with partners. *Womankind's partnerships share power and resources with diverse feminist organisations and movements*

We will enter into at least 3 new partnerships with women's rights organisations in Afghanistan and be actively supporting them to develop and deliver their priorities. The Afghanistan strategy and approach is part of our commitment to Women Human Rights Defenders (WHRDs) and differs from other focus countries due to the need to continually adapt to challenging circumstances.

We will launch a new round of the Movement Strengthening Fund (MSF) and strengthened knowledge and learning to inform the next cycle.

We will agree a process and make Strategic Grants to partners that are fully flexible and offered within the parameters of Womankind's charitable objects.

We will deliver successful and compliant programme management for our diverse projects portfolio including large scale initiatives such as the Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) project funded by the Netherlands Ministry of Foreign Affairs as well as smaller pilot projects that build evidence and learning and can act as catalysts for future work. Programmes are at the core of Womankind's work and existence and will continue alongside accompaniment to partners. We aim that partners and grantees report an improvement in their experience of working with Womankind.

We will have successfully implemented first year activities related to the Feminist Partnerships sub-strategy including the finalisation of Womankind's new principles of partnership and work to ensure that core documents are available in languages other than English providing direct access to wider audiences including audiences with disability access issues.

Influence the agenda. *Womankind influences a transformative, feminist agenda for change, in solidarity with movement partners and allies*

We will consolidate learnings from Her Voice Fund grant-making to improve our own trust-based grant-making as well as to influence funders and the wider donor community to fund feminists and women's rights organisations more flexibly with more quality funding.

We will put out a call for proposals for Her Voice Fund Cycle 3 through which we will make grants to at least 12 partner women's rights organisations and informal groups in our focus countries during this period.

We will develop a research paper showing the interconnection between autonomous funding and autonomous voices with the aim of launching it in late 2024.

We will need to recruit Her Voice Fund Manager dedicated to run the fund and lead its learning for the above plans to be fully executed.

We will develop and implement the ILO 190 campaign in collaboration with the AWESOME project partners in Ethiopia, Kenya and Uganda.

Resource the revolution. *Womankind contributes to 'resourcing the revolution', with core and flexible funding*

We will recruit a Resource Advisor to support fundraising for partners in East Africa, under an 18 month pilot.

We will work alongside our International Women's Day Gala Committee to develop a sustainable and well-resourced plan for a successful Gala event in March 2024.

We will set up a Fundraising Board, host an in-person donor event to meet existing and new donors, corporates, and trusts and foundations, with a focus on flexible funding.

We will develop and test a new individual donor recruitment product to reach a new supporter base that is closely aligned to Womankind's values.

Decolonise our practice. *Womankind learns, adapts and grows with humility as a feminist, anti-racist organisation working to decolonise our practice*

We will start to implement our Communication Sub-strategy where people are not victims of their situations but hold the power to bring transformational change in their contexts and communities, our language will challenge the way women, girls and people of all genders are portrayed, we will work in collaboration with partners from the selection and shaping of stories to being part of the decision-making in storytelling. We will also strive to ensure that all our external facing communications are accessibility friendly and inclusive. This includes our website and social media through audio versions of web content, ALT imagery on social media, closed captioning in virtual events and sign language interpreters in key products such as videos and documentaries.

We will work to ensure our staff and trustees who identify as black and / or people of colour feel valued and have a positive experience of being part of Womankind through actions in our anti-racism pledge and ongoing work through our Organisational Culture Working Group.

We will develop a Womankind Code of Conduct in support of feminist, anti-racist behavioural expectations and norms and set up a process to support resolution in relation to racist behaviours, including racial related microaggressions.

We will conclude our work to ensure equitable terms and conditions for international staff.

Value our team. *A diverse, accountable inspired Womankind team that lives its values*

We will implement our Hybrid and Flexible Working Policy with a forward-looking, adaptive and learning mindset toward becoming a feminist organisation in which all staff are valued and flexibility and wellbeing are prioritised.

We will develop a Wellbeing Strategy for all staff which offers opportunities and options to support wellbeing and is suitably resourced.

We will continue to strengthen our work on organisational culture through our Organisational Culture Working Group initiatives and our bi-annual Feminist Futures Week where staff from all locations connect in person to build strong working relationships.

How Womankind is run

Management and Governance Structure

Womankind Worldwide is a charitable company limited by guarantee. It was incorporated on 13th July 1989, and registered as a charity on 25th July 1989. In November 2013, the Board of Trustees revised and approved the Articles of Association.

A Board of Directors (the trustees) governs Womankind Worldwide. The Board is responsible for the overall policies and strategic direction of the charity, along with its financial and legal probity and appointment of trustees. They prepare and approve the Annual Report and financial statements in accordance with UK accounting standards and to comply with FRS102 Charities Statement on Recommended Practice.

The Board met 4 times in 2022-23. These meetings were conducted as hybrid meetings combining some in-person attendance with participation by video link, on Zoom. Day-to-day operational management is delegated to the Chief Executive, supported by the Senior Management Team. There is one committee, the Finance & Resources Committee (FRC), chaired by the Honorary Treasurer. The FRC meets quarterly to consider policy, review progress against targets and undertake an assurance and monitoring role, ultimately making recommendations to the Board. It reviews financial controls, risk, investment and reserves policies regularly and oversees the audit process. Trustees are also called upon by the staff when their own particular skills, experience and expertise is useful to operational activities and during the 2022-23 year have been fully involved in the ongoing development of new organisation strategy.

Recruitment, induction and training

New trustees are recruited through open advertisement. All trustees are interviewed to ensure that the Board has the balance of skills and experience required to govern the charity and oversee delivery of the organisation's vision, mission and strategic aims. This includes the recruitment of trustees based in our focus regions, in recognition of the importance of expertise and experience from the Global South in the governance and direction of the charity. This will become even more important as we carry on implementing our new strategy to 2030. New trustees have a full induction which includes meeting key staff members and familiarisation with key policies. They also undergo additional training for example on charity governance, safe-guarding and financial scrutiny.

Remuneration policy

Pay for all staff, is reviewed annually based on UK cost-of-living data. In 2022-23, an extensive benchmarking exercise was carried out based principally on XpertHR benchmarking data on salary and benefits for charities registered in the UK, in order to ensure that Womankind's salaries at all levels were fair, in relation to the sector. Womankind's salary scales are based on this data for every level of employee, including the key management personnel consisting of the Chief Executive Officer and Senior Management Team. This benchmarking exercise will next be undertaken in 2025-26 including considering how to benchmark for salaries of staff based outside the UK, to ascertain whether Womankind's salaries have remained fair, equitable and competitive and to indicate and make adjustments to our pay scales where necessary.

Wider network

In June 2014, the Charity Commission directed that the charity called Women at Risk ('the linked charity') be treated as forming part of Womankind (Worldwide). The effect of this link means that this single set of accounts includes balances and transactions for Women at Risk. Women at Risk does not undertake any operations and any donations made to Women at Risk are included in Womankind (Worldwide) unrestricted income.

Womankind Worldwide Inc. is Womankind Worldwide's sister organisation based in the US which holds 501(c)3 status. A Board of Directors (who are US citizens), governs Womankind Worldwide Inc. and they are supported by a Company Secretary. They use the Womankind (Worldwide) logo and licence to fundraise in the US for Womankind (Worldwide)'s work, allowing US citizens to support our work tax-effectively. Womankind Worldwide Inc. files annual tax returns to the Internal Revenue Service.

Public Benefit Statement

Womankind (Worldwide)'s objectives, as set out in its Memorandum and Articles, are to:

- Relieve the poverty and sickness and preserve and protect the mental, physical, sexual and emotional health of women in any part of the world;
- Promote equality of opportunity between men and women in any part of the world;
- Advance the education of women in any part of the world;
- Advance the education of the public in any part of the world in subjects relating to economic conditions, mental, physical, sexual and emotional health of women and in matters relating to equality of opportunity between men

and women throughout the world.

In reviewing our aims and objectives and in planning our future activities, the trustees confirm that we have referred to the Charity Commission's guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives of the charity. Details of activities to further public benefit are set out throughout this report.

Risk Management

Risk management is an integral part of the governance of the charity. We take care to understand and address key risks in order to mitigate and manage their likelihood and impact. Risk registers are kept which log principal risks and steps taken to mitigate them at different levels of the organisation. Larger projects each have their own risk register which captures, analyses and monitors mitigation of operational risks. The Senior Management Team risk register is reviewed quarterly by the Finance & Resources Committee, and the strategic level risk register by the full Board. In addition, the CEO gives an oral update to the Finance & Resources Committee and Board each quarter, for their review and input. The Senior Management Team considers major risks and mitigating actions on an ongoing basis, as part of their decision-making.

The following high-level risks were identified and are managed through this process:

1. Risk that our strategy does not deliver demonstrable impact. This would lead to reputational damage, loss of confidence of key stakeholders in our focus countries and internationally, and failure to replicate and expand our activities.

This risk was mitigated by maintaining a clear, well documented evidence base relating to our theory of change, investing in technical development inputs to our projects and maintaining a strong focus on learning. As well as validation by the external evaluation of our previous strategy and consultation for the new strategy, most importantly with our Partners, our new strategy has been well received by our stakeholders.

2. Political context in the UK including in relation to changes in UK international development policy - and decline in the UK economy, reduces income from traditional funding sources.

We have developed a new Financing Strategy 2022-27 aligned to our new organisational strategy, which focuses on stability and diversification of income rather than growth. Through the strategy we are working to build relationships with other statutory and institutional donors as well as investing in growing our online supporter base.

3. Risk to beneficiary wellbeing as a result of inadequate vulnerable adult and/or child protection in our partnership programmes. This could lead inter alia to serious harm to vulnerable adults and/or children, legal action and reputational damage.

We review our safeguarding and safeguarding related policies and procedures annually and undertake awareness raising and training for staff and trustees, in order to mitigate this risk. We also provide support on policy and practice in relation to safeguarding to our partners in the global south.

4. Risk of regulatory or legal action due to failure to comply with legislation. This could lead to loss of confidence by partners, donors, staff and other stakeholders.

We have developed a medium-term Financial Management Strengthening Plan in order to monitor uptake of recommendations made by our Auditors and strengthen our systems and processes in line with the requirements of our new strategy. This plan is regularly monitored and adapted by the Senior Management Team and the Finance & Resources Committee of the Board of Trustees. In relation to non-financial risk, we routinely monitor developments in fundraising regulation, data protection and Charity Commission requirements, in order to assure

compliance, as well as legal requirements such as those pertaining to intellectual property and employment law, for example. In relation to updates and changes regarding international staff employment, we seek legal and HR advice to determine a course of action to remain compliant.

5. Risk to reputation by association when diversifying our income sources (individuals and organisations) who may not be well aligned with our values. This could result in negative media and publicity affecting key supporter groups and in turn to withdrawal of funding and other forms of support.

To mitigate this risk we review our due diligence policy and process annually, assessing potential donors and partnerships against our ethical policies and values and against external risks. This approach will be reviewed in depth as we implement our anti-racism pledge, Funding Charter and Financing Strategy, in order to meet the needs of new organisation strategy 2022-2030.

Grant Making Policy

For Womankind's grants to partners that are from restricted funds there is an agreed framework and budget in place following detailed assessments of the projects. For Womankind's grants to partners that are from our designated fund (unrestricted funds designated by the board of trustees for specific use in advancing our strategic priorities) we aim to make the grants as flexible as possible, in line with best practice guidance on flexible funding for women's rights organisations and in line with our strategic goals to share more power with partners and decolonise our practice.

In all cases, before making a grant, Womankind completes an appraisal of the project or work and the proposed partner organisations, including in relation to due diligence. This ensures that there is a good strategic fit between Womankind and the partner, and that the project objectives are consistent with shared principles and reflect a coherent initiative, which is cost-effective in bringing the intended impact. Grants are managed through specific agreements with partners, which set out the conditions of the grant, including narrative and financial reporting requirements and when disbursements will happen.

The use of Womankind's designated fund for more flexible funding such as our Movement Strengthening Fund and Her Voice Fund in 2022/23 has enabled Womankind to support feminist organisations and networks to work flexibly and strategically according to the needs of their local context and the individuals and communities they serve, without projectised restrictions. It also helps Womankind to generate an evidence base for more flexible funding models which can be leveraged to advocate with our own funders and other grant-makers in the sector.

Womankind's approach to fundraising

Our supporters are an integral part of Womankind's community - in terms of their financial support and the role they play in sharing our values, spreading the word and challenging us to work in a more feminist way. We are committed to being fully transparent and accountable about how their generous gifts are used.

Alongside our commitment to supporters, Womankind also wants to ensure that our fundraising and financing is anti-racist and that we are not perpetuating international development stereotypes that portray people in the countries where we focus our work as victims or without agency. We have therefore put together a Funding Charter to guide our aspirations for our fundraising and financing to ensure we meet our feminist, anti-racism and decolonising aims.

We are registered with the Fundraising Regulator and follow the Code of Fundraising Practice, including the policy on dealing with vulnerable people.

We keep up to date on changing regulation and ensure we comply with it by changing processes where necessary. We welcome feedback from supporters and regularly use it to improve our fundraising.

In the year ending March 2023 we worked with 2 fundraising agencies and with 6 consultants on particular fundraising initiatives. We worked closely with all these consultants to ensure they adhered to the Code of Fundraising Practice and the policy on dealing with vulnerable people. We received 3 complaints about our fundraising which we responded to in a timely fashion – this represents 0.0002% of all fundraising contacts made during the year.

During 2023 we received sponsorship for our Fundraising Gala event from Albacore Capital Group, Fitch Ratings, Goldman Sachs and Weil, Gotshal and Manges LLP. We also continued our long term corporate partnership with OptiBac Probiotics and received donations as a result of sales of their 'For Women' probiotic.

Statement of Trustee Responsibilities

The trustees, who are also directors of Womankind Worldwide for the purposes of company law, are responsible for preparing the Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102, the financial reporting standard applicable in the UK and Republic of Ireland.

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practices (SORP), Accounting and Reporting by Charities:
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether appropriate accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a 'going concern' basis, unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

So far as each of the trustees is aware at the time the report is approved.

There is no relevant audit information of which the charitable company's auditors are unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Guarantees

Members of the charitable company (the trustees) guarantee to contribute an amount not exceeding £1 to the assets in the event of winding up. The trustees have no beneficial interest in the charitable company.

Auditors

The auditors, Haysmacintyre LLP. Will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Small companies note

The report of the trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime, provided by section 415A of the Companies Act 2006.

Approved by the trustees on 28th September 2023 and signed on their behalf by:

twasiima bigirwa

Twasiima Bigirwa – Co – Chair

J. Jones

Jenny Jones – Honorary Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMANKIND (WORLDWIDE)

Opinion

We have audited the financial statements of Womankind Worldwide for the year ended 31 March 2023 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions 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' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the directors' report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to charity and company law applicable in England and Wales and fundraising regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to fraud in income recognition and management override of controls. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness; and

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMANKIND (WORLDWIDE)

- Challenging assumptions and judgements made by management in their accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Vikram Sandhu (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: 13 December 2023

Womankind Worldwide

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2023

	Note	Unrestricted £	Restricted £	2023 £	Unrestricted £	Restricted £	2022 £
Income from:							
Donations and legacies	2	2,893,401	524,078	3,417,479	3,271,808	259,768	3,531,576
Charitable activities	3a	-	1,982,955	1,982,955	-	2,122,060	2,122,060
Other trading Activities	3b	278,500	-	278,500	265,000	-	265,000
Investments	4	15,642	-	15,642	691	-	691
Total income		3,187,543	2,507,033	5,694,576	3,537,499	2,381,828	5,919,327
Expenditure on:							
Raising funds	5	1,116,583	-	1,116,583	1,135,271	-	1,135,271
Charitable activities							
Eliminating Violence against Women	5	590,608	1,046,193	1,636,801	435,134	911,823	1,346,957
Increasing Women's Civil & Political Participation	5	740,860	1,312,348	2,053,208	478,121	997,755	1,475,876
Economic Empowerment	5	103,072	182,580	285,652	88,301	184,188	272,489
Total expenditure		2,551,123	2,541,122	5,092,244	2,136,826	2,093,766	4,230,593
Net income / (expenditure) for the year	7	636,420	(34,089)	602,331	1,400,673	288,062	1,688,734
Unrealised Gain on Investment		12,147	-	12,147	-	-	-
Net movement in funds		648,567	(34,089)	614,478	1,400,673	288,062	1,688,734
Transfer between funds	17	85,832	(85,832)	-	(110,982)	110,982	-
Reconciliation of funds:							
Total funds brought forward		4,185,577	522,000	4,707,576	2,895,886	122,956	3,018,843
Total funds carried forward		4,919,976	402,079	5,322,055	4,185,577	522,000	4,707,577

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 17 to the financial statements.

The Appended notes form part of these Financial Statements

As at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Intangible assets	12		-		12,576
Tangible assets	13		14,250		13,799
Investments	14		1,212,147		-
			<u>1,226,397</u>		<u>26,375</u>
Current assets:					
Debtors	15	1,152,803		1,735,625	
Cash at bank and in hand		5,064,233		4,782,376	
Cash at bank Women at Risk		33,265		14,308	
		<u>6,250,301</u>		<u>6,532,310</u>	
Liabilities:					
Creditors: amounts falling due within one year	16	(2,154,643)		(1,851,107)	
Net current assets			<u>4,095,658</u>	<u>4,681,202</u>	
Total net assets			<u>5,322,055</u>	<u>4,707,577</u>	
The funds of the charity:					
Restricted income funds	18		402,079		522,000
Unrestricted income funds:	18				
- Designated funds		3,640,146		2,762,550	
- General funds		1,279,830		1,423,027	
Total unrestricted funds		<u>4,919,976</u>		<u>4,185,577</u>	
Total charity funds			<u>5,322,055</u>	<u>4,707,577</u>	

The financial statements of Womankind Worldwide have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The financial statements were approved and authorised for issue by the trustees on 28 September 2023 and signed on their

twasiima bigirwa

Twasiima Bigirwa
Co Chair

J. Jones

Jenny Jones
Honorary Treasurer

Womankind Worldwide**Statement of cash flows****For the year ended 31 March 2023**

	Note	2023 £	£	2022 £	£
Cash flows from operating activities					
Net cash provided by operating activities	19		1,492,921		1,274,146
Cash flows from investing activities:					
Interest from investments		15,642		691	
Purchase of investments		(1,200,000)		–	
Loss on disposal of fixed assets		–		858	
Purchase of fixed assets		<u>(7,749)</u>		<u>–</u>	
Net cash provided by investing activities			<u>(1,192,107)</u>		<u>1,549</u>
Change in cash and cash equivalents in the year			<u>300,814</u>		<u>1,275,695</u>
Cash and cash equivalents at the beginning of the year			<u>4,796,684</u>		<u>3,520,989</u>
Cash and cash equivalents at the end of the year	20		<u><u>5,097,498</u></u>		<u><u>4,796,684</u></u>

1 Principal Accounting policies

Basis of preparation

Womankind Worldwide is registered in England and Wales with registered office address of Wenlock Studios, 50–52 Wharf Road London, N1 7EU.

The Company registration number is 02404121 and the Charity number is 328206.

These financial statements are prepared on a going concern basis, under the historical cost convention.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Statement of Recommended Practice (SORP 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Companies Act 2006. The financial statements have been prepared in pound sterling, which is the functional currency of the charity. Monetary amounts in the financial statements are rounded to the nearest pound.

Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern for the foreseeable future. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on donations as well as income levels received to date in the financial year 2022–2023. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties which would affect the going concern status of the Charity. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

The principal accounting policies adopted in preparation of the financial statements are set out below.

a) Income

All income is included in the consolidated SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability. All income is classified between restricted and unrestricted.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within Grant income. Grants are credited to the SOFA when the charity is entitled to the funds. Entitlement to grants income may be subject to performance conditions in which case it could be classified as performance related grants and recognized when performance conditions are met. Entitlement for projects for longer than a year, this will be assessed by the targets set up in the grant application.

Income is only deferred where there are time constraints imposed by the donor. For the performance related income or if the funding is performance related. Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

- Grants supporting the core activities of the charity are included within donations and legacies.
- Grants that have condition to specific deliver charitable activity are included within income for charitable activities.

b) Revenue Grants

Revenue grants including government grants are credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless they relate to a specific future period, in which case they are deferred.

c) Grants for Fixed Assets

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.

d) Restricted funds

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 together with a fair allocation of management and support costs.

e) Unrestricted funds

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. The fund comprises the accumulated surpluses and deficits of unrestricted income and expenditure.

Designated funds

Designated funds are unrestricted funds that are earmarked for a particular purpose by the trustees. The notes to the accounts explain the purpose of designated funds at the discretion of the trustees in furtherance of the objects of Womankind Worldwide.

f) Expenditure

Expenditure is recognised in the period in which it is incurred, on an accruals basis. Expenditure includes attributable VAT which cannot be recovered. Expenditure is allocated to the activity where the cost relates directly to that activity. Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities together with associated support costs. Charitable expenditure is reported as it relates to work undertaken by the charity, being supporting partners to deliver the objectives of the charity.

Grants are recognised as per the Grants Payable policy.

The costs of raising funds relate to the costs incurred by the charity in raising funds for the charitable work.

Support costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements and the requirements of good charity governance.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Governance costs and support costs have been allocated to expenditure on charitable activities based upon estimated staff time spent under each activity.

g) Tangible Fixed Assets

Tangible Fixed Assets are recognised at cost less depreciation. Office equipment and software assets are capitalised if their value is £750 or over.

Depreciation

Depreciation is provided on office equipment at 25% on a straight line basis so as to write off the cost less estimated residual value of each asset systematically over its expected useful life. A full year's depreciation is charged in the year of purchase, regardless of the precise month in the year the asset was purchased.

Intangible Fixed Assets

Amortisation is recognised so as to write off the cost less their reduced values over their useful lives on the following basis:

Website costs – 5 years straight line

h) Pension

The charitable company contributes to a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

i) Grants payable

Grants payable in furtherance of the charity's objects are attributed to the related classification heading in the SOFA:

– Grants payable from are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the partner agreement. the related Income on Grants which will be used to cover these payments are recognised, in accordance with the charity's standard Income recognition policy. Partner agreements may be for longer than one year, but funding commitment are typically for a year's duration related to the delivery of The activities as set out in the agreement.

– Grants payable from Unrestricted Designated funds are recognised as fully expended on SOFA in the year the decision was made and liability for grants which are payable over future accounting periods is accrued in the year.

The projects are regularly monitored and reviewed. SMT retains the right to terminate grant commitments if they are not satisfied with the progress of the project during the monitoring and review process.

j) 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.

k) 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.

l) 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

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

m) Financial Instrument

Womankind Worldwide holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

n) Employee benefit at termination

Termination benefits, including redundancy costs, are recognised when the Charity has an obligation to pay the benefits and they can be measured reliably

o) Operating Leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

p) Critical estimates

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts

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.

Womankind Worldwide

For the year ended 31 March 2023
Notes to the financial statement (continued)

2 Income: 'Donations and legacies

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Gift Aid	200,840	9,885	210,725	329,525
Legacies	291,540	-	291,540	1,000,717
Individual Giving	2,107,871	38,052	2,145,923	1,777,430
Community and Events	21,259	-	21,259	24,524
Corporates	212,298	91,622	303,920	168,403
Comic Relief	-	108,381	108,381	52,766
Major Donors	18,456	22,000	40,456	38,500
Trusts and Foundations	41,136	254,138	295,274	139,711
Others	-	-	-	3,270
	<u>2,893,401</u>	<u>524,078</u>	<u>3,417,479</u>	<u>3,534,845</u>

3a Income from Charitable Activities

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Policy and Advocacy	-	-	-	-
Government grants	-	1,982,955	1,982,955	2,122,060
	<u>-</u>	<u>1,982,955</u>	<u>1,982,955</u>	<u>2,122,060</u>

Government Grants: During the year Womankind received:

- 1) The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund £1,854,338 (2022: £1,887,966)
- 2) UK Government (FCDO) grants for PAVE: Participation and Voices for Excluded Women in Nepal £128,617 (2022: 107,194)

There were no unfulfilled conditions relating to these grants.

3b Income from Trading Activities

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
GALA Event	278,500	-	278,500	265,000
	<u>278,500</u>	<u>-</u>	<u>278,500</u>	<u>265,000</u>

4. Investment Income

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
	15,642	-	15,642	15,642
	<u>15,642</u>	<u>-</u>	<u>15,642</u>	<u>15,642</u>

NOTE: See Note 23 for comparative analysis of Prior year income and expenditure

5. Analysis of expenditure

	Charitable activities						2023	Total
	Cost of raising funds	Eliminating Violence	Political Participation	Economic Empowerment	Governance costs	Support costs		
	£	£	£	£	£	£	£	
Staff costs (Note 8)	353,538	259,023	328,517	44,223	89,883	299,109	1,374,294	
Direct Charitable Staff costs (Note 8)	-	53,317	67,622	9,103	-	-	130,041	
Direct costs –Grant Payable (Note 6)	-	945,049	1,181,162	166,104	-	-	2,292,315	
Direct costs – Others	552,010	101,233	126,525	17,793	5,280	128,408	931,248	
Staff Related Costs	-	-	-	-	12,833	205,096	217,929	
Premises and Office costs	23,295	17,068	21,647	2,914	5,923	19,709	90,555	
Organisational Development	19,225	14,085	17,864	2,405	4,888	16,265	74,731	
Gains and Losses on Forex	-	-	-	-	(61,545)	-	(61,545)	
Audit and Accountancy	-	-	-	-	22,800	-	22,800	
Depreciation	-	-	-	-	19,876	-	19,876	
	<u>948,068</u>	<u>1,389,774</u>	<u>1,743,337</u>	<u>242,542</u>	<u>99,937</u>	<u>668,587</u>	<u>5,092,245</u>	
Support costs	21,913	32,123	40,295	5,606	(99,937)	-	-	
Governance Costs	146,602	214,904	269,576	37,505	-	(668,587)	-	
	<u>1,116,583</u>	<u>1,636,801</u>	<u>2,053,208</u>	<u>285,652</u>	<u>-</u>	<u>-</u>	<u>5,092,244</u>	
Total expenditure 2023	<u>1,116,583</u>	<u>1,636,801</u>	<u>2,053,208</u>	<u>285,652</u>	<u>-</u>	<u>-</u>	<u>5,092,244</u>	
Total expenditure 2022	<u>1,135,271</u>	<u>1,346,957</u>	<u>1,475,876</u>	<u>272,489</u>	<u>-</u>	<u>-</u>	<u>4,230,592</u>	

Note 6: Grant Making

	Eliminating Violence	Political Participation	Economic Empowerment	Total
Afghanistan				
Afghan Women's Resource Center	2,996	2,996	3,086	9,077
ETHIOPIA				
Association for Women's Sanctuary and Development (AWSAD)	498	249	249	996
Centre for Accelerated Women's Economic Empowerment (CAWEE)	-	-	37,470	37,470
Siiqqee Women's Development Association (SWDA)	1,635	1,635	13,083	16,354
Global				
AWESOME	693,264	693,264		1,386,528
Her Voice Fund	53,259	53,259	54,873	161,391
Movement Strengthening Fund	33,637	33,637	34,657	101,931
KENYA				
Polycom Development Project	27,393	-	-	27,393
Young Women's Leadership Institute (YWLI)	10,000	-	-	10,000
NEPAL				
Feminist Dalit Organisation (FEDO)	-	18,363	7,870	26,232
NDWA	51,327	-	-	51,327
Sankalpa	-	26,387	-	26,387
WHR Nepal	10,000	-	-	10,000
UGANDA				
Freedom and Roam Uganda (FARUG)	14,573	-	-	14,573
National Association of Professional Environmentalists (NAPE)	-	14,816	14,816	29,633
National Association of Women's Organizations in Uganda (NAWOU)	(960)	-	-	(960)
Women's International Peace Centre (WIPC)	-	167,655	-	167,655
National Association of Women's Organizations in Uganda (NAWOU)	47,426	-	-	47,426
ZIMBABWE				
Women's Coalition of Zimbabwe (WCoZ) inc WIPC	-	168,900	-	168,900
Grand Total	945,048	1,181,162	166,104	2,292,315

7 Net (expenditure) / income for the year

This is stated after charging / (crediting):

		2023	2022
		£	£
Amortisation		17,966	3,593
Depreciation		42,560	5,362
Trustees' reimbursed expenses			-
Operating lease rentals:			
	Property	59,396	74,043
	Other	7,994	6,050
Auditors' remuneration (excluding VAT):		18,000	21,000
Foreign exchange (gains) or losses		(61,545)	15,352
		<u> </u>	<u> </u>

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

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	1,283,227	952,200
Direct Charitable Staff Costs	-	204,003
Social security costs	149,164	126,210
Employer's contribution to defined contribution pension schemes	71,944	65,025
	<u>1,504,335</u>	<u>1,347,438</u>

No Termination payments were made in the current year (2022: £6,513).

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2023 No.	2022 No.
£60,000 – £69,999	-	2
£70,000 – £79,999	3	2
£80,000 – £89,999	1	-
£90,000 – £99,999	-	-
£100,000 – £109,999	-	-
	<u>-</u>	<u>-</u>

Remuneration of Key Management Personnel	2023 £	2022 £
Remuneration	439,002	410,243

The Key management personnel is made up of the trustees and the senior management team, being the 4 directors of departments, and the CEO. The sum remunerated includes gross pay, employer's national insurance and employer's pension contributions.

Trustees reimbursed expenditure of £NIL (2022: NIL).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: NIL). No trustees were paid for any services in 2023 (2022: NIL).

9 Staff numbers

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

	2023 No.	2022 No.
Raising funds	5.9	7.6
Eliminating Violence Against Women	5.2	4.9
Increasing Women's Civil & Political Participation	6.6	5.4
Economic Empowerment	1.0	1.0
Support	4.9	4.4
Governance	1.5	1.3
	<u>25.1</u>	<u>24.6</u>

10 Related party transactions
During the year Trustees have donated unrestricted £23,962 (2022:£3,455). Other related party transactions are remuneration of Key Management Personnel and reimbursement of expenses of Key Management Personnel's are disclosed in note 8 above.

11 Taxation
The charity is considered to pass the tests set out in paragraph 1, section 6 of the Finance Act 2010 and meets the definition of charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains, to the extent that it is applied exclusively to charitable purposes.

12 Intangible Fixed Assets	2023 Total £
Cost or valuation	
At the start of the year	17,966
Additions in year Intangibles	-
At the end of the year	<u>17,966</u>
Amortization	
At the start of the year	5,390
Charge for the year	12,576
At the end of the year	<u>17,966</u>
Net book value	
At the end of the year	-
At the start of the year	<u><u>12,576</u></u>

Intangible fixed asset costs relate to the creation of the charity's website.

13 Fixed assets	2023		
	Furniture and Fittings £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	24,325	27,391	51,716
Additions for the year	-	7,749	7,749
Disposal in the year	-	(2,655)	(2,655)
At the end of the year	<u>24,325</u>	<u>32,485</u>	<u>56,810</u>
Depreciation			
At the start of the year	24,325	13,591	37,916
Charge for the year	-	7,299	7,299
Disposal in the year	-	(2,655)	(2,655)
At the end of the year	<u>24,325</u>	<u>18,235</u>	<u>42,560</u>
Net book value			
At the end of the year	-	14,250	14,250
At the start of the year	-	13,800	13,800

All of the above assets are used for charitable purposes.

14. Investments	2023 Total £
Market value at 1 April 2022	-
Additions in period	1,200,000
Unrealised gains on investmetns	12,147
At the end of the year	<u>1,212,147</u>
Historic cost of investments	<u><u>1,200,000</u></u>

15 Debtors		2023	2022	
		£	£	
Trade debtors		177,500	109,085	
Other debtors		31,613	18,234	
Accrued income		923,004	1,593,660	
Prepayments		20,686	14,646	
		<u>1,152,803</u>	<u>1,735,625</u>	
		<u><u>1,152,803</u></u>	<u><u>1,735,625</u></u>	
16 Creditors: amounts falling due within one year		2023	2022	
		£	£	
Taxation and social security		77,939	51,864	
Trade creditors		136,355	162,169	
Accruals				
Accruals – Partners Advances		1,882,716	1,571,463	
Accruals– Others		57,632	65,610	
		<u>2,154,643</u>	<u>1,851,107</u>	
		<u><u>2,154,643</u></u>	<u><u>1,851,107</u></u>	
17 Analysis of net assets between funds 2023	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	1,226,397	-	-	1,226,397
Current assets	324,666	3,640,146	2,285,488	6,250,301
Creditors: amounts due within one year	(271,926)	-	(1,882,716)	(2,154,643)
Net assets at the end of the year 2023	<u>1,279,137</u>	<u>3,640,146</u>	<u>402,772</u>	<u>5,322,055</u>
	<u><u>1,279,137</u></u>	<u><u>3,640,146</u></u>	<u><u>402,772</u></u>	<u><u>5,322,055</u></u>
Analysis of net assets between funds (2022)	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	13,799	12,576	-	26,375
Current assets	1,688,874	2,749,973	2,093,463	6,532,310
Creditors: amounts due within one year	(279,644)	-	(1,571,463)	(1,851,107)
Net assets at the end of the year 2022	<u>1,423,029</u>	<u>2,762,549</u>	<u>522,000</u>	<u>4,707,578</u>
	<u><u>1,423,029</u></u>	<u><u>2,762,549</u></u>	<u><u>522,000</u></u>	<u><u>4,707,578</u></u>

18a	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Corporate and Institutions					
Women Leading and Succeeding in Sustainable Cooperatives , Ethiopia	8,865	-	(8,865)	-	-
Skills and Employment for Marginalised Young Women, Ethiopia	43,800	-	(43,800)	-	-
Safe spaces for girls and young women to challenge FGM, Kenya	-	976	-	-	976
Taking ACTION Against Sexual Harassment, Kenya	-	31,986	(29,684)	-	2,302
#My Dear Body, Kenya	-	14,846	(10,013)	-	4,833
Participation and Voice for Excluded Women in Nepal (PAVE)	47,042	133,513	(73,900)	(106,655)	-
Access to Justice, Nepal	30,050	30,863	(55,923)	-	4,990
Fostering Meaningful Participation of Women in elections , Nepal	-	33,918	(33,918)	-	-
Enhancing Feminist Leadership of Conflict Affected Women Groups , Nepal	-	14,842	(10,010)	-	4,832
Rise Up: Mobilising women and girls to combat FGM & CEFM , Uganda	-	4,000	(3,040)	-	960
Women's Advocacy for Voice and Empowerment (WAVE II), Uganda	-	173,692	(173,692)	-	-
Phase 3 - Mobilising women and girls to combat FGM & CEFM , Uganda	-	55,888	(47,426)	-	8,462
Emergency Support Grant, Uganda	-	14,452	(14,573)	121	-
Building Civil Society Effectiveness, Zimbabwe	-	(4,896)	-	4896	-
Collective Action to Realise Equality (CARE), Zimbabwe	98,928	108,381	(197,955)	-	9,354
Amplifying Voices VAWG, Building Bridges, Zimbabwe (Multiple Donors)	10,307	-	(26,113)	15,806	-
Inclusion and participation in democratic processes, Zimbabwe	-	5,078	-	-	5,078
Her Voice Fund, Multiple Partners, Countries, Donors	-	35,156	(35,156)	-	-
Global Advocates Mobilising for Equality	2,780	-	(2,780)	-	-
AWESOME, Multi country	280,228	1,854,338	(1,774,274)	-	360,292
Total restricted funds	522,000	2,507,033	(2,541,122)	(85,832)	402,079
18b					
	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Unrestricted funds:					
Designated funds:	2,762,550	100,559	(272,961)	1,050,000	3,640,146
Total designated funds	2,762,550	100,559	(272,961)	1,050,000	3,640,146
General funds	1,423,027	3,099,131	(2,278,162)	(964,168)	1,279,830
Total unrestricted funds	4,185,577	3,199,690	(2,551,123)	85,832	4,919,976
Total funds 2023	4,707,577	5,706,723	(5,092,244)	-	5,322,055

19 Reconciliation of net income to net cash flow from operating activities

	2023 £	2022 £
Net income for the reporting period (as per the statement of financial activities)	602,331	1,688,734
Depreciation charges	7,299	5,362
Amortisation Charges	12,576	3,593
Interest and Investment	(15,642)	(691)
Increase / (Decrease) in debtors	582,822	47,127
Decrease / (Increase) in creditors	303,535	(469,979)
Net cash provided by operating activities	1,492,921	1,274,146

20 Analysis of cash and cash equivalents

	At 1 April 2022 £	Cash flows £	Other changes £	At 31 March 2023
Cash at bank and in hand	4,365,019	292,368	-	4,657,387
Notice deposits (less than three months)	431,665	8,446	-	440,111
Total cash and cash equivalents	4,796,684	300,814	-	5,097,498

21 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods :

	Property 2023 £	2022 £	Equipment 2023 £	2022 £
Less than one year	-	-	-	36,563
Two to five years	-	-	-	-
	-	-	-	36,563

22 Legal status of the charity

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

23 Comparative notes of Income and Expenditure for Prior Year

Income: Donations and legacies (Note 2)

	Unrestricted £	Restricted £	2022 Total £
Gift Aid	326,522	3,000	329,522
Legacies	1,000,717	-	1,000,717
Donations/Individual Giving	1,721,800	55,630	1,777,430
Community and Events	24,524	-	24,524
Corporates	138,403	30,000	168,403
Comic Relief	-	52,766	52,766
Major Donors	26,000	12,500	38,500
Trusts and Foundations	33,839	105,872	139,711
	<u>3,271,805</u>	<u>259,768</u>	<u>3,531,572</u>

Income from other Charitable Activities for prior year (Notes 3a)

	Unrestricted £	Restricted £	2022 Total £
UK Government grant – FCDO	-	2,122,060	2,122,060
	<u>-</u>	<u>2,122,060</u>	<u>2,122,060</u>

Income from other trading activities for prior year (Note 3b)

	Unrestricted £	Restricted £	2022 Total £
Other trading activities from GALA Event	265,000	-	265,000
	<u>265,000</u>	<u>-</u>	<u>265,000</u>

Income from investments for prior year (Note 4)

	Unrestricted £	Restricted £	2022 Total £
Investment Income	691	-	691
	<u>691</u>	<u>-</u>	<u>691</u>

23 Comparative notes of Income and Expenditure for Prior Year (con'td)

Analysis of expenditure (Note 5)

	Charitable activities						2022	Total £
	Cost of raising funds £	Eliminating Violence £	Political Participation £	Economic Empowerment £	Governance costs £	Support costs £		
Staff costs (Note 8)	353,256	227,757	250,998	46,481	60,425	204,518	1,143,435	
Direct Charitable Staff costs (Note 8)	-	88,842	97,215	17,946	-	-	204,003	
Direct costs – Grant Payable (Note 6)	-	751,918	822,780	151,887	-	-	1,726,585	
Direct costs – Others	492,679	89,873	98,343	18,154	9,200	135,282	843,531	
Staff Related Costs	-	-	-	-	-	87,493	87,493	
Premises and Office costs	33,662	21,717	23,889	4,343	5,429	19,546	108,587	
Organisational Development	20,560	13,265	14,591	2,653	3,316	11,938	66,323	
Gains and Losses on Forex	-	-	-	-	-	15,352	15,352	
Audit and Accountancy	-	-	-	-	25,470	-	25,470	
Depreciation	-	-	-	-	-	9,814	9,814	
	<u>900,158</u>	<u>1,193,372</u>	<u>1,307,816</u>	<u>241,465</u>	<u>103,841</u>	<u>483,942</u>	<u>4,230,593</u>	
Support costs	193,577	126,452	138,369	25,543	-	(483,942)	-	
Governance Costs	41,536	27,133	29,690	5,481	(103,841)	-	-	
Total expenditure 2022	<u><u>1,135,271</u></u>	<u><u>1,346,957</u></u>	<u><u>1,475,876</u></u>	<u><u>272,489</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>4,230,592</u></u>	

Grant Making (Note 6)

	Eliminating Violence	Political Participation	Economic Empowerment	2022	Total
Afghanistan					
Afghan Women's Resource Center	2,570	2,570	2,648		7,789
ETHIOPIA					
Association for Women's Sanctuary and Development (AWSAD)	-	-	15,000		15,000
Centre for Accelerated Women's Economic Empowerment (CAWEE)	-	-	(16,672)		(16,672)
Ethiopian Women with Disabilities National Association (EWDNA)	(4,963)	(3,722)	(1,222)		(9,907)
Siiqqee Women's Development Association (SWDA)	2,285	2,285	20,782		25,352
Global					
AWESOME	593,403	593,403	-		1,186,805
Her Voice Fund	34,561	34,561	35,608		104,730
Movement Strengthening Fund	29,570	29,570	30,466		89,607
Nepal –Emergency Appeal 21	16,500	16,500	17,000		50,000
KENYA					
Federation Of Women Lawyers(F.I.D.A)	24,993	-	-		24,993
NEPAL					
Feminist Dalit Organisation (FEDO)	-	62,066	26,600		88,666
UGANDA					
Freedom and Roam Uganda (FARUG)	10,000	10,000	-		20,000
National Association of Professional Environmentalists (NAPE)	-	21,677	21,677		43,354
National Association of Women's Organizations in Uganda (NAWOU)	43,501	-	-		43,501
ZIMBABWE					
Deaf Women Included (DWI)	4,936	-	-		4,936
Female Prisoners Support Trust (Femprist)	(11,568)	-	-		(11,568)
Women and Land in Zimbabwe	-	(24,546)	-		(24,546)
Women in Politics Support Unit (WIPSU)	(4,232)	(4,232)	-		(8,464)
Women's Action Group	10,362	24,178	-		34,540
Women's Coalition of Zimbabwe (WCoZ)	-	58,470	-		58,470
Grand Total	751,918	822,780	151,887		1,726,585

Movements in Funds (Note 18)

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Restricted funds:					
Corporate and Institutions					
Resilience Grant, Siiqqee & EWDA, Ethiopia, Bryan Guinness Charitable Trust Ltd	-	5,000	5,025	25	-
Another Chance, FemPrist, Zimbabwe, Anonymous Donor	5,024	-	7,657	2,633	-
New Generation, FIDA, Kenya, Multiple Donors	-	3,085	1,904	(1,181)	-
Rising Up Against FGM, NAWOU, Uganda, Niniski Trust, Eleanor Rathbone CT, Allen & Nesta Ferguson CS, Anonymous	(953)	47,000	47,019	972	-
Uganda Lesbian Forum, UGALEF, Uganda, Anonymous Donors	-	20,000	20,000	-	-
Voices of Women Media, Nepal	-	3,112	55	(3,057)	-
Her Voice Fund, Multiple Partners, Countries, Donors	-	20,000	20,000	-	-
Multiple Donors (Amplifying Voics VAWG, Zimbabwe)	37,293	-	11,180	-	26,113
Sage Fund (GAME)	12,704	-	9,924	-	2,780
Access to Justice, NDWA, Nepal, Anonymous Donor	-	30,050	-	-	30,050
Nepal Emergency Appeal, multiple donors	-	16,135	16,135	-	-
Trusts and Foundations					
Strengthening Livelihoods, AWSAD, Ethiopia, Anonymous Donors	-	18,822	18,822	-	-
Building Bridges, WAG, Zimbabwe, ING Foundation	38,366	-	54,172	-	(15,806)
Statutory					
Comic Relief (Collective Action to Realise Equality –CARE)	141,779	52,765	95,616	-	98,928
Government Grants					
POWER, NAPE, NAWAD, Uganda, FCDO	(28,395)	126,899	114,101	15,597	-
PAVE, WHR, Teva, FEDO, Nepal, FCDO	(24,889)	107,194	147,926	112,664	47,043
AWESOME, Multiple Partners, Ethiopia, Kenya, Uganda, Netherlands MFA	(101,896)	1,887,966	1,505,841	-	280,229
Others					
'Rebuilding Lives After Violence, AWSAD, Ethiopia, The Big Give 2019	6,844	-	(9,826)	(16,670)	-
Facilitating Employment Opportunities, CAWEE, Ethiopia, The Big Give 2021	-	43,800	-	-	43,800
'Women Leading Sustainable Cooperatives, Siiqqee, Ethiopia, The Big Give 2020	37,079	-	28,214	-	8,865
Total restricted funds	122,956	2,381,828	2,093,766	110,983	522,000

WOMANKIND WORLDWIDE

England & Wales - Charity number 328206

Accounts

WOMANKIND (WORLDWIDE)

A Company limited by guarantee

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022



EQUAL • RESPECTED • PROUD

Registered Company No: 02404121 (England and Wales)

Charity No: 0328206

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WOMANKIND (WORLDWIDE)

Company Registration 02404121 (England and Wales)

Charity Registration 328206

Ambassadors Dr Kate Young
Baroness Helena Kennedy QC

Trustees Siobhan Allen (Co-Chair, appointed December 8, 2021)
Twasiima P. Birgirwa (Co-Chair, appointed December 8, 2021)
Rebecca Olschner-Wood (Vice Chair, appointed March 16, 2022)
Jenny Jones (Honorary Treasurer)
Maggie Baxter (Chair, retired, retained as trustee, December 8, 2021)
Roshana Arasaratnam
Sophie Efange (resigned September 29, 2021)
Lia Larson
Susana Leith Smith
Francoise Moudouthe
Fenella Porter (retired September 29, 2021)
Juanita Rosenior (resigned September 29, 2021)
Lubna Qu'nash

Chief Executive Caroline Haworth

Registered Office Wenlock Studios
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London N1 7EU

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399 Oxford Street 130 Whitechapel High Street
London WC1 2BU London E1 7PS

Auditors Haysmacintyre LLP
10 Queen Street Place
London EC4R 1AG

An Introductory Message from the Co-Chairs

Womankind remains resilient in the face of the unpredictability brought about by the Covid-19 crisis, still scarring many of the contexts and communities in which we work, and deepening global economic crises and shortages, now further aggravated by conflict in Europe. Despite all, we have had a good year in many ways and continued unabated in our collective pursuit of rights for all women.

The Covid situation has marred our ability to travel, convene, be together and to bring others together in solidarity. Never-the-less we have continued to find creative ways forward, in particular through technology, and we have learnt from unexpected opportunities. For example, we convened an event at this year's Commission on the Status of Women: *Land is Everything: Women, climate crisis and extractivism in Uganda*, a solution-focused event on the twin threats of climate change and extractivism, highlighting women's voices and featuring changemaker panellists from Uganda and across the Global South. We were forced to undertake the event online, so the in-person interaction on which our work usually thrives wasn't possible but it provided the unexpected benefit of enabling the participation of a more diverse and dispersed group of women, including from the affected communities.

For Womankind it has been a year of transition. Rich learning and reflection has been key to the completion of *Our Feminist Future*: our new strategy to 2030, especially in relation to how better to share power with our partners in Africa and South Asia. We have really listened, building on existing evidence, evaluation of our last strategy and our own experience, and incorporating our partners, allies and other women's rights activists' perspectives. We have continued to learn through implementation of our anti-racism pledge, taking forward internal work on racial justice and coloniality and centring it as a foundational plank of our new strategy 2022-2030. We have deepened our experience of flexible funding, that is funding which is not tightly restricted and can be used for core organisational support to our partners priority activities, thanks to an increase in legacy income. Our policy and advocacy fund, Her Voice Fund, and our Movement Strengthening Fund, have all built further on the lessons from last year's Resilience Grants. Further, our work to support Afghan women's rights activists at a critical time has put these amazing women at the centre of our plans for expanding our work in South Asia.

In addition, throughout the year, Womankind and our partners pushed ahead successfully with our work to end violence against women and girls, support women's political participation and advance women's power over economic resources, continuing to build momentum and attract support. For example, our large AWESOME project (*Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality*) concluded its first year with very positive reports and audit outcomes. This project works to strengthen movements to be more representative of diverse women, including women with disabilities, in the context of shrinking civic space. In Nepal, under our PAVE project funded by the British Foreign and Commonwealth Development Office, Feminist Dalit Organisation, Tewa and Women for Human Rights have been working with elected women across five districts, supporting leadership training and mentoring and connecting with women's groups to hear their constituents' demands. Many of these women leaders have now succeeded in making tangible changes for their constituents, demonstrably discrediting the gendered stereotype that women make weak leaders!

During the year three of our highly valued trustees stepped down from the Board: Juanita Rosenior, Fenella Porter and Sophie Efangé. We are so grateful to all of them for their important contributions to Womankind. In December, Maggie Baxter stepped down as Chair and returned to being a trustee. Maggie worked incredibly hard throughout a term of office which was extremely successful, despite the challenges of the times. We thank her from the bottom of our hearts for her energy, feminist leadership and exemplary stewardship of the organisation. At the preceding September meeting, we had been duly elected as Co-Chairs and took up our roles in January 2022. In March 2022 Rebecca Olschner-Wood was duly elected as our Vice Chair and we very much look forward to working with her.

The forthcoming year will be our first as Co-Chairs of Womankind. We are delighted to be taking up the baton from Maggie at a time when the organisation is in good shape, with a clear Vision for the future and exciting, progressive new strategy in place with which to deliver on that Vision. We would like to thank the staff of Womankind, our partners and allies, our ambassadors, our fellow trustees and our other volunteers for their extraordinary work this year. In addition, our sincerest gratitude is due to our amazing supporters who continue to share our commitment and to step up at the most difficult of times; our work would not be possible without you.

Siobhan Allen and Twasiima P. Bigirwa
Co-Chairs of the Board of Trustees

About us

Who we are

Womankind Worldwide is a feminist, UK-based, women's rights organisation working to collaborate as part of the women's movement in transformational change in the lives of women in Africa, Asia and worldwide. We are passionate about feminism and anti-racism. This year we continued to focus pro-actively on anti-racism, working to deliver on the commitments we made in our anti-racism pledge and building that work into the fabric of our organisation: <https://www.womankind.org.uk/wp-content/uploads/2022/04/Womankind-Worldwides-commitment-to-anti-racism.pdf>

Since our launch over 30 years ago on International Women's Day 1989, Womankind Worldwide has reached over 48 million women and their families. Our Charitable Objects are: to alleviate poverty and to protect the physical, mental, and emotional health of women; to promote equality of opportunity; to advance the education of women; and to advance the education of the public in these issues. To these ends, this year our Vision has continued to be a just world where the rights of all women are respected, valued and realised. Whilst the interconnectedness of the issues we work on is increasingly understood, we have also continued to lever our thematic expertise to:

- Achieve an end to all forms of violence against women and girls;
- Achieve equal influence of women in decision making and ability to exercise political power;
- Secure equal economic rights and control over resources.

In pursuit of our Vision, we support women to transform their lives and their communities by working in partnership with women's rights organisations and movements. We influence international policies and practices on women's rights by sharing our knowledge and experience and that of our partners. Further, we influence others to increase resources to women's rights organisations and movements; this is an important part of our work.

What we do

Womankind establishes solidarity and partnerships with women's rights organisations and movements in our focus countries, providing practical support and capacity strengthening resources in areas such as information, advocacy and communications, intersectionality, documentation, research and learning, movement building, and funding and sustainability.

We establish relationships based on solidarity. We respect our partners' expertise and experience, learning from them and creating opportunities for them to share learning with each other and with policy makers and decision makers locally, in the UK and internationally. We support our partners with contacts and publicity to increase their impact, networks and influence.

Four key principles underpin our work:

- **Collective action through women's movements:** as feminists, we know that change happens and benefits for women's rights are sustained when women organise and mobilise together.
- **The central role of women's rights organisations:** we believe in the power of women's rights organisations which are rooted in the realities of their communities and understand the context, problems and solutions for positive change for women.
- **Partnership and solidarity:** we establish strong relationships with our partners and plan programmes with them for joint action and sustainable capacity strengthening.
- **Context specific approaches:** we recognise there is no 'one size fits all' solution to achieve women's rights, and that each programme must be developed by local movements and the women they support and empower.

Where we work

Our involvement with women’s movements and women’s rights organisations in our focus countries is at the heart of what we do. Those countries are currently Ethiopia, Kenya, Uganda, Zimbabwe and Nepal and new work with Afghan women’s rights activists has been initiated. This year Womankind was in partnership with **42 diverse organisations in total, 38 of which received funding. 20 projects were funded** across these countries, also contributing to progress with policy and advocacy at the local, national, regional and international levels. This work supported **25,203 individuals directly** and **898,619 individuals indirectly. 70% of those supported directly were women and girls** and 30% men and boys. We provided funding and support to the following partners:

- ETHIOPIA**
1. Association for Women’s Empowerment and Development (AWED)
 2. Centre for Adolescent Women’s Economic Empowerment (CAWEE)
 3. Ethiopia Women Workers Association (EWWA)
 4. Ethiopia Women with Disability Network Association (EWDNA)
 5. FIDA
 6. Gender Women’s Development Association (GWDA)
- KENYA**
7. Foundation of Women and Women’s Rights (FOWR)
 8. Women’s Women in Action (WWA)
 9. Kenya Development Project (KDP)
 10. Women’s Challenge for Children (WCC)
 11. Women’s Leadership Project (WLP)
- NEPAL**
12. Women’s Talk Organisation (WTO)
 13. WCCM
 14. WCCM
 15. National Human Rights Commission (NHRC)
 16. Nepal Disabled Women’s Association (NDWA)
 17. WCCM
 18. Nepal Women’s Alliance for Peace, Justice and Democracy (WAPJD)
 19. WCCM
 20. Women’s Women’s Media (WWM)
 21. Women’s Human Rights (WHR)

- UGANDA**
22. Women’s Economic Empowerment (WEE)
 23. Women’s Economic Empowerment (WEE)
 24. Women’s Economic Empowerment (WEE)
 25. Women’s Economic Empowerment (WEE)
 26. Women’s Economic Empowerment (WEE)
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 41. Women’s Economic Empowerment (WEE)
 42. Women’s Economic Empowerment (WEE)

Our Achievements 2021 – 2022

Throughout 2021-22 our partners have continued to push the boundaries on women's rights, whilst contending with the immense and ongoing difficulties presented by the global COVID-19 pandemic and economic pressures. In our focus countries, the pandemic continued to compound existing challenges, including the suppression of civic space, inhibiting women's livelihoods, especially in the informal sector, increasing unpaid care undertaken by women and increasing violence against women and girls. Never-the-less, throughout the year Womankind has continued to collaborate on a wide range of partnership projects in our focus countries, as well as to influence policy and decision makers in the UK and at the global level.

For example, the €10.7 million AWESOME project (*Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality*) in Kenya, Uganda and Ethiopia, funded by the Ministry of Foreign Affairs of the Netherlands, saw great progress during the year, despite delays as a result of Covid. This project works to strengthen movements to be more representative of diverse women. It focuses on sexual and gender-based violence and women's participation and leadership, in the context of shrinking civic space. Ethiopian Women with Disability Association (EWDNA) and Siqqee Women's Development Association (SWDA) in Ethiopia, Women Challenged to Challenge (WCC) and Federation of Women Lawyers (FIDA) in Kenya, National Union of Women with Disabilities of Uganda (NUWODU) and Forum for Women in Democracy (FOWODE) in Uganda, and Womankind, work at the regional and global levels, both independently and collectively, to support and be more representative of diverse groups of women, including women with disabilities. This results in a stronger collective voice with which to challenge social norms and influence policies and decisions. The project achieved very positive Year 1 reports and financial audit outcomes, in the final quarter of this financial year.

We also continued to provide ad hoc, essential emergency stage support, as best we could in a very unpredictable and dangerous situation, to women from Afghanistan who had worked with partners of Womankind over the past decade. This included attempting to secure passage to safety and exerting influence on the UK government to act urgently in support of these women, as well as securing support from the Netherlands government. Conceiving an ongoing programme of support is in progress and developing this work stream features prominently in our future strategy, including plans for the forthcoming year. Further, the work of Afghan women's rights activists is at the centre of our plans for expanding our work in South Asia.

At the organisational level, this has been a year of transition and rich learning and reflection for Womankind as we worked to complete our new strategy to 2030: *Our Feminist Future*, and the sub-strategies that will deliver upon it. We built on existing evidence, external evaluation of our last strategy and our own experience, and listened to our partners, allies and other women's rights activists' perspectives. We also learnt as we implemented our anti-racism pledge, undertaking work on building knowledge and awareness, addressing microaggressions, and changing the way we communicate about our work and fundraise for it. As we carried forward this work on racial justice and coloniality, it emerged at the heart of our new strategy. We also deepened our experience of flexible funding. Our policy and advocacy fund, Her Voice Fund, and our Movement Strengthening Fund, built further on the lessons from last year's Resilience Grants and inspired the development of additional flexible funds with which to support the work of our partners going forward. Our Financing Sub-Strategy and anti-racist Funding Charter were completed toward the end of the year.

Finally, during the year we reflected further on the interconnectedness of the thematic areas and issues on which we work. This is demonstrated in the examples of some of the changes achieved over the year below, under each of our areas of thematic expertise:

Thematic Area 1: achieve an end to all forms of violence against women and girls

Example of Change Achieved: Women are becoming more aware of their rights and gaining community support to report sexual and gender-based violence, including female genital mutilation, in Kenya and Uganda

As part of the Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) project, the Federation of Women's Lawyers Kenya (FIDA) launched a toll-free telephone number in Murang'a County. FIDA ran legal clinics, sensitisation campaigns, forums and training with both community members and the county's duty bearers on sexual and gender-based violence, with a focus on FGM. Following this work the number of cases reported through the toll-free line increased by over 800% on the previous year. This indicates that women are more aware of their rights and there is less stigma and greater community support for reporting sexual and gender-based violence. In addition, COVID-19 led to an increase in violence against women and girls; this contributed to the increase in reporting and is evidence of a better functioning reporting mechanism.

To complement increased awareness, FIDA trained paralegals to handle sexual and gender-based violence cases, to create a local-level rapid response system, and to ensure that awareness raising and advocacy strategies continued to be effective. The training resulted in the building of a network between the paralegals, increased capacity to handle sexual and gender-based violence violations, including in relation to FGM, and to better governance of community-based organisations. This change is significant because it shows that engaging with women and men through community discussions alongside legal awareness forums helps to increase understanding of their rights and the available routes for reporting, as well as reducing stigma, which ultimately leads to increased reporting and support for survivors. To view one of FIDA's video sensitisation campaigns about FGM, watch [here](#).

In addition to AWESOME, Womankind has funded FIDA to implement a project on safe spaces for girls and young women, challenging FGM in Kajiado East Constituency in Kenya. This included the creation of a new case documenting tool that will improve cataloguing and data management, and training of service providers and duty bearers. FIDA is currently expanding the training to additional stakeholders whilst gathering feedback on how the tool is impacting on FGM case reporting. Further, in Uganda, NAWOU has trained COMBAT champions (Community Based Action Teams) to engage in community sensitisation and advocacy work, through the RISE UP project. This focuses on building the capacity of COMBATs to conduct FGM dialogues and awareness sessions with target groups such as cultural leaders, FGM cutters and community-based organisations. The work focusses on the prevention of FGM, creating safe spaces for girls in the community who are at risk or survivors of FGM and providing referral pathways for a more robust response system with local police, judiciary and service providers.

Thematic Area 2: achieve equal influence in decision making and ability to exercise political power

Example of Change Achieved: Through the PAVE project, elected women in Nepal are smashing the gender stereotype that women are weak leaders

FEDO (Feminist Dalit Organisation), Tewa Women's Fund and WHR (Women for Human Rights) have been working for two years with 178 elected women across five districts of western Nepal. The elected women have been supported with leadership training and mentoring and have been connected to more than 50 women's groups to hear their constituents' demands. Many of these women were elected to positions for the first time, but the system failed to support them with training in their roles, and how to manoeuvre through local political and budgeting processes.

145 of the women have now succeeded in making tangible changes for their constituents. Changes include negotiating for government funds to construct roads and to rebuild schools and health posts, and successes in securing social security payments for constituents, such as disability allowances.

In doing so, they are demonstrating the critical leadership role that they play in and for their communities and breaking down the patriarchal gender stereotype that women leaders are 'just filling a quota'.

These 145 women include 76 Dalit women leaders and 2 women with disabilities (WWD) leaders. Throughout PAVE, partners have told us that their approach of working with mixed groups of leaders from communities of Dalit, single women (often widows), and women with disabilities, has created a feeling of solidarity and eagerness to fight for the issues of all women, especially the most marginalised.



"I see myself becoming a better leader through this project as I am now more well informed and ensure that I educate the community women as much as I can through ensuring they come for meetings and join various women groups to be engaged in the process of decision making of their own community." Kabita Bista, Deputy Mayor (Photo credit: Tewa)

Thematic Area 3: secure women's economic rights and control over resources

Example of Change Achieved: Strengthening the eco-feminist movement in Uganda to protect women's land rights, livelihoods and access to justice.

"Under POWER we were taught that Article 21 and 26 of the Constitution, 1995 states that 'everybody - men and women - have equal rights to own land, property and everything'. Now, we Bagungu women learnt from POWER that we have the right to share our father's property, whether it is land or other property. So when Uganda National Road Authority (UNRA) compensated our family for the road passing through my father's land, I insisted and saw to it that we (the three girls) shared with our brothers the same and equal amounts."

Lucy Awoo, Chairperson LC1 (village-level Local Council), POWER participant

The two year 'Participation and Opportunities for Women's Economic Rights' (POWER) project, funded by the UK Foreign, Commonwealth and Development Office (FCDO) through UK Aid Match (UKAM), successfully strengthened the eco-feminist movement in four districts of Uganda. This is a grassroots movement of marginalised women affected by compulsory land acquisition, who promote and protect women's land rights, land ownership, livelihoods, access to justice and advocate for policy change. Working in partnership with the National Association of Professional Environmentalists (NAPE) and National Association for Women's Action in Development (NAWAD), POWER strengthened the movement by bringing women together in collective actions, ranging from class-action litigation, to one-to-one knowledge sharing, to setting up group businesses to generate livelihoods and savings.

Women created eco-friendly businesses, 12 of which have now been formally registered. Women formed or strengthened 12 grassroots women's advocacy groups, exceeding what we had hoped POWER could achieve. POWER's intention was to support the strengthening of a critical mass of women who then organically grow as a movement: this has been successful, particularly with the organic emergence of local leaders known as 'Land Queens' and both men and women who stepped forward to be trained as Community Based Paralegals, across the four districts.

POWER has influenced state and corporate actors to adhere to existing laws and policies in relation to women's land rights. Oil companies including Total Energies are now including women in conversations around compensation for land; state institutions like the Uganda National Road Authority (UNRA) have started to actively engage with communities that lodged compensation claims; and local authorities including councils and Elders' groups are taking women's voices into account when making decisions. At a global level, POWER produced impactful documentation which has been shared in strategic spaces such as the UN Climate Change Conference (COP26) and CSW66. This is helping to develop the evidence base on the connection between climate justice and women's rights, highlighting the agency of the eco-feminist movement in rural areas as a critical actor in addressing climate change and further amplifying women's voices.

Movement Strengthening:

All Womankind's partnership work is designed to contribute to aspects of strengthening women's movements, as our principal, overarching strategy for achieving women's rights. Two examples of changes delivered through this work follow.

Example of Change Achieved: Womankind and partners' contribution to the women's movement securing commitments during the global Generation Equality Forum.

As part of commemorating 25 years of the Beijing Declaration and Platform for Action (BDPfA), the Generation Equality Forum took place in Mexico City over Spring and Summer 2021. It launched a 5 year journey to accelerate equality, leadership and opportunity for women and girls worldwide, aiming for irreversible progress towards gender equality by 2026. Working with partners and allies, Womankind contributed to influencing the commitments of the Gender Based Violence Action Coalition through the UK government, as Action Coalition lead, and UN Women, as primary convener of the Gender Equality Forum. Through a co-created virtual space for cross-regional exchange and solidarity among Womankind's South Asian and African partners, we shared perspectives on what intersectional feminist leadership to build just and equal futures during and post COVID-19 means for women and girls. This contributed to positioning 'Global South' feminists as thought leaders. Partners also shared innovative accountability strategies to ensure full implementation of the BDPfA and Gender Equality Forum commitments ahead of the Beijing+30 review process in 2025-6. This led to the formulation of a blueprint document that outlines specific measures to transform the structural and systemic barriers that diverse groups of women face.

Gender Equality Forum commitments from all global stakeholders total a USD\$40 billion investment (2021-26) in the realisation of the BDPfA. As part of the process, Womankind committed to resourcing southern based women's rights organisations and feminist movements to increase flexible and timely funding for feminist activism; one of 1,000+ commitments made. This change continues our advocacy story, building on recommendations that we outlined in 2020 'Feminist Movements and the Beijing Vision', written with input from women's rights actors and Womankind partners in 5 countries.

Example of Change Achieved: Community Champions and Feminist School Participants are now relentlessly strengthening women's movements in their communities in Zimbabwe through the Building Bridges project.

Women's Action Group's Building Bridges for Feminist Movement project strengthened the women's movement by strengthening women's leadership capacities. In particular, it supported building bridges between subgroups within the women's movement, particularly inter-generational subgroups. As a result, women leaders across the movement are taking action.

"We are not looking back, WAG has shown us the way and we are going to continue following that path even in their absence in our communities, because we now know our rights. I was elected to be a National Representative for women at Zimrights in January this year (2022) and I will continue to advocate for women's rights." Entrance Takaidza, Community Champion from Masvingo

Community Champions are now promoting women's rights. For example, in Masvingo District, one woman has formed 30 women's groups tackling issues affecting women such as water problems, menstrual hygiene, economic empowerment, gender-based violence, child marriage and access to healthcare. Other Community Champions have formed Income Savings and Loans Groups and are providing voter education, encouraging and mobilising women to participate ahead of the 2023 elections. 100 women and girls who were engaged by Women's Action Group directly and indirectly continue to take up leadership and decision-making positions in their communities. For example, one Champion in Masvingo district was recently appointed to be a National Representative for Women at the Zimbabwe Human Rights Association (ZimRights).

Women's Action Group's Feminist School has improved confidence among young women, by training them and helping them to connect with the history of the Zimbabwean women's movement. Two feminists who were trained are now writing and publishing on issues that affect women, feminism and women's transformative leadership. The Feminist School was collaboratively designed and adopted a strong emphasis on intersectionality. Activists from the Zimbabwean movement co-led the school, and women's rights organisations promoted it to ensure that diverse constituents were actively invited to participate. This change tells an important story about collective, grassroots, intergenerational action, with younger generations of activists learning from a long history of activism in Zimbabwean women's movement.

Fundraising Performance

2021-22 was year-four of our Financing Strategy 2018-23 and despite the Covid-19 pandemic we saw supporters maintain their commitment to women's rights and movement strengthening – with over 10,000 individuals now supporting Womankind and our partners with a monthly gift. Our Nepal Emergency Appeal raised over £13,000 in a week as supporters responded quickly when our partners needed urgent support due to the pandemic. The commitment of our longer-term supporters was evident in their gifts left to Womankind in their will, which in the last year contributed over £1million towards our work on women's rights. Our annual International Women's Day fundraising Gala event took place in person in March 2022 and raised an unprecedented £700,000 for Womankind and our partners' work.

For the most part, existing donors and funders responded well to requests for flexible funds acknowledging how crucial long-term, core and flexible funding are to the sustainability of women's rights organisations and women's movements. We saw several donors agree to support Her Voice Fund – a flexible fund which gives women's rights organisations the power to prioritise and resource the advocacy work which is rarely funded but can get laws and policies changed to improve women's rights.

Working remotely and not being able to travel during the year to collect stories, images and case studies of the impact our partners' work has had on the lives of women and girls proved challenging. Likewise, remote working made it harder to strengthen working relationships with existing donors and to introduce our work to new potential donors - these are areas we will be prioritising for 2022-23.

Working with colleagues, partners and trustees we developed a financing strategy 2022-27 which aims to build a stable and diverse income base for Womankind with more unrestricted, core, flexible and long-term funding to reach our partners. The strategy also aims to build our partners' knowledge, contacts and experience of fundraising so that they can better access more long-term quality funding directly, themselves. Alongside this, we want to ensure that our fundraising and financing is anti-racist, that we are shifting the power further to our partner organisations and that we are not portraying the people we and our partners work with and for as victims or without agency.

We were inspired and heartened throughout the year by the generosity, initiative and commitment of all our supporters, agreeing to stand alongside Womankind and our partners.

Financial Review

The Charity achieved total unrestricted and restricted income of £5,919,327 (2021: £6,275,486). The decrease in income was mainly due to a one-off corporate donation in 2020-21 related to Covid-19 response which was not replicated and current grants from the UK Government and Comic Relief reducing in the final year of the project as planned. Our principal funding sources remain diverse and include donations from Individuals, Legacies, Trusts and Foundations, and Companies, as well as key grants from the Netherlands and UK Governments and institutions such as Comic Relief.

59% of all income received in 2021-22 was unrestricted compared to 45% in 2020-21. This change was mainly due to increased legacy income and income from our Gala event.

Net income for the year was £1,688,734 (2021: £46,959). Movement in the net income was due to decrease in expenditure for the year. Our expenditure for the year was £4,230,593 (2020-21: £6,228,527). Unrestricted expenditure for the year was £2,136,827 (2020-21: £3,264,540). Unrestricted expenditure in the previous year included additional £1.15m of resilience grants given to partners in response to COVID 19 pandemic.

Restricted expenditure was £2,093,766 (2020-21: £2,963,987). Decrease in the current year is mainly due to one large grant of PAVE coming to end in the current year and over accrual of grants payable in the previous year which were adjusted in the current year.

The charity continues to focus on delivering more for our partners and to monitor its cost base and resources to ensure spending is in line with income forecasts.

Fund balances at the end of the year amounted to £4,707,577 (2020-21: £3,018,843). Unrestricted funds amounted to £4,185,577 (2020-21: £2,895,887) and restricted funds amounted to £522,000 (2020-21: £122,956).

Reserves Policy

Womankind is a charity financed mainly by donated income. By its nature, the income is variable as the propensity to donate is affected by many factors outside the control of the charity. The Trustees therefore review the reserves regularly to ensure that there are adequate funds to enable us to:

- React to any unexpected adverse impact to our finances and cover any potential future liabilities.
- Provide uninterrupted delivery of the charity's objectives to meet the needs of current and future beneficiaries, regardless of short to medium term fluctuations in income and expenditure.

The charity operates within a Reserves Policy which is reviewed as part of the charity's budgeting and planning processes. The Trustees consider that a sufficient level of free reserves for the organisation is between £750k and £1.1 million of unrestricted expenditure. This has been reviewed and is based on core costs included in the approved budget and is still deemed an appropriate level of free reserves at this time.

Free reserves represent unrestricted general funds, excluding restricted and designated funds. Our free reserves as at 31st March 2022 are therefore valued at £823,028 (2020-21: £778,863), which is in line with the current Reserves Policy. Trustees are confident that the charity continues to be solvent

Designated Funds

In 2018/19 the Charity received a very generous legacy of over £2M from a supporter. It was agreed by the Board of Trustees that these funds would be held in a separate, designated fund. These funds are designated for specific use in advancing Womankind's strategic priorities. To that end, they are allocated and approved by the Board of Trustees for work to build momentum behind Womankind's new strategy to 2030 and must, in the main, be transferred to our Partners. To this end, much of the spend to date has been through flexible Resilience Grants to partners during Covid-19, Her Voice Fund which provides flexible support to partners' policy and advocacy initiatives and our Movement Strengthening Fund which provides flexible support to partners' movement strengthening activities.

Further such flexible funds will be implemented in the forthcoming year. A small proportion of our designated fund may be approved for use to strengthen Womankind organisationally, including in relation to sustainability.

The Board agreed the preceding year that future legacies which exceed £100K would continue to be added to the pool of designated funds and to be similarly allocated for the same purposes; this policy has been implemented throughout the 2021-22 financial year.

At 31st March 2022 the total designated fund was £3,362,549 (2020-21: £2,117,024). These funds are designated for specific use in advancing Womankind's strategic priorities. To that end, they are allocated and approved by the Board of Trustees for work to build momentum behind Womankind's new strategy to 2030 and must, in the main, be transferred to our Partners. It is anticipated that the currently held designated funds will be expended over the next two to three financial years.

Investment Policy

Our treasury policy is to diversify our deposit funds (here defined as funds over and above what is required on a day-to-day basis) in at least two institutions providing a competitive yield. Some, but not all of these funds can be placed in a fixed term deposit but for a period of no longer than one year.

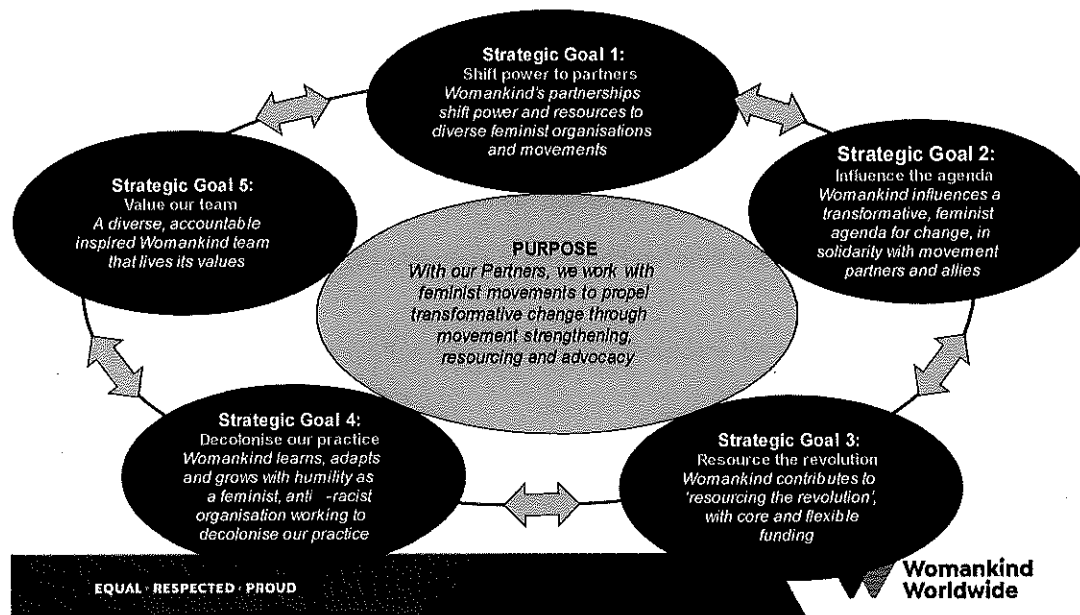
In the light of the substantial legacy received, Womankind undertook due diligence on investment options and selected CCLA to be our investment managers. The investment policy has been reviewed during the year. It was agreed that £1.6m of the cash held in deposit account will be transferred into investments.

Foreign Exchange Policy

It is our policy to hold funds in the currency in which those funds will be transferred to partners and therefore we do not hedge against currency fluctuations or attempt to predict movements in exchange rates.

Future Plans

During the 2021-22 year, as well as delivering on our policy and programmes work with our partners and allies, we focussed on completion of new organisation strategy to 2030 and the development of sub-strategies for delivery. The process has been protracted as we were affected by Covid-19 and prioritised iteration, participation and consensus building, over speed. Our Partners supported us with amazing inputs communicated through country level Focus Group Discussions. This rooted our strategy and provided inspiration and direction. We are still finalising communications materials about the new strategy and some of the sub-strategies. In the meantime, we are learning and building momentum behind our new strategic direction, especially in relation to provision of flexible funds to women's rights organisations. We are also undergoing a process of transformation ourselves, especially in relation to anti-racism, coloniality and gender diversity. Womankind's new strategy comprises 5 mutually reinforcing Strategic Goals through which to deliver on our Partners' and team members' priorities.



The key shifts under our new strategy are:

- We are **deepening our feminist movement strengthening approach** and more explicitly embracing inclusion, e.g. in relation to gender diversity;
- We are **centering anti-racism and decolonising our practice**;
- We are **heightening Partners' agency in our purpose and strategy**: Partners will become even more key to our agenda setting, prioritisation and decision-making;
- We are **reviewing our feminist leadership, accountability and governance** to support our Goals. This will fundamentally change our organisation, including locating more power in the South, including with our partners;
- We are **breaking the mould in relation to our feminist partnership model**, in particular in relation to power dynamics and funding models, as we prioritise quality, flexible funding for Feminist Organisations & Movements.

The focus points for the 2022-23 year are:

- Finalising our remaining operational sub-strategies to deliver on new organisation strategy 2022-2030, building on what Womankind and our partners have learnt about feminist movement strengthening, anti-racism and coloniality and the Covid and Post-Covid context in which we are now operating. Our Financing Strategy and Funding Charter are complete. We will finalise our Influencing, Communications, Partnership and Organisation Development Sub-strategies and new monitoring, evaluation and learning frameworks, over the coming months.
- Continuing to implement, review and replenish our anti-racism pledge, prioritising our solidarity with Black, Indigenous and Women of Colour in the UK and globally, and re-committing to overcoming discrimination and inequality: <https://www.womankind.org.uk/wp-content/uploads/2022/04/Womankind-Worldwides-commitment-to-anti-racism.pdf>
- Continuing to learn about resourcing flexible funding for feminist organisations and movements and managing flexible grants funds to support Partners' activism and policy and advocacy initiatives, including through participatory grant making. We will use our resources to expand existing and develop new Flexible Funds for Partners, in line with our Strategic Goals.
- Developing a programme of support for Afghan women's rights activism and Afghan women's rights organisations and movements.

WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2022

- Developing our communications and sharing materials which document our partners' achievements and explain how women's movements make and sustain change, including delivering a sustainable decolonising communications approach.
- Maximising opportunities to collaborate with our partners to support their national level policy and advocacy initiatives and influence global policy commitments during the year, in the context of the Covid and post-Covid situation, depleted economic conditions and deepening conflict and suppression of civic space.
- Strengthening our operations management and building sustainable capacity in our Finance & Resources team, systems and processes.
- Continuing to increase flexibility and emphasise wellbeing and self-care amongst our own teams and partner women's rights organisations.

Throughout the year, we will continue to learn, adapt to new circumstances, build our resilience and invest in the resilience of our partners, in order to support broad, inclusive feminist movement strengthening and build the case for investing in women's rights and women's movements worldwide.

How Womankind is run

Management and Governance Structure

Womankind Worldwide is a charitable company limited by guarantee. It was incorporated on 13th July 1989, and registered as a charity on 25th July 1989. In November 2013, the Board of Trustees revised and approved the Articles of Association.

A Board of Directors (the trustees) governs Womankind Worldwide. The Board is responsible for the overall policies and strategic direction of the charity, along with its financial and legal probity and appointment of trustees. They prepare and approve the Annual Report and financial statements in accordance with UK accounting standards and to comply with FRS102 Charities Statement on Recommended Practice.

The Board met 4 times in 2021-22. These meetings were conducted as hybrid meetings combining some in-person attendance with participation by video link, on Zoom. Day-to-day operational management is delegated to the Chief Executive, supported by the Senior Management Team. There is one committee, the Finance & Resources Committee (FRC), chaired by the Honorary Treasurer. The FRC meets quarterly to consider policy, review progress against targets and undertake an assurance and monitoring role, ultimately making recommendations to the Board. It reviews financial controls, risk, investment and reserves policies regularly and oversees the audit process. Trustees are also called upon by the staff when their own particular skills, experience and expertise is useful to operational activities and during the 2021-22 year have been fully involved in the ongoing development of new organisation strategy.

Recruitment, induction and training

New trustees are recruited through open advertisement. All trustees are interviewed to ensure that the Board has the balance of skills and experience required to govern the charity and oversee delivery of the organisation's vision, mission and strategic aims. This includes the recruitment of trustees based in our focus regions, in recognition of the importance of expertise and experience from the global South in the governance and direction of the charity. This will become even more important as we implement our new strategy to 2030. New trustees have a full induction which includes meeting key staff members and familiarisation with key policies. They also undergo additional training for example on charity governance, safe-guarding, financial scrutiny and major donor fundraising. The Charity is reviewing its current governance arrangements against the updated Governance code in 2022 and will address any issues raised.

Remuneration policy

Pay for all staff, is reviewed annually based on cost-of-living data. In 2019-20, an extensive benchmarking exercise was carried out based principally on XpertHR charity sector salary and benefits benchmarking data, in order to ensure that Womankind's salaries at all levels were fair, in relation to the sector. Womankind's salary scales are based on this data for every level of employee, including the key management personnel consisting of the Chief Executive Officer and Senior Management Team. This benchmarking exercise will next be undertaken in 2022-23 to ascertain whether Womankind's salaries have remained fair, and to indicate any adjustments to our pay scales necessary.

Wider network

In June 2014, the Charity Commission directed that the charity called Women at Risk ('the linked charity') be treated as forming part of Womankind (Worldwide). The effect of this link means that this single set of accounts includes balances and transactions for Women at Risk. Women at Risk does not undertake any operations and any donations made to Women at Risk are included in Womankind (Worldwide) unrestricted income.

Womankind Worldwide Inc. is Womankind Worldwide's sister organisation based in the US which holds 501(c)3 status. A Board of Directors (who are US citizens), governs Womankind Worldwide Inc. and they are supported by a Company Secretary. In addition, one of the Directors, a US citizen resident in the UK, is also a Womankind (Worldwide) trustee. They use the Womankind (Worldwide) logo and licence to fundraise in the US for Womankind (Worldwide)'s work, allowing US citizens to support our work tax-effectively. Womankind Worldwide Inc. files annual tax returns to the Internal Revenue Service.

Public Benefit Statement

Womankind (Worldwide)'s objectives, as set out in its Memorandum and Articles, are to:

- Relieve the poverty and sickness and preserve and protect the mental, physical, sexual and emotional health of women in any part of the world;
- Promote equality of opportunity between men and women in any part of the world;
- Advance the education of women in any part of the world;
- Advance the education of the public in any part of the world in subjects relating to economic conditions, mental, physical, sexual and emotional health of women and in matters relating to equality of opportunity between men and women throughout the world.

In reviewing our aims and objectives and in planning our future activities, the trustees confirm that we have referred to the Charity Commission's guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives of the charity. Details of activities to further public benefit are set out throughout this report.

Risk Management

Risk management is an integral part of the governance of the charity. We take care to understand and address key risks in order to mitigate and manage their likelihood and impact. Risk registers are kept which log principal risks and steps taken to mitigate them at different levels of the organisation. Larger projects each have their own risk register which captures, analyses and monitors mitigation of operational risks. The Senior Management Team risk register is reviewed quarterly by the Finance & Resources Committee, and the strategic level risk register by the full Board. In addition, the CEO gives an oral update to the Finance & Resources Committee and Board each quarter, for their review and input. The Senior Management Team considers major risks and mitigating actions on an ongoing basis, as part of their decision-making.

The following high-level risks were identified and are managed through this process:

1. Risk that our strategy does not deliver demonstrable impact. This would lead to reputational damage, loss of confidence of key stakeholders in our focus countries and internationally, and failure to replicate and expand our activities.

This risk was mitigated by the maintenance of a clear, well documented evidence base relating to our theory of change, investment in high quality technical development inputs to our projects and maintenance of a strong focus on learning. Extensive external evaluation of the strategy during 2020 indicated that strategy then was delivering demonstrable impact, however, the mitigation approach is being continued as we enter a new strategic period to 2030.

2. Political context in the UK post Brexit reduces income from traditional funding sources.

This risk was compounded by the merger of DFID and the FCO and cuts in grant funding available. To mitigate these risks, we continued to monitor the situation on an ongoing basis, including through sector networks, and to implement our medium-term Financing Strategy, for which the 2021-22 year was the fourth year. A key plank of the strategy was further diversification of Womankind's funding base, including attracting greater support from major donors and US foundations. We also explored alternative sources of bilateral donor funding, for example through the Netherlands, whilst continuing to advocate worldwide on the imperative to fund international women's rights work. Our Financing Strategy has been revisited in the light of new organisational strategy, with new Financing Strategy focussed on stability and maintaining income levels finalised and approved by the Board in March 2022.

3. Risk to beneficiary wellbeing as a result of inadequate vulnerable adult and/or child protection in our partnership programmes. This could lead inter alia to serious harm to vulnerable adults and/or children, legal action and reputational damage.

During 2022 we received sponsorship for our Fundraising Gala event from Albacore Capital Group, Fitch Ratings, Goldman Sachs and Weil, Gotshal and Manges LLP. We also continued our long term corporate partnership with OptiBac Probiotics and received donations as a result of sales of their 'For Women' probiotic.

Statement of Trustee Responsibilities

The trustees, who are also directors of Womankind Worldwide for the purposes of company law, are responsible for preparing the Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102, the financial reporting standard applicable in the UK and Republic of Ireland.

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practices (SORP), Accounting and Reporting by Charities;
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether appropriate accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a 'going concern' basis, unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

There is no relevant audit information of which the charitable company's auditors are unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Guarantees

Members of the charitable company (the trustees) guarantee to contribute an amount not exceeding £1 to the assets in the event of winding up. The trustees have no beneficial interest in the charitable company.

Auditors

The report of the trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 6th July 2022 and signed on their behalf by:



Siobhan Allen – Co-Chair

Twasiima P. Bigirwa – Co Chair



Jenny Jones – Honorary Treasurer

We review our safeguarding and safeguarding related policies and procedures annually and undertake awareness raising and training for staff and trustees, in order to mitigate this risk. We also provide support on policy and practice in relation to safeguarding to our partners in the global south.

4. Risk of regulatory or legal action due to failure to comply with legislation. This could lead to loss of confidence by partners, donors and other stakeholders.

We have developed a medium-term Financial Management Strengthening Plan in order to monitor uptake of recommendations made by our Auditors and strengthen our systems and processes in line with the requirements of our new strategy. This plan is regularly monitored and adapted by the Senior Management Team and the Finance & Resources Committee of the Board of Trustees. In relation to non-financial risk, we routinely monitor developments in fundraising regulation, data protection and Charity Commission requirements, in order to assure compliance, as well as legal requirements such as those pertaining to intellectual property and employment law, for example.

5. Risk to reputation by association when diversifying our income sources (individuals and organisations) who may not be well aligned with our values. This could result in negative media and publicity affecting key supporter groups and in turn to withdrawal of funding and other forms of support.

To mitigate this risk we review our due diligence policy and process annually, assessing potential donors and partnerships against our ethical policies and values and against external risks. This approach will be reviewed in depth as we implement our anti-racism pledge, Funding Charter and Financing Strategy, in order to meet the needs of new organisation strategy 2022-2030.

Grant Making Policy

Womankind's grants to partners have traditionally been from restricted funds, where there is an agreed framework and budget in place following detailed assessments of the projects. On occasion, and more frequently latterly, for example on receipt of a large legacy, Womankind may make grants from unrestricted funds. In such a case the trustees will make decisions based on advice from the Senior Management Team and will seek to make the grants as flexible as possible, in line with best practice guidance on flexible funding for women's rights organisations. In all cases, before making a grant, Womankind completes an appraisal of the project and the proposed partner organisations, including in relation to due diligence. This ensures that there is a good strategic fit between Womankind and the partner, and that the project objectives are consistent with shared principles and reflect a coherent initiative, which is cost-effective in bringing the intended impact.

Grants are managed through specific agreements with partners, which set out the conditions of the grant, including reporting requirements and when disbursements will happen. Grants are usually disbursed in instalments to ensure that agreed timings and results are being met and managed. A formal review process is in place, and multi-year grants are awarded following satisfactory review. We will review our grant making policy during next year, in line with developments in our governance and power sharing within our partnership under our new strategy.

Womankind's approach to fundraising

Our supporters are an integral part of Womankind's community - in terms of their financial support and the role they play in sharing our values, spreading the word and challenging us to work in a more feminist way. We are committed to being fully transparent and accountable about how their generous gifts are used.

We are registered with the Fundraising Regulator and follow the Code of Fundraising Practice, including the policy on dealing with vulnerable people.

We keep up to date on changing regulation and ensure we comply with it by changing processes where necessary. We welcome feedback from supporters and regularly use it to improve our fundraising.

In the year ending March 2022 we worked with 2 fundraising agencies and with 5 consultants on particular fundraising initiatives. We worked closely with all these consultants by having clear terms of reference in the contracts to ensure they adhered to the Code of Fundraising Practice and the policy on dealing with vulnerable people. We received 1 complaint (2021: NIL) about our fundraising which we responded to in a timely fashion – this represents 0.0006% of all fundraising contacts made during the year.

Independent auditor's report to the members of Womankind Worldwide

Opinion

We have audited the financial statements of Womankind Worldwide for the year ended 31 March 2022 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions 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' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the directors' report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to charity and company law applicable in England and Wales and fundraising regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to fraud in income recognition and management override of controls. Audit procedures performed by the engagement team included:

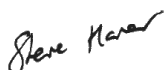
- Inspecting correspondence with regulators;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Steven Harper (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: 1 December 2022

Womankind Worldwide
Statement of financial activities (Incorporating an income and expenditure account)
For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 £	Unrestricted £	Restricted £	2021 £
Income from:							
Donations and legacies	2	3,271,808	259,768	3,531,576	2,706,840	454,485	3,161,325
Charitable activities	3a	-	2,122,060	2,122,060	-	3,007,780	3,007,780
Other trading Activities	3b	265,000	-	265,000	104,641	-	104,641
Investments	4	691	-	691	1,740	-	1,740
Total income		3,537,499	2,381,828	5,919,327	2,813,221	3,462,265	6,275,486
Expenditure on:							
Raising funds	5	1,135,271	-	1,135,271	981,650	-	981,650
Charitable activities							
Eliminating Violence against Women	5	435,135	911,823	1,346,958	988,340	1,283,705	2,272,045
Increasing Women's Civil & Political Participation	5	478,121	997,755	1,475,876	1,022,902	1,328,595	2,351,497
Economic Empowerment	5	88,300	184,188	272,488	271,648	351,687	623,335
Total expenditure		2,136,827	2,093,766	4,230,593	3,264,540	2,963,987	6,228,527
Net Income / (expenditure) for the year	7	1,400,672	288,062	1,688,734	(451,319)	498,278	46,959
Transfer between funds	17	(110,982)	110,982	-	53,679	(53,679)	-
Net movement in funds		1,289,690	399,044	1,688,734	(397,640)	444,599	46,959
Reconciliation of funds:							
Total funds brought forward		2,895,887	122,956	3,018,843	3,293,527	(321,643)	2,971,884
Total funds carried forward		4,185,577	522,000	4,707,577	2,895,887	122,956	3,018,843

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 17 to the financial statements.

The Appended notes form part of these Financial Statements

Womankind Worldwide
Balance sheet
As at 31 March 2022

Company no. 0240121

	Note	£	2022 £	£	2021 £
Fixed assets:					
Intangible assets	12		12,576		16,169
Tangible assets	13		13,799		20,019
			<u>26,375</u>		<u>36,188</u>
Current assets:					
Debtors	14	1,735,625		1,782,752	
Cash at bank and in hand		4,782,376		3,504,295	
Cash at bank Women at Risk		14,308		16,694	
		<u>6,532,309</u>		<u>5,303,741</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	<u>(1,851,107)</u>		<u>(2,321,086)</u>	
Net current assets			<u>4,681,202</u>		<u>2,982,655</u>
Total net assets			<u>4,707,577</u>		<u>3,018,843</u>
The funds of the charity:					
Restricted income funds	17		522,000		122,956
Unrestricted income funds:					
Designated funds		3,362,549		2,117,024	
General funds		<u>823,028</u>		<u>778,863</u>	
Total unrestricted funds			<u>4,185,577</u>		<u>2,895,887</u>
Total charity funds			<u>4,707,577</u>		<u>3,018,843</u>

The financial statements of Womankind Worldwide have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The financial statements were approved and authorised for issue by the trustees on 6 July 2022 and signed on their behalf by:

Siobhan Allen
Co Chair


Jenny Jones
Treasurer

Womankind Worldwide
Statement of cash flows
For the year ended 31 March 2022

	Note	2022	2021
		£	£
Cash flows from operating activities	18		
Net cash provided by operating activities		1,274,146	727,835
Cash flows from investing activities:			
Interest from investments		691	1,740
Loss on disposal of fixed assets		858	-
Purchase of fixed assets		-	(39,415)
Net cash provided by Investing activities		1,549	(37,675)
Change in cash and cash equivalents in the year		1,275,695	690,160
Cash and cash equivalents at the beginning of the year		3,520,989	2,830,829
Cash and cash equivalents at the end of the year	19	4,796,684	3,520,989

1 Principal Accounting policies

Basis of preparation

Womankind Worldwide is registered in England and Wales with registered office address of Wenlock Studios, 50-52 Wharf Road London, N1 7EU. The Company registration number is 02404121 and the Charity number is 328206.

These financial statements are prepared on a going concern basis, under the historical cost convention.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Statement of Recommended Practice (SORP 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Companies Act 2006. The financial statements have been prepared in pound sterling, which is the functional currency of the charity. Monetary amounts in the financial statements are rounded to the nearest pound.

Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern for the foreseeable future. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on donations as well as income levels received to date in the financial year 2021-2022. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties which would affect the going concern status of the Charity. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

The principal accounting policies adopted in preparation of the financial statements are set out below.

a) Income

All income is included in the consolidated SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability. All income is classified between restricted and unrestricted.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within Grant Income. Grants are credited to the SOFA when the charity is entitled to the funds. Entitlement to grants income may be subject to performance conditions in which case it could be classified as performance related grants and recognized when performance conditions are met. Entitlement for projects for longer than a year, this will be assessed by the targets set up in the grant application.

Income is only deferred where there are time constraints imposed by the donor. For the performance related income or if the funding is performance related. Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

- Grants supporting the core activities of the charity are included within donations and legacies.

- Grants that have condition to specific deliver charitable activity are included within income for charitable activities.

b) Revenue Grants

Revenue grants including government grants are credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless they relate to a specific future period, in which case they are deferred.

c) Grants for Fixed Assets

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.

d) Restricted funds

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 together with a fair allocation of management and support costs.

e) Unrestricted funds

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. The fund comprises the accumulated surpluses and deficits of unrestricted income and expenditure.

Designated funds

Designated funds are unrestricted funds that are earmarked for a particular purpose by the trustees. The notes to the accounts explain the purpose of designated funds at the discretion of the trustees in furtherance of the objects of Womankind Worldwide.

f) Expenditure

Expenditure is recognised in the period in which it is incurred, on an accruals basis. Expenditure includes attributable VAT which cannot be recovered. Expenditure is allocated to the activity where the cost relates directly to that activity. Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities together with associated support costs. Charitable expenditure is reported as it relates to work undertaken by the charity, being supporting partners to deliver the objectives of the charity.

Grants are recognised as per the Grants Payable policy.

The costs of raising funds relate to the costs incurred by the charity in raising funds for the charitable work.

Support costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements and the requirements of good charity governance.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Governance costs and support costs have been allocated to expenditure on charitable activities based upon estimated staff time spent under each activity.

g) Tangible Fixed Assets

Tangible Fixed Assets are recognised at cost less depreciation. Office equipment and software assets are capitalised if their value is £1,000 or over.

Depreciation

Depreciation is provided on office equipment at 25% on a straight line basis so as to write off the cost less estimated residual value of each asset systematically over its expected useful life. A full year's depreciation is charged in the year of purchase, regardless of the precise month in the year the asset was purchased.

Intangible Fixed Assets

Amortisation is recognised so as to write off the cost less their reduced values over their useful lives on the following basis:

Website costs – 5 years straight line

h) Pension

The charitable company contributes to a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an

i) Grants payable

Grants payable in furtherance of the charity's objects are attributed to the related classification heading in the SOFA:

– Grants payable from are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the partner agreement. The related income on grants which will be used to cover these payments are recognised, in accordance with the charity's standard income recognition policy. Partner agreements may be for longer than one year, but funding commitment are typically for a year's duration related to the delivery of the activities as set out in the agreement.

– Grants payable from Unrestricted Designated funds are recognised as fully expended on SOFA in the year the decision was made and liability for grants which are payable over future accounting periods is accrued in the year.

The projects are regularly monitored and reviewed. SMT retains the right to terminate grant commitments if they are not satisfied with the progress of the project during the monitoring and review process.

j) 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.

k) 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.

l) 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.

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.

m) Financial Instrument

Womankind Worldwide holds basic financial instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors – trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 14. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Note 15. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

n) Employee benefit at termination

Termination benefits, including redundancy costs, are recognised when the Charity has an obligation to pay the benefits and they can be measured reliably.

o) Operating Leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

p) Critical estimates

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. In making their judgements Trustees considered the effects of the global pandemic COVID-19 on both the future funding and future direction of the Charity. In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

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.

2 Income: 'Donations and legacies

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Gift Aid	326,525	3,000	329,525	254,004
Legacies	1,000,717	-	1,000,717	815,463
Individual Giving	1,721,800	55,630	1,777,430	1,346,874
Community and Events	24,524	-	24,524	23,118
Corporates	138,403	30,000	168,403	242,549
Comic Relief	-	52,766	52,766	291,405
Statutory	-	-	-	56,427
Major Donors	26,000	12,500	38,500	30,479
Trusts and Foundations	33,839	105,872	139,711	97,736
Others	-	-	-	3,270
	<u>3,271,808</u>	<u>259,768</u>	<u>3,531,576</u>	<u>3,161,325</u>

3a Income from Charitable Activities

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Government grants	-	2,122,060	2,122,060	2,929,566
ING Foundation	-	-	-	78,214
	<u>-</u>	<u>2,122,060</u>	<u>2,122,060</u>	<u>3,007,780</u>

Government Grants: During the year Womankind received:

1) UK Government (FCDO) grants for following two projects:

i) PAVE: Participation and Voices for Excluded Women in Nepal £107,194 (2021: £461,022).

ii) POWER: Empowering displaced women in Uganda £126,900 (2021: £153,201).

2) The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund £1,887,966 (2021: £2,315,343).

There were no unfulfilled conditions relating to these grants.

3b Income from Trading Activities

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
GALA Event	265,000	-	265,000	104,641
	<u>265,000</u>	<u>-</u>	<u>265,000</u>	<u>104,641</u>

4. Investment Income

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
	691	-	691	1,741
	<u>691</u>	<u>-</u>	<u>691</u>	<u>1,741</u>

NOTE: See Note 22 for comparative analysis of Prior year Income and expenditure

Womankind Worldwide
Notes to the financial statements
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5. Analysis of expenditure

	Cost of raising funds £	Charitable activities				Governance costs £	Support costs £	2022 Total £
		Eliminating Violence £	Political Participation £	Economic Empowerment £				
Staff costs (Note 8)	333,256	227,757	250,998	46,481	60,425	204,518	1,143,435	
Direct Charitable Staff costs (Note 8)	-	88,842	97,215	17,946	-	-	204,003	
Direct costs – Grant Payable (Note 6)	-	751,918	822,780	151,887	-	-	1,726,585	
Direct costs – Others	492,679	89,873	98,343	18,154	9,200	135,282	843,531	
Staff Related Costs	-	-	-	-	-	87,493	87,493	
Premises and Office costs	33,662	21,717	23,889	4,343	5,429	19,547	108,587	
Organisational Development	20,560	13,265	14,591	2,653	3,316	11,938	66,323	
Gains and Losses on Forex	-	-	-	-	-	15,352	15,352	
Audit and Accountancy	-	-	-	-	25,470	-	25,470	
Depreciation and Amortisation	-	-	-	-	-	9,814	9,814	
	900,157	1,193,372	1,307,816	241,464	103,840	483,944	4,230,593	
Support costs	193,578	126,453	138,370	25,543	-	(483,944)	-	
Governance Costs	41,536	27,133	29,690	5,481	(103,840)	-	-	
Total expenditure 2022	1,135,271	1,346,958	1,475,876	272,488	-	-	4,230,593	
Total expenditure 2021	981,650	2,272,045	2,351,497	623,335	-	-	6,228,527	

Of the total expenditure, £2,136,827 was unrestricted (2021: £3,264,540) and £2,093,766 was restricted (2021: £2,963,987). Staff costs include £204,002 (2021: £104,108) of salaries paid to staff working on charitable activities funded by restricted funds. During the year we maintained our investment levels in fundraising to test new income streams and generate additional income for future years.

Note 6: Grant Making

	Eliminating Violence £	Political Participation £	Economic Empowerment £	Total £
Afghanistan				
Afghan Women's Resource Centre	2,570	2,570	2,648	7,789
ETHIOPIA				
Association for Women's Sanctuary and Development (AWSAD)	-	-	15,000	15,000
Centre for Accelerated Women's Economic Empowerment (CAWEE)	-	-	(16,672)	(16,672)
Ethiopian Women with Disabilities National Association (EWDNA)	(4,963)	(3,722)	(1,222)	(9,907)
Siiqqee Women's Development Association (SWDA)	2,285	2,285	20,782	25,352
Global				
AWESOME	593,403	593,403	-	1,186,805
Her Voice Fund	34,561	34,561	35,608	104,730
Movement Strengthening Fund	29,570	29,570	30,466	89,607
Nepal – Emergency Appeal 21	16,500	16,500	17,000	50,000
KENYA				
Federation Of Women Lawyers (F.I.D.A)	24,993	-	-	24,993
NEPAL				
Feminist Dalit Organisation (FEDO)	-	62,066	26,600	88,666
UGANDA				
Freedom and Roam Uganda (FARUG)	10,000	10,000	-	20,000
National Association of Professional Environmentalists (NAPE)	-	21,677	21,677	43,354
National Association of Women's Organizations in Uganda (NAWOU)	43,501	-	-	43,501
ZIMBABWE				
Deaf Women Included (DWI)	4,936	-	-	4,936
Female Prisoners Support Trust (Femprist)	(11,568)	-	-	(11,568)
Women and Land in Zimbabwe	-	(24,546)	-	(24,546)
Women in Politics Support Unit (WIPSU)	(4,232)	(4,232)	-	(8,464)
Women's Action Group	10,362	24,178	-	34,540
Women's Coalition of Zimbabwe (WCoZ)	-	58,470	-	58,470
Grand Total	751,918	822,780	151,887	1,726,585

7 Net Income for the year

This is stated after charging:

		2022 £	2021 £
Amortisation		-	1,797
Depreciation		-	9,589
Trustees' reimbursed expenses		-	-
Operating lease rentals:	Property	-	64,807
	Other	6,050	6,915
Auditors' remuneration (excluding VAT):		21,000	38,366
Foreign exchange (gains) or losses		-	116,104

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

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	952,200	941,424
Direct Charitable Staff Costs	204,003	104,108
Social security costs	126,210	113,439
Employer's contribution to defined contribution pension schemes	65,025	56,794
	1,347,438	1,215,765
	1,347,438	1,215,765

No Termination payments were made in the current year (2021: Nil).

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2022	2021
	No.	No.
£60,000 –£69,999	1	2
£70,000 –£79,999	2	1
	3	3
	3	3

Remuneration of Key Management Personnel

	2022	2021
	£	£
Remuneration	410,243	372,375
	410,243	372,375
	410,243	372,375

The Key management personnel is made up of the trustees and the senior management team, being the 4 directors of departments, and the CEO. The sum remunerated includes gross pay, employer's national insurance and employer's pension contributions.

Trustees reimbursed expenditure of £NIL (2021: NIL).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: NIL). No trustees were paid for any services in 2022 (2021: NIL).

9 Staff numbers

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

	2022	2021
	No.	No.
Raising funds	7.6	7.8
Eliminating Violence Against Women	4.9	4.2
Increasing Women's Civil & Political Participation	5.4	4.6
Economic Empowerment	1.0	1.2
Support	4.4	3.7
Governance	1.3	1.0
	24.6	22.5
	24.6	22.5

10 Related party transactions

During the year Trustees have donated unrestricted £3,455 (2020:£15,450). Other related party transactions are remuneration of Key Management Personnel and reimbursement of expenses of Key Management Personnel's are disclosed in note 8 above.

There were no other related party transactions that require disclosure in 2022 or 2021.

11 Taxation

The charity is considered to pass the tests set out in paragraph 1, section 6 of the Finance Act 2010 and meets the definition of charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains, to the extent that it is applied exclusively to charitable purposes.

12 Intangible Fixed Assets

	2022 Total £
Cost or valuation	
At the start of the year	17,966
At the end of the year	<u>17,966</u>
Amortization	
At the start of the year	1,797
Charge for the year	3,593
At the end of the year	<u>5,390</u>
Net book value	
At the end of the year	<u>12,576</u>
At the start of the year	<u>16,169</u>

Intangible fixed asset costs relate to the creation of the charity's website.

13 Fixed assets

	Furniture and Fittings £	Computer equipment £	2022 Total £
Cost or valuation			
At the start of the year	24,325	34,543	58,868
Disposal in the year	-	(7,152)	(7,152)
At the end of the year	<u>24,325</u>	<u>27,391</u>	<u>51,716</u>
Depreciation			
At the start of the year	24,325	14,524	38,849
Charge for the year	-	5,362	5,362
Disposal in the year	-	(6,294)	(6,294)
At the end of the year	<u>24,325</u>	<u>13,592</u>	<u>37,917</u>
Net book value			
At the end of the year	<u>-</u>	<u>13,799</u>	<u>13,799</u>
At the start of the year	<u>-</u>	<u>20,019</u>	<u>20,019</u>

All of the above assets are used for charitable purposes.

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14 Debtors

	2022	2021
	£	£
Trade debtors	109,085	-
Other debtors	18,234	30,032
Accrued income	1,593,660	1,716,748
Prepayments	14,646	35,972
	<u>1,735,625</u>	<u>1,782,752</u>

15 Creditors: amounts falling due within one year

	2022	2020
	£	£
Taxation and social security	51,864	32,378
Trade creditors	162,169	92,196
Accruals		
Accruals – Partners Advances	1,571,463	2,121,648
Accruals– Others	65,611	74,864
	<u>1,851,107</u>	<u>2,321,086</u>

16 Analysis of net assets between funds 2022

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	13,799	12,576	-	26,375
Current assets	1,688,873	2,749,973	2,093,463	6,532,309
Creditors: amounts due within one year	(279,644)	-	(1,571,463)	(1,851,107)
Net assets at the end of the year 2022	1,423,028	2,762,549	522,000	4,707,577

Analysis of net assets between funds (prior year 2021)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	20,019	16,169	-	36,188
Current assets	958,281	2,100,855	2,244,604	5,303,740
Creditors: amounts due within one year	(199,438)	-	(2,121,648)	(2,321,086)
Net assets at the end of the year 2021	778,862	2,117,024	122,956	3,018,842

17a Movements in Funds Current year

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Restricted funds:					
<u>Corporate and Institutions</u>					
Resilience Grant, Siliqqee & EWDA, Ethiopia, Bryan Guinness Charitable Trust Ltd	-	5,000	5,025	25	-
'Another Chance, FemPrist, Zimbabwe, Anonymous Donor	5,024	-	7,657	2,633	-
New Generation, FIDA, Kenya, Multiple Donors	-	3,085	1,904	(1,181)	-
Rising Up Against FGM, NAWOU, Uganda, NIniski Trust, Eleanor Rathbone CT, Allen & Nesta Ferguson CS, Anonymous	(953)	47,000	47,019	972	-
Uganda Lesbian Forum, UGALEF, Uganda, Anonymous Donors	-	20,000	20,000	-	-
Voices of Women Media, Nepal	-	3,112	55	(3,057)	-
Her Voice Fund, Multiple Partners, Countries, Donors	-	20,000	20,000	-	-
Multiple Donors (Amplifying Voices VAWG, Zimbabwe)	37,293	-	11,180	-	26,113
Sage Fund (GAME)	12,704	-	9,924	-	2,780
Access to Justice, NDWA, Nepal, Anonymous Donor	-	30,050	-	-	30,050
Nepal Emergency Appeal, multiple donors	-	16,135	16,135	-	-
<u>Trusts and Foundations</u>					
Donors	-	18,822	18,822	-	-
Building Bridges, WAG, Zimbabwe, ING Foundation	38,366	-	54,172	-	(15,806)
<u>Statutory</u>					
Comic Relief (Collective Action to Realise Equality - CARE)	141,779	52,765	95,616	-	98,928
<u>Government Grants</u>					
POWER, NAPE, NAWAD, Uganda, FCDO	(28,395)	126,899	114,101	15,597	-
PAVE, WHR, Teva, FEDO, Nepal, FCDO	(24,889)	107,194	147,927	112,663	47,041
AWESOME, Multiple Partners, Ethiopia, Kenya, Uganda, Netherlands MFA	(101,896)	1,887,966	1,505,841	-	280,229
<u>Others</u>					
Rebuilding Lives After Violence, AWSAD, Ethiopia, The Big Give 2019	6,844	-	(9,826)	(16,670)	-
Facilitating Employment Opportunities, CAWEE, Ethiopia, The Big Give 2021	-	43,800	-	-	43,800
Women Leading Sustainable Cooperatives, Siliqqee, Ethiopia, The Big Give 2020	37,079	-	28,214	-	8,865
Total restricted funds	122,956	2,381,828	2,093,766	110,982	522,000

Funds in deficit for Government Grants are either due to the nature of FCDO grants which are paid in arrears. Womankind prefinances the grant to Partners and then reclaims the amounts for FCDO.

Other funds in arrears are due to the accounting treatment adopted. Grant expenditure for future years has been accrued for while the Income may not yet have been received.

17b Movements in Funds Current Year

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Unrestricted funds:					
Designated funds:	2,117,024	882,477	236,952	600,000	3,362,549
Total designated funds	2,117,024	882,477	236,952	600,000	3,362,549
General funds	778,863	2,655,022	1,899,875	(710,982)	823,028
Total unrestricted funds	2,895,887	3,537,499	2,136,827	(110,982)	4,185,577
Total funds 2022	3,018,843	5,919,327	4,230,593	-	4,707,577

18 Reconciliation of net income to net cash flow from operating activities

	2022	2021
	£	£
Net (expenditure) / Income for the reporting period (as per the statement of financial activities)	1,688,734	46,959
Depreciation charges	5,362	7,792
Amortisation Charges	3,593	1,797
Interest and Investment	(691)	(1,740)
Increase /(Decrease) in debtors	47,127	(722,106)
(Increase) in creditors	(469,979)	1,395,133
Net cash provided by operating activities	1,274,146	727,835

19 Analysis of cash and cash equivalents

	At 1 April 2021	Cash flows	Other changes	2022
	£	£	£	£
Cash at bank and in hand	3,088,213	1,275,004	-	4,363,217
Notice deposits (less than three months)	432,776	691	-	433,467
Total cash and cash equivalents	3,520,989	1,275,695	-	4,796,684

20 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	-	36,563	-	6,182
Two to five years	-	-	-	17,143
	-	36,563	-	23,325

21 Legal status of the charity

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

22 Comparative notes of Income and Expenditure for Prior Year

Income: 'Donations and legacies (Note 2)

	Unrestricted	Restricted	2021 Total
	£	£	£
Gift Aid	245,053	8,951	254,004
Legacies	815,463	-	815,463
Donations/Individual Giving	1,313,093	33,781	1,346,874
Community and Events	23,118	-	23,118
Corporates	212,549	30,000	242,549
Comic Relief	-	291,405	291,405
Statutory	9,000	47,427	56,427
Major Donors	9,550	20,929	30,479
Trusts and Foundations	75,744	21,992	97,736
Others	3,270	-	3,270
	<u>2,706,840</u>	<u>454,485</u>	<u>3,161,325</u>

Income from other Charitable Activities for prior year (Notes 3a)

	Unrestricted	Restricted	2021 Total
	£	£	£
UK Government grant - FCDO	-	2,929,566	2,929,566
ING Foundation	-	78,214	78,214
	<u>-</u>	<u>3,007,780</u>	<u>3,007,780</u>

Income from other trading activities for prior year (Note 3b)

	Unrestricted	Restricted	Total
	£	£	£
Other trading activities from GALA Event	104,641	-	104,641
	<u>104,641</u>	<u>-</u>	<u>104,641</u>

Income from Investments for prior year (Note 4)

	Unrestricted	Restricted	2021 Total
	£	£	£
Investment Income	1,740	-	1,740
	<u>1,740</u>	<u>-</u>	<u>1,740</u>

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Notes to the financial statements for the year ended 31 March 2022

Analysis of expenditure (Note 5 prior year)

	Cost of raising funds £	Charitable activities			Governance costs £	Support costs £	2021 Total £
		Eliminating Violence £	Political Participation £	Economic Empowerment £			
Staff costs (Note 8)	347,633	197,946	220,319	57,166	57,718	230,875	1,111,657
Direct Charitable Staff costs (Note 8)	51,013	23,945	22,904	6,246	-	-	104,108
Direct costs – Grant Payable (Note 6)	-	1,716,179	1,881,177	490,448	-	-	4,087,804
Direct costs – Others	150,672	82,185	91,316	22,829	22,829	86,751	456,582
Staff Related Costs	-	-	-	-	-	128,059	128,059
Premises and Other costs	36,125	19,704	21,894	5,473	5,473	20,799	109,469
Organisational Development	22,070	12,038	13,376	3,344	3,344	12,707	66,879
Gains and Losses on Forex	-	-	-	-	-	116,014	116,014
Audit and Accountancy	-	-	-	-	38,366	-	38,366
Depreciation	-	-	-	-	-	9,589	9,589
	607,513	2,051,998	2,250,986	585,506	127,730	604,794	6,228,527
Support costs	296,349	139,102	133,054	36,289	-	(604,794)	-
Governance Costs	62,588	29,378	28,100	7,664	(127,730)	-	-
2021 Total expenditure	966,450	2,220,478	2,412,140	629,459	-	-	3,405,254

Womankind Worldwide
Notes to the financial statements for the year ended 31 March 2022

Grant making (Note 6 Prior Year)	Charitable Activities			Total	Support Cost	2020	Total
	Eliminating Violence	Political Participation	Economic Empowerment				
Ethiopia							
Association for Women's Sanctuary and Development (AWSAD)	24,561	20,940	20,940	66,442	2,207		68,649
Centre for Accelerated Women's Economic Empowerment (CAWEE)	11,838	8,415	8,415	28,668	492		29,160
Ethiopia	1,500	-	-	1,500	201		1,701
Ethiopian Women Lawyers Association (EWLA)	8,170	8,415	8,415	25,000	-		25,000
Ethiopian Women with Disabilities National Association (EWDNA)	188,819	186,263	12,316	387,398	1,746		389,144
Setaweeet	6,530	8,004	8,415	22,949	(275)		22,674
Silqqee Women's Development Association (SWDA)	229,292	229,538	8,415	467,245	-		467,245
Kenya							
Minority Womyn In Action (MWA)	8,170	8,415	8,415	25,000	-		25,000
Federation Of Women Lawyers (F.I.D.A)	236,558	227,067	16,831	480,456	3,349		483,805
FEMNET	8,170	8,415	8,415	25,000	-		25,000
Polycom Development Project	34,509	8,415	8,415	51,339	3,535		54,874
Women Challenged to Challenge (WCC)	209,468	209,714	8,415	427,597	-		427,597
Young Women's Leadership Institute (YWL)	8,170	8,415	8,415	25,000	-		25,000
Nepal							
Mitini Nepal	8,170	8,415	8,415	25,000	-		25,000
Saathi	8,170	8,415	8,415	25,000	-		25,000
Sankalpa - Women's Alliance for Peace, Justice, and Democracy	8,170	15,415	8,415	32,000	940		32,940
Voices of Women Media (VOW Media)	9,075	8,415	8,415	25,905	121		26,027
Women for Human Rights (WHR) Nepal	16,340	16,830	16,830	50,000	-		50,000
Feminist Dalit Organisation (FEDO)	18,700	75,066	36,980	130,746	14,194		144,941
LOOM	8,170	8,415	8,415	25,000	-		25,000
Mitini Nepal	4,500	436	-	4,936	59		4,995
National Indigenous Women Federation (NIWF)	15,129	8,415	8,415	31,959	934		32,893
Nepal Disabled Women's Association (NDWA)	8,170	8,415	8,415	25,000	-		25,000
Tewa	8,170	8,415	8,415	25,000	-		25,000
Uganda							
Centre for Domestic Violence Prevention (CEDOVIP)	16,340	16,830	16,830	50,000	-		50,000
Forum for Women in Democracy (FOWODE)	198,106	198,352	8,415	404,873	-		404,873
Freedom and Roam Uganda (FARUG)	8,170	8,415	8,415	25,000	-		25,000
Isis WJCE	(28,100)	-	-	(28,100)	(3,772)		(31,872)
Mentoring & Empowerment for Young Women (MEMPROW)	8,170	8,415	8,415	25,000	-		25,000
National Association for women's action in Development (NAWAD)	10,670	22,550	8,415	41,635	1,897		43,532
National Association of Professional Environmentalists (NAPE)	8,171	5,183	5,183	18,537	(868)		17,669
National Association of Women's Organisations in Uganda (NAWOU)	241,582	232,315	25,245	499,142	3,356		502,499
SIHA	8,185	8,429	8,429	25,043	-		25,043
Women's International Peace Centre (WIPC)	15,755	10,040	10,040	35,835	1,454		37,289
Zimbabwe							
Women in Politics Support Unit (WIPSU)	8,170	78,924	8,415	95,509	-		95,509
Women's Action Group (WAG)	17,407	(1,301)	20,733	36,839	(2,653)		34,186
Zimbabwe Women Lawyers Association (ZWLA)	16,340	16,830	16,830	50,000	-		50,000
Deaf Women Included	19,161	8,415	8,415	35,991	1,475		37,466
Female Prisoners Support Trust (FEMPRIST)	8,170	15,305	33,371	56,846	4,275		61,121
Musasa	16,340	16,830	16,830	50,000	-		50,000
Pakasipiti	19,670	8,415	8,415	36,500	1,342		37,842
Women and Land in Zimbabwe	14,010	14,255	14,256	42,521	2,352		44,873
Women's Coalition of Zimbabwe (WCoZ)	8,170	105,885	8,427	122,482	22,549		145,031
Zimbabwe Chamber of Informal Economy Associations (ZCIEA)	13,170	8,415	8,425	30,010	-		30,010
Global							
16 Days partner Initiative 2019	-	-	-	-	2,900		2,900
AWESOME	-	-	-	-	319,094		319,094
Expenses - S&I project compliance	-	-	-	-	-		-
FGM focused project - cross regional approaches and learning	-	-	-	-	-		-
Resilience Grant	-	-	-	-	167,793		167,793
Grand Total	1,716,175	1,881,173	490,444	4,087,804	548,699		4,636,503

Womankind Worldwide

Notes to the financial statements for the year ended 31 March 2022

Movements In Funds (Note 17 Prior Year)

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Restricted funds:					
Corporate and Institutions					
Anonymous (Pakaspill, Zimbabwe)	-	10,000	10,010	10	-
Anonymous (FemPrist Another Chance)	10,000	20,000	24,976	-	5,024
Anonymous (New Generation FGM, FIDA Kenya)	25,007	11,301	26,871	(9,437)	-
Anonymous (New Generation FGM, NAWOU, Uganda)	25,035	-	25,988	-	(953)
Anonymous (Voices Of Women Media, Nepal)	970	1,471	915	(1,526)	-
Anonymous (Equipping Slum Girls, Kenya)	7,618	1,510	9,362	234	-
Multiple Donors (Amplifying Voices VAWG, Zimbabwe)	16,500	33,750	(12,382)	(25,339)	37,293
Sage Fund (GAME)	-	12,704	-	-	12,704
Anonymous Donor	-	3,000	1,503	(1,497)	-
Trusts and Foundations					
Sir Halley Stuart Trust (CAWEE, Women Business Partnership, Ethiopia)	2,507	(2,508)	3,668	3,669	-
ING Foundation (WAG Building Bridges)	(814)	-	-	814	-
Evan Cornish Foundation Amplifying Voices (WWD)	(520)	-	-	520	-
ING Foundation (WAG Building Bridges)	-	78,214	8,421	(31,427)	38,366
Statutory					
Comic Relief (Collective Action to Realise Equality - CARE)	58,991	291,455	208,667	-	141,779
Government Grants					
FCDO (Empowering Displaced Women in Uganda - POWER)	(159,929)	153,201	21,667	-	(28,395)
FCDO (Participation and Voices of Women in Nepal - PAVE)	(336,426)	461,022	149,485	-	(24,889)
The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund	-	2,315,343	2,417,239	-	(101,896)
Others					
Christian Aid (FCDO)	-	17,700	18,464	764	-
GAPS (FCDO)	-	17,023	17,973	950	-
The Big Give 2018 (WWD In Key sectors)	3,947	-	13,079	9,132	-
The Big Give 2019 (AWSAD: Rebuilding Lives After Violence)	24,925	-	18,081	-	6,844
Trustees Travel	546	-	-	(546)	-
The Big Give 2020	-	37,079	-	-	37,079
Total restricted funds	(321,643)	3,462,265	2,963,987	(53,679)	122,956

Funds in deficit for Government Grants are either due to the nature of FCDO grants which are paid in arrears. Womankind prefinances the grant to Partners and then reclaims the amounts for FCDO.

Other funds in arrears are due to the accounting treatment adopted. Grant expenditure for future years has been accrued for while the income may not yet have been received.

Movements In Funds (Note 17 Prior Year)

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Unrestricted funds:					
Designated funds:					
Fixed Assets	2,586,698	808,943	1,154,487	(124,130)	2,117,024
	6,364	-	6,364	-	-
Total designated funds	2,593,062	808,943	1,160,851	(124,130)	2,117,024
General funds					
	700,465	2,004,278	2,103,688	177,809	778,863
Total unrestricted funds	3,293,527	2,813,221	3,264,539	53,679	2,895,887
Total funds 2021	2,971,884	6,275,486	6,228,526	-	3,018,843

WOMANKIND WORLDWIDE

England & Wales - Charity number 328206

Accounts

WOMANKIND (WORLDWIDE)

A Company limited by guarantee

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021



EQUAL • RESPECTED • PROUD

**Registered Company No: 02404121 (England and Wales)
Charity No: 0328206**

WOMANKIND (WORLDWIDE)

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WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2021

WOMANKIND (WORLDWIDE)

Company Registration 02404121 (England and Wales)

Charity Registration 328206

Ambassadors Dr Kate Young
Baroness Helena Kennedy QC

Trustees

Maggie Baxter CBE	(Chair)
Siobhan Allen	(Vice Chair, appointed 16 September 2020)
Laura Hucks	(Vice Chair, retired 16 September 2020)
Jenny Jones	(Honorary Treasurer)
Roshana Arasaratnam	
Twasiima Bigirwa	(appointed 1 June 2020)
Sophie Efange	
Annie Kelly	(retired 17 June 2020)
Lia Larson	
Susana Leith Smith	
Francoise Moudouthe	(appointed 1 June 2020)
Fenella Porter	
Lubna Qu'nash	
Juanita Rosenior	
Noelia Serrano	(retired 16 September 2020)
Rebecca Wood	

Chief Executive Caroline Haworth

Registered Office Wenlock Studios
50-52 Wharf Road
London N1 7EU

Bankers

Lloyds TSB Bank plc	National Westminster Bank plc
399 Oxford Street	130 Whitechapel High Street
London WC1 2BU	London E1 7PS

Auditors MHA Macintyre Hudson
6th Floor
2 London Wall Place
London EC2Y 5AU

A Message from the Chair

It has been an unprecedented year, dogged by the Covid-19 pandemic and resulting social and economic crises. We have recognised the structural schisms and inequalities laid bare by the pandemic throughout the world and at home, and that the challenges of the year have affected our own resilience, as well as that of our partners and other colleagues in the women's rights sector. We have all needed to intensify our focus on health, including mental health and wellbeing and to muster our feminist solidarity to support each other through a very difficult time. Never more so than now, as in addition to existing crises we apprehend the fear and violence borne by our sister women's rights activists in Afghanistan in recent weeks, and initiate support as best we can. And indeed, as we reflect upon and fight against the grievous cuts to spending made by the Foreign, Commonwealth and Development Office (FCDO) at this critical time. Cuts that will severely hamper the rights and wellbeing of vulnerable women and girls throughout the world.

Nevertheless, as you will glean from this report, Womankind is resilient and has remained in good shape to face the unpredictability and undoubted challenges brought by the Covid-19 crisis. We have worked flexibly and adapted our support to meet the changing needs of our partners. We established a Resilience Fund from which we were able to share core, flexible resources with our partners rapidly, at a time of great stress for their organisations and the communities which they serve. We remain indebted to Lorraine Hendy for the legacy gift she made in 2019, enabling this critical intervention. Further, we have learned a lot about managing flexible funds as a result, which will be woven into our new strategy 2021-2030. This was the fifth and final year of our strategy: *Building Women's Movements for Transformational Change*. For most of the year, Womankind and our partners pushed ahead successfully with our work to end violence against women and girls, support women's political participation and advance women's power over economic resources, continuing to build momentum and attract support.

During the year, as well as continuing to support ground-breaking women's rights projects and policy, advocacy and communications work, we undertook an external evaluation of our strategy, which validated our shift to a movement strengthening approach. We also undertook a brand refresh, revamped the website and instigated participatory work on racial justice and coloniality, inspired by Black Lives Matter campaigns across the globe. The latter resulted in an organisation-wide anti-racism pledge. These three formative pieces of work fed into the development of new organisation strategy, alongside expert analyses and evidence from our partners, stakeholders and teams. We will complete the new strategy in the coming weeks.

In June 2020 we welcomed two new trustees based in the global South: Françoise Kpeglo Moudouthe with roots in Cameroon but now based in Ghana, and Ugandan Twasiima P. Bigirwa. In September, trustee and former Honorary Treasurer, Noelia Serrano, and Vice Chair Laura Hucks, came to the end of their second terms and stepped down. My sincerest thanks to both of them for their longstanding and excellent service to Womankind. Also in September, Siobhan Allen was elected to replace Laura as Vice Chair and we have benefitted enormously from her skill and dedication since. In addition, we strengthened our executive leadership with the appointment of Interim Director Finance & Resources, Navjyot Johal. Navjyot has a wealth of skill and experience from which we are benefiting immensely.

Next year will be my final year as Chair of Womankind, though I will be staying on as a trustee to assist transition. I am delighted to be passing on the baton at a time when the organisation is strong and has a clear vision of the future. As always, my gratitude is due to the amazing staff, partners, ambassadors, trustees and other volunteers that we are so lucky to work alongside. Our sincerest thanks are also due to our unflinching supporters, whose commitment has been especially extraordinary during this difficult year and without whom Womankind could not have continued its incredibly important work.

Maggie Baxter CBE
Chair of the Board of Trustees

About us

Who we are

Womankind Worldwide is a feminist, UK-based, women's rights organisation working to collaborate as part of the women's movement in transformational change in the lives of women in Africa, Asia and worldwide. We are passionate about feminism and anti-racism and this year developed a pledge in order to set out organisation-wide commitments to work proactively on anti-racism: <https://www.womankind.org.uk/wp-content/uploads/2021/04/Womankind-Worldwides-commitment-to-anti-racism.pdf>

Since our launch over 30 years ago on International Women's Day 1989, Womankind Worldwide has reached over 47 million women and their families. Our Charitable Objects are: to alleviate poverty and to protect the physical, mental, and emotional health of women; to promote equality of opportunity; to advance the education of women; and to advance the education of the public in these issues. To these ends, our Vision is a just world where the rights of all women are respected, valued and realised and we focus on pursuit of three core Strategic Aims:

- Achieve an end to all forms of violence against women and girls;
- Achieve equal influence of women in decision making and ability to exercise political power;
- Secure equal economic rights and control over resources.

In pursuit of our Aims, we support women to transform their lives and their communities by working in partnership with women's rights organisations and movements. We influence international policies and practices on women's rights by sharing our knowledge and experience and that of our partners. Further, we influence others to increase resources to women's rights organisations and movements.

What we do

Womankind establishes solidarity and partnerships with women's rights organisations and movements in our focus countries, providing practical support and capacity strengthening resources in areas such as information, advocacy and communications, intersectionality, documentation, research and learning, movement building, and funding and sustainability.

We establish relationships based on solidarity. We respect our partners' expertise and experience, learning from them and creating opportunities for them to share learning with each other and with policy makers and decision makers locally, in the UK and internationally. We support our partners with contacts and publicity to increase their impact, networks and influence.

Four key principles underpin our work:

- **Collective action through women's movements:** as feminists, we know that change happens and benefits for women's rights are sustained when women organise and mobilise together.
- **The central role of women's rights organisations:** we believe in the power of women's rights organisations which are rooted in the realities of their communities and understand the context, problems and solutions for positive change for women.
- **Partnership and solidarity:** we establish strong relationships with our partners and plan programmes with them for joint action and sustainable capacity strengthening.
- **Context specific approaches:** we recognise there is no 'one size fits all' solution to achieve women's rights, and that each programme must be developed by local movements and the women they support and empower.

Where we work

Our involvement with women's movements and women's rights organisations in our focus countries is at the heart of what we do. Those countries are currently Ethiopia, Kenya, Uganda, Zimbabwe and Nepal. This year Womankind was **in partnership with 45 diverse organisations** and funded **26 projects** across these countries. Our work with partners contributed to policy and advocacy progress and **supported 25,1225 individuals directly** and **16,368,412 individuals indirectly**. We provided funding and support to the following partners:

WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2021

ETHIOPIA

1. Addis Continental Institute of Public Health (AC-IPH)
2. Association for Women's Sanctuary and Development (AWSAD)
3. *Association of Women In Boldness (AWiB)*
4. Centre for Accelerated Women's Economic Empowerment (CAWEE)
5. *Ethiopian Women Lawyers Association (EWLA)*
6. Ethiopian Women with Disability National Association (EWDNA)
7. *Organisation for Women in Self Employment (WISE)*
8. Setaweet
9. Siiqqee Women's Development Association (SWDA)

KENYA

10. Federation of Women Lawyers – Kenya (FIDA Kenya)
11. Minority Women in Action (MWA)
12. Polycom Development Project (Polycom)
13. Women Challenged to Challenge (WCC)

NEPAL

14. Feminist Dalit Organisation (FEDO)
15. LOOM
16. Mitini Nepal
17. National Indigenous Women's Federation (NIWF)
18. Nepal Disabled Women's Association (NDWA)
19. Saathi
20. Sankalpa - Women's Alliance for Peace, Justice, and Democracy
21. Tewa
22. Voices of Women Media (VOW Media)
23. Women for Human Rights (WHR) Nepal

UGANDA

24. *Centre for Domestic Violence Prevention (CEDOVIP)*
25. Freedom and Roam Uganda (FARUG)
26. Forum for Women in Democracy (FOWODE)
27. Isis-Women's International Cross-Cultural Exchange (Isis-WICCE)
28. Mentoring & Empowerment for Young Women (MEMPROW)
29. National Association for Women's Action in Development (NAWAD)
30. National Association of Professional Environmentalists (NAPE)
31. National Association of Women's Organisations in Uganda (NAWOU)
32. National Union of Women with Disabilities of Uganda (NUWODU)

ZIMBABWE

33. Deaf Women Included
34. Female Prisoners Support Trust (Femprist)
35. Musasa
36. Pakasipiti
37. Women and Land in Zimbabwe (WLZ)
38. Women in Politics Support Unit (WiPSU)
39. Women's Action Group (WAG)
40. Women's Coalition of Zimbabwe (WCoZ)
41. Zimbabwe Chamber of Informal Economy Associations (ZCIEA)
42. Zimbabwe Women Lawyers Association (ZWLA)

PAN-AFRICA/REGIONAL

43. FEMNET
44. Eastern African Sub-regional Support Initiative for the Advancement of Women (EASSI)
45. Strategic Initiative for Women in the Horn of Africa (SIHA)

Our Achievements 2020 – 2021

In recent weeks we have tried to do what we can to support staff and their families from women rights organisations in Afghanistan with whom we have worked for over a decade. This has been essential emergency stage support, mainly attempting to secure passage to safety and exerting influence on the UK government to act urgently in support of these women. Conceiving ongoing support is in progress and we look forward to reporting back on it in due course.

Throughout 2020-21 we have reflected on the remarkable resilience of our partner women's rights organisations (WROs) in our focus countries, as they continued to push the boundaries on women's rights, whilst contending with the immense difficulties presented by the global COVID-19 pandemic. The pandemic has compounded existing challenges, including the suppression of civic space, inhibiting women's livelihoods, especially in the informal sector, increasing unpaid care undertaken by women and violence against women and girls.

We drew upon designated funds from the legacy kindly left to us by Lorraine Hendy, as well as new funding from trusts, foundations and individuals, to create a £1.25 million **Womankind Resilience Fund** as our response to the COVID-19 pandemic and the situation of our partner WROs. This Fund helped us to make flexible grants to 42 of Womankind's 45 partner WROs, across all our focus countries. It was important that Womankind was able to be proactive at this time of great need for partners, where this type of flexible support could make a critical difference to the survival of WROs, the health and wellbeing of their staff, their contribution to the pandemic response and the wellbeing of the communities they serve, and the continuation of their work overall at a time when most funding was cut or delayed. For partners, the flexible nature of the funding meant that they were able to spend it according to greatest need. They did not have to spend time and energy creating applications and funds were transferred as quickly and efficiently as possible. Our learning about flexible funds will be collated later in the year, however the fund was possible due to the years of work Womankind had invested in building strong partnerships, based on feminist values and trust. Freedom and Roam Uganda (FARUG) said, "***I can hardly remember a grant that has had such a large impact***".

Partners have used the funds for wide-ranging activities, including distribution of hygiene kits, production of flyers to raise awareness of COVID-19 (including making information accessible for women with disabilities), providing counselling and mental health support for women who experienced violence, purchasing vehicles to help staff get into the office and into the community, payment of staff wages and office bills, and continuation of services and safe spaces for LBTQI+ people dealing with forced marriage, violence and rape. The Resilience Fund has been highly valued by partners and has given us insights into how we can build flexible funding into Womankind's partnerships in future.

Much of the change resulting from our partners' work highlights the **importance of local, grassroots organisations** which has helped women to survive the challenges of this year and continue fighting for gender equality. This is assisted by the mix in our partnership of networks, such as the Women's Coalition of Zimbabwe (WCoZ), and partners who work with women who are on the margins of women's movements, such as Freedom and Road Uganda (FARUG) working with LBTQI+ people and Women Challenged to Challenge (WCC) in Kenya, working with women with disabilities. Partners have used their diverse networks to deliver essential services to women when duty-bearers failed to uphold women's rights and honour their obligations, but also to find new virtual ways to hold duty-bearers to account and advocate for change.

January 2021 saw the initiation of the first year of the five-year, six partner, three country, €10.7 million **AWESOME project, funded by the Ministry of Foreign Affairs, Netherlands**. AWESOME, *Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality*, reflects our "theory of change" on strengthening movements to be more representative of diverse women, focused on sexual and gender based violence and on women's participation and leadership, in the context of shrinking civic space. Ethiopian Women with Disability Association (EWDNA) and Siqqee Women's Development Association (SWDA) in Ethiopia, Women Challenged to Challenge (WCC) and Federation of Women Lawyers (FIDA) in Kenya, National Union of Women with Disabilities of Uganda (NUWODU) and Forum for Women in Democracy (FOWODE) in Uganda, and Womankind, working at the regional and global levels, will work both independently and collectively to support and be more representative of diverse groups of women, including women with disabilities, resulting in a stronger collective voice with which to challenge social norms and influence policies and decisions.

Throughout the year Womankind continued to collaborate on a wide range of partnership projects in our focus countries, as well as to influence policy and decision makers in the UK and at the global level. Below are three examples of our projects' achievements in 2020-21, one under each of our three aims:

Aim 1: achieve an end to all forms of violence against women and girls

Project Example: Young women and girls’ testimonies of sexual violence in informal settlements is providing evidence for Polycom Development Project to influence legislative change in Kenya. A report on the extent of sexual violence against young women and girls in Kibera informal settlement in Nairobi was published at the end of the ‘Slum girls overcoming all forms of mental and physical violence’ project, using girls’ testimonies collected over one and a half years.

Polycom developed the report to bring new energy to calls for an amendment to the Sexual Offences Bill in Kenya, to legislate in relation to young women and girls' experiences of sexual violence, previously denied based on a lack of evidence in 2018. During the launch event, Esther Passaris, the Member of Parliament Women Representative for Nairobi County (pictured, right), committed to carrying the Bill's amendment forward to parliament using Polycom's report to evidence the need. In her speech, she stated that the project had really helped adolescent girls and she would like it to be escalated to other schools in Nairobi.



This project demonstrates Pillar 5 of Womankind's movement strengthening theory of change: feminist documentation and research, as well as the influencing power of the collective, in this case young women and girl's voices from informal settlements.

Aim 2: achieve equal influence in decision making and ability to exercise political power

Project Example: Elected women supported to fulfil their mandates by Feminist Dalit Organisation (FEDO), Women for Human Rights (WHR) and Tewa, in Nepal. Three partners in Nepal are working across five districts in Province 7 to support elected women, many of whom are from groups that are marginalised, such as Dalit women, single (widowed) women, and rural women. In January to March 2021, 159 elected women participated in a Leadership Development Training course. Topics included gender-based budgeting, power analysis, gender-based violence, and leadership skills. Before this, these elected women had received no training on how to lead effectively in support of women's rights in government meetings, even though many had been in their positions for months or years.



Interviews with a sample of the women found that 100% are now engaging differently in government meetings as a result of the training. The women said they have gained confidence and also knowledge to help them put forward issues of importance to women in these decision-making spaces.

“Even after two years of getting elected, I used to allocate budget for physical infrastructure not knowing how to work, but now with the better understanding of ward level budget allocation process, we have been able to plan programs that would directly benefit women. This not only uplifts my confidence in growing in position but moreover knowing that I would be a small reason for the progress of the women in our community gives me great pride and motivation...” Kala Baduwal, Ward Chairperson, at the Leadership Development Training in February 2021 (pictured, left).

Aim 3: secure women's economic rights and control over resources

Project example: Women who were previously incarcerated (ex-prisoners) in Zimbabwe are gaining income, confidence and breaking down social stigma in their communities, with support from Female Prisoners Support Trust (FEMPRIST). In the first six months of a 12-month project, the FEMPRIST 'Another Chance' project supported forty women ex-prisoners to build skills with which to start their own small businesses, largely in vegetable cultivation, packaging and sale, and poultry rearing. At the same time, FEMPRIST provided crucial psychosocial support for the women through facilitated wellbeing circles. This was in response to the findings of FEMPRIST's research from their previous Womankind-supported project 'Her Life Behind Bars'. This research had found that as many as one in six women released from prison are at risk of reoffending, due to lack of reintegration support and social stigma affecting their ability to find a sustainable source of income. Since starting their new businesses, none of the forty women have reoffended. The women are making an average USD 30 per week, which means they no longer need to rely on the goodwill of relatives or faith-based organisations for income. They have a basic level of financial independence as they reintegrate into the community. The women are building their confidence and self-esteem by contributing financially to their families and communities, and are breaking down social stigma about women ex-prisoners, which is leading to cultural and institutional shifts that enable women to participate in community activities as free members of society. Some of the women are now engaging successfully in dialogues with community leaders on the reintegration of women ex-prisoners, for example to access government seed aid. *"Before I would keep to myself, did not want to join other women in the village because I was scared, they would gossip about me. But now I join them in community activities, I don't mind whatever they say about me. I have served my sentence and paid my dues!"* - Sophia, participant.

Movement Strengthening:

All Womankind's partnership work is designed to contribute to aspects of strengthening women's movements, as our principal, overarching strategy for achieving women's rights. Two project examples follow:

Project example: Processes of collective feminist documentation acted as a mobilisation tool for intersectional movement strengthening, as part of the UN Women led 25 year review of progress on the Beijing Declaration and Platform for Action (BDPfA). The BDPfA had envisioned a world where each woman and girl could exercise her freedoms and choices. Last year we reported on the publication of 10 national and one regional parallel report by 11 partners in Kenya, Uganda, Zimbabwe and Nepal which aimed to influence Beijing +25 policy spaces. The reports highlighted the status of women's rights and made concrete recommendations. Some of the reports focused on women and girls facing intersecting discriminations and marginalisation, including LBTQI+ people, women with disabilities, young women, Dalit women, women based in rural areas and women based in informal settlements. In 2020-21, we received partners' final project reports, which told us more about the impact of the processes that partners engaged in and how this has strengthened their movements.

The process of developing the reports acted as a movement mobilisation tool, wherein partners brought together diverse constituencies to reflect on the BDPfA, how it relates to their lives and work, to review progress made, remaining gaps, and what can be done to enable delivery on its promise. Civil society, WROs, community-based organisations, and diverse communities of women were mobilised to work in solidarity to call for Beijing's full implementation. The process of mobilising and working together on the parallel reports created solidarity, helped to broaden women's movements, and made them more inclusive. For example, the majority of organisations involved in developing the FIDA Kenya-led report were introduced to the Africa Women Leaders Network (AWLN) during their engagement in the report process. AWLN is an initiative of African women leaders from multiple sectors, with the support of the African Union Commission and the United Nations. It works to enhance the leadership of African women in line with Africa Agenda 2063. As a result, most of the organisations have joined this movement and a Kenyan Chapter has been launched by Professor Margaret Kobia, Cabinet Secretary for Public Service and Gender Affairs. Youth activists and youth-led WROs involved in the process also joined UN Women's Generation Equality campaign.

The parallel reports developed are being used to influence governments and regional and international bodies within the process of the Beijing +25 review, and beyond. For example, Women's Coalition of Zimbabwe has used their report to influence the National Constitutional Amendment and Marriage Bill, with the majority of the recommendations in their submission being adopted by the Parliamentary Portfolio Committee of Justice and Legal Affairs and the Minister of Justice, Legal and Parliamentary Affairs. The FIDA Kenya-led parallel report has been instrumental in informing the government's report on the implementation of the 12th & 13th State Report on the African Charter on Human and People's Rights. Womankind's #AllNotSome campaign also contributed to movement building by mobilising the public, including Womankind supporters, to learn more about the Beijing Commitments, and amplifying the voices of women who are often excluded or marginalised. Partnership work on BDPfA demonstrates three of Womankind's movement

strengthening pillars: Pillar 2 on enabling movement actors to connect with each other, Pillar 4 on inclusion and intersectional approaches, and Pillar 5 on feminist documentation and research.

Project example: Community Champions take on leadership positions and connect into the wider Zimbabwean women's movement with support from Women's Action Group (WAG). 90 Community Champions in Zimbabwe (30 per district across three districts) trained as part of the 'Building Bridges for Feminist Movement Building' project. Now they are taking up advocacy issues and demanding accountability from duty bearers for service delivery in their communities, including water supply, with a focus on how women and girls are affected. In addition, these Community Champions are raising awareness of Gender Based Violence, offering psychosocial support, and referring cases to service providers. ***"Women are actively participating in movement building as they are coming together to tackle common issues affecting them for example water challenges, Gender Based Violence, poverty and health related issues."*** – WAG team comment in their project report.

The Community Champions are actively participating in leadership and taking on decision-making positions in School Development Committees, churches, health centre committees and in traditional courts. In Bulawayo, two Community Champions were nominated to be part of the District COVID-19 Taskforce representing persons with disabilities and youth, one Champion was elected to be the Health Cluster Lead under the Women's Coalition of Zimbabwe, and another Champion got her first job as a Programmes Officer at a local WRO. In Masvingo district, five Champions were appointed as Village Heads, one was elected Church Secretary in an Apostolic church and two were elected to traditional leaders committees; positions rarely occupied by women. This indicates the project is influencing change and challenging structures and ideologies that perpetuate gender inequalities and power imbalances. These Community Champions are aligned with Women's Coalition of Zimbabwe chapters, thus providing structural links between grassroots communities and the wider Zimbabwean women's movement. WAG also conducted 'Feminist School' training for younger women activists to 'build a bridge' and enhance understanding between established feminist leaders in the movement and emerging leaders.

Achievements against Objectives and KPIs 2019-20

This section sets out how Womankind performed against the KPIs and targets set for 2020-21, as described in last year's Annual Report, as well as indicating some key learning and next steps. The five Strategic Objectives we report against describe how we have delivered on the Vision in our Theory of Change, in this fifth and final year of our 2016-2021 strategy: *Building Women's Movements for Transformational Change*. <https://www.womankind.org.uk/wp-content/uploads/2020/09/Womankind-ToC-Final-WEB.pdf>

Strategic Objective 1	Achievement
<p>Work alongside women's movements at local and national levels to strengthen their resilience and support feminist advocacy and action.</p>	<p>First target and KPI: <i>At least 50 partners and strategic allies utilise Womankind's support, knowledge, research and tools, including evidence about the benefits of investing in women's rights.</i></p> <p>Result: 45 Womankind partners benefitted from mutual support, research, knowledge and tools, of which 42 also received Resilience Grants, to support them during the Covid-19 situation. The Stakeholder Survey was not undertaken, due to the Covid 19 situation, so there is no data for strategic allies. The Partnership Survey indicated the following types of support were most commonly highlighted by respondents: Funding (100%), Support to identify funding (90%), Jointly designing funding proposals (83%), support to participating in regional and international policy spaces (83%) and Solidarity (80%). During the year we engaged with numerous allies and stakeholders, including global Civil Society allies, networks and policy makers, however we did not undertake our usual Stakeholder Survey as qualitative feedback into our external evaluation and strategy development processes was solicited at this time.</p> <p>According to the 2020 external evaluation of WK strategy, 53% of partners report that their partnership with Womankind has significantly helped their organisations forge or strengthen international alliances. Further, partners who felt they had achieved international alliances also felt their successes would not have been achievable without Womankind's support/facilitation.</p> <p>Second target and KPI: <i>At least 10 partners report greater use and greater reach of their communications including ICTs, social media and websites with Womankind's support.</i></p> <p>Result: 18 partners were funded (through 6 projects) for work that contributes to Pillar 3: Appropriate communications and ICT support is provided to facilitate network and alliance building and action. Further 25 of 30 respondents to the Partner Survey (83%) reported that Womankind's support had fully or partially helped them attain their communications goals.</p>
<p>Learning and next steps</p>	<p>This year has been an exceptional year due to Covid-19. However, whilst our approaches and those of our partners have had to be adapted, often significantly and swiftly, many of the KPIs for Year 5, the final year of this strategy 2016-2021, have been met. Lessons learnt about the resilience of our partners and Womankind itself, and how to support feminist advocacy and action in situations of crisis and uncertainty through interventions such as Resilience Grants, will be carried forward into the development of our new strategy 2021-2030, over the forthcoming year.</p>

Strategic Objective 2	Achievement
<p>Build solidarity and forge strategic alliances for change at the international level through participation in collective advocacy and campaigning with partners from our focus countries and other actors supporting the goals of the global women's movement</p>	<p>First target and KPI: <i>An increase in policy engagement with Womankind from key stakeholders (e.g. partners, civil society, governments, regional bodies and international organisations), including demand from at least 30 key stakeholders for Womankind input into policy development</i></p> <p>Result: Our policy and advocacy work pivoted significantly to virtual engagement during the year, as a result of the Covid-19 pandemic, further our usual Stakeholder Survey was not conducted. Thus the data for this metric are not available. Through virtual organising Womankind has been able to reach large numbers of people, often more than 150, with webinars and meetings. It is difficult to gauge the impact of these events on policy makers, however.</p> <p>Second target and KPI: <i>Overall 50% increase across social media to promote and provide platforms and voice for Womankind and partners to share feminist positions and messages which build solidarity</i></p> <p>Result: 38% increase on baseline.</p>
<p>Learning and next steps</p>	<p>Despite the challenges brought on by the Covid-19 situation throughout the year, new ways were found to work collaboratively with partners and stakeholders on evidence building and policy influencing. Lessons on virtual working from this period will be carried forward. Whilst effective they highlight limitations for the development of meaningful relationships and partnerships. It was notable that many policy arenas became hybrid spaces, with some people participating in person and some remotely. This increased inequalities around participation, with those joining remotely struggling to engage and contribute equally with those physically present. Given that most global policy spaces are located in the global North, this disadvantaged our Partners and other women's rights organisations in the global South. Our target for social media fell short, however, emphasis on overall number of social media followers is no longer considered to be the best measure. A brand refresh in September 2020, including the launch of a new website, has underpinned 100,000 new page views (15%), and blog views have almost doubled, increasing the reach of our messages. Since the current strategy began in 2016, website traffic has increased by 55%.</p>

Strategic Objective 3	Achievements
<p>Implement a partnership approach which supports sustainability, working collectively to ensure that the political space for feminist organisations is maintained and developed</p>	<p>First target and KPI: <i>At least 80% of partners agree that the relationship with Womankind is underpinned by our stated Principles of Partnership</i></p> <p>Result: 93% of surveyed partners fully agree that our relationship is centred in a feminist, rights-based approach with women's rights and empowerment at its core. A further 7% partially agree, 0 partners disagree</p> <p>Second target and KPI: <i>At least 30 partners report that their relationship with Womankind helps them to leverage other funding and resources, and opportunities to engage in advocacy</i></p> <p>Result: 21 of 30 respondents to the Partnership Survey indicated that Womankind support had fully or partially helped them access other funding, 70%. Extrapolated to the full partnership of 45 this represents 32 partners.</p>

	100% of respondents to the Partnership Survey indicated that Womankind support fully (67%) or partially (35%) adds value to their policy and advocacy work.
Learning and next steps	This year we have had the opportunity to design and test new, flexible financing instruments, including the Resilience Fund , in order to support our partners to access funds as quickly and efficiently as possible. Learning in this regard will be important in the development of our new strategy to 2030. Partners who believe our partnership 'fully' helps them to access other funding has increased, from 10% in 2019/20 to 38% this year. However there has been a slight change in the overall ratings, with the combined scores for 'fully' and 'partially' reducing from 80% to 72%, and the combined scores for 'not very much' and 'not at all' increasing from 20% to 28%. This is not a major increase, especially when contrasted with the strong increase in partners responding 'fully'. However, it will be useful to reflect in forthcoming new strategy discussions about Womankind's role in securing funding for women's movements. The high value placed on collaboration on policy and advocacy will also be germane to new strategy.

Strategic Objective 4	Achievement
Build a strong, diverse, supportive internal culture at Womankind, employing a 'whole organisation approach' and enabling team members to embrace change, innovate and speak with a bold, confident feminist voice	<p>First target and KPI: 70% of staff report a more supportive internal culture which nurtures inclusion, innovation and personal development as feminists.</p> <p>Result: The Staff Survey 2021 did not directly ask this question, but the following results from it indicate we continue to do well on this indicator:</p> <p><i>Is decision making inclusive? 94% said yes completely / yes partly</i> <i>Are you being developed in your role? 76% said yes completely / yes partly</i> <i>Do you feel supported to take risks? 88% said yes completely / yes partly</i> <i>Do you feel we are living our values? 88% said yes completely / yes partly:</i></p> <p>Second target and KPI: A least 3 core cross organisation business processes piloted, adapted and institutionalised.</p> <p>On the face of it this indicator has been far surpassed since cross organisation processes were successfully adapted en masse in the shift to operating as a virtual organisation, due to the Covid-19 pandemic. However, further work is needed to complete the establishment of the full suite of Project Cycle Management processes.</p>
Learning and next steps	Under the leadership of a new Director Finance & Resources, strengthening of business processes continues to take place; this will remain a priority next year. Next steps include consideration of hybrid flexible working and different premises for the longer term, staff health and wellbeing, commitments on representation across the organisation made under our anti-racism pledge, and requirements emerging from new strategy development for 2021 to 2030.

Strategic Objective 5	Achievements
Strengthen, increase and diversify Womankind's predictable financing base in a complex, competitive and rapidly changing environment	<p>First target and KPI: 2020-21 year on year 11% increase in total unrestricted income</p> <p>Result: 15%</p> <p>Second target and KPI: 2020-21 ratio of restricted income to restricted costs in the funded project portfolio of at least 80%</p> <p>Result: 85%</p>

	<p>Third target and KPI: <i>Year on year growth in total restricted income at least 22%</i></p> <p>Result: 400%</p>
<p>Learning and next steps</p>	<p>The year has inevitably be impacted by the Covid-19 pandemic and we have adapted as best we can under the circumstances. We have focussed on strengthening communications with committed donors, whilst using the learning from movement building initiatives to demonstrate the positive impacts of more flexible funding approaches, for example our Resilience Fund grants which have been so critical to our partners during the pandemic. We have shifted focus more toward digital marketing, which is showing promising results. Lessons learned about flexible funding and decolonising funding will inform our new Financing Strategy to meet the needs of forthcoming new organisation strategy.</p>

Fundraising Performance

2020-21 was year three of our Financing Strategy 2018-23 and saw greater investment by donors in our movement strengthening work overall, despite the Covid-19 pandemic. Notable amongst these was the Government of the Netherlands Ministry of Foreign Affairs, €10.7 million *Power of Women* grant for our AWESOME initiative: *Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality, 2021-26*. This project is a collaboration between Womankind and partners in Ethiopia, Kenya and Uganda, representative of and working to support diverse groups of women, including women with disabilities, to challenge social norms and influence policy discourse. Another highlight was our annual fundraising Gala auction, taken online due to the pandemic, but still raising £104,641; a success, given the circumstances. We have also continued to increase returns on our broader digital fundraising and invested further in expertise to support it. The large grants we have secured will significantly increase the return on investment for future years.

Of concern during the year were changes in the UK government, with the merger of the Department for International Development with the Foreign and Commonwealth Office, followed by cuts contravening the UK's commitment of 0.7% of Gross National Income to be spent on overseas development assistance. Cuts which Womankind continues to oppose through its advocacy with the UK government, in concert with peer organisations in the sector. These events have led to uncertainty over the UK government's commitment to women's rights internationally, and to the provision of predictable, quality grant funding. The longer-term funding landscape continues to be unpredictable as funders' concerns about the post-Covid-19 global economy grow, affecting their grant giving programmes. Our individual donors' contributions and their thoughtful and generous legacies are therefore more important than ever, especially as they provide vital flexible income which enables us to support partners in the best way possible, with flexible funding for women's movements. New financing strategy designed to support new organisation strategy 2021-2030 will consider how to meet this flexible funding need and how to ensure our fundraising meets our anti-racism stance and ambition.

Financial Review

The Charity achieved total unrestricted and restricted income of £6,275,486 (2019: £3,106,472). The increase in the year was mainly due to large grant secured from the Government of Netherlands (a multiyear grant for the period 2021-2026).

Our principal funding sources are diverse and include donations from Individuals, Legacies, Trusts and Foundations, and Companies, as well as key grants from the UK Government and institutions such as Comic Relief.

44% of all income received in 2020-21 was unrestricted compared to 79% in 2019-20. This change was due to the restricted grant from the Government of the Netherlands received in 2020-21.

Our expenditure for the year was £6,228,527, (2019-20: £3,405,254). Unrestricted expenditure for the year was £3,264,540 (2019-20: £2,346,660) while restricted expenditure was £2,963,987 (2019-20: 1,058,595).

The charity continues to focus on delivering more for our partners and monitor its cost base and resources to ensure spending is in line with income forecasts.

Fund balances at the end of the year amounted to £3,018,842 (2020: 2,971,884). Unrestricted funds amounted to £2,895,886 (2019: £3,293,527) and restricted funds amounted to £122,956 (2019: (£321,643)).

Reserves Policy

Womankind is a charity financed mainly by donated income. By its nature, the income is variable as the propensity to donate is affected by many factors outside the control of the charity. The Trustees therefore review the reserves regularly to ensure that there are adequate funds to enable us to:

- React to any unexpected adverse impact to our finances and cover any potential future liabilities.

- Provide uninterrupted delivery of the charity's objectives to meet the needs of current and future beneficiaries, regardless of short to medium term fluctuations in income and expenditure.

The charity operates within a Reserves Policy which is reviewed as part of the charity's budgeting and planning processes. The Trustees consider that a sufficient level of free reserves for the organisation is between £750k and £1.1 million of unrestricted expenditure. This has been reviewed subsequently, in the light of the Covid-19 situation prevailing throughout 2020 and is still deemed an appropriate level of free reserves at this time.

Free reserves represent unrestricted general funds, excluding restricted and designated funds. Our free reserves as at 31st March 2021 are therefore valued at £778,862 (2020: £700,465), which is little below the current Reserves Policy. Trustees are confident that the charity continues to be solvent.

Designated Funds

In 2018/19 the Charity received a very generous legacy of over £2M from a supporter. It was agreed by the Board of Trustees that these funds would be held in a separate, designated fund and be used to support initiatives that will increase the impact and sustainability of Womankind's work.

A sub-committee of the Board was delegated to manage the fund, and a five-year plan of projects and activities to utilise these funds was agreed. The Board further agreed that any legacies which exceeded £100K would be added to the pool of designated funds and be used for the same purposes. During the year £808,943 legacy income was added and £1,154,487 of this designated reserve was spent on our partners across our five focus countries in four phases of Resilience Grants. These grants supported partner women's rights organisations to survive, sustain their work and continue to deliver women's rights impact during the challenges of the Covid-19 emergency.

At 31st March 2021 the total funds were £2,117,024 (2019: £2,593,062).

Investment Policy

Womankind does not currently have investments in equity or stocks. Our treasury policy is to diversify our deposit funds (here defined as funds over and above what is required on a day-to-day basis) in at least two institutions providing a competitive yield. Some, but not all of these funds can be placed in a fixed term deposit but for a period of no longer than one year.

In the light of the substantial legacy received Womankind has undertaken due diligence on investment options and have selected CCLA to be our investment managers. CCLA is an ethical investment house. The investment policy has been reviewed during the year.

Foreign Exchange Policy

It is our policy to hold funds in the currency in which those funds will be transferred to partners and therefore we do not hedge against currency fluctuations or currently attempt to predict movements in exchange rates.

Future Plans

During the 2020-21 year we have focussed on the development of new organisation strategy, as well as working to maximise delivery on our movement strengthening strategy 2016-2021. The strategy process has been delayed somewhat, as a result of the Covid-19 pandemic, but considerable progress has been made and the new strategy is now on course to be finalised in the first few months of next year, with an inception phase to March 2022 and full implementation thereafter. The new strategy is taking shape as a deepening of our feminist movement strengthening strategy, with a change of perspective which prioritises anti-racism, a deeper understanding of coloniality and the Covid

and post-Covid context faced by our partners, and our own organisation. We will design and adopt a new approach to measurement for the new strategy in the forthcoming year and will report against it next year.

The 2020-21 year has also been a year in which we have started to learn to do things differently in the light of Covid-19 and taken on board emergent ideas about what organisations of the future might look like, especially in relation to hybrid models with greater flexible working. We will continue to prioritise staff wellbeing and self-care as we shape our organisation to meet the needs of our new strategy.

Throughout the year, we will continue to learn, adapt to new circumstances, build our resilience and invest in the resilience of our partners, in order to support broad, inclusive feminist movement strengthening and build the case for investing in women's rights and women's movements worldwide.

The focus points for the 2021-22 year are:

- Finalisation of new organisation strategy 2021-2030, building on what Womankind and our partners have learnt about feminist movement strengthening, anti-racism and coloniality and the Covid and Post-Covid context in which we are now operating. Sub-strategies, including Organisation Development, Financing, Influencing and Partnership strategies, for example, will be developed and new monitoring, evaluation and learning frameworks built.
- Originally inspired by Black Lives Matter campaigns worldwide, prioritising our solidarity with Black, Indigenous and Women of Colour in the UK and globally, and re-committing to overcoming discrimination and inequality will be a priority. We will plan, deliver on, monitor and renew our anti-racism pledge: <https://www.womankind.org.uk/wp-content/uploads/2021/04/Womankind-Worldwides-commitment-to-anti-racism.pdf>
- Further learning about resourcing flexible funding and managing flexible grants funds, extending learning from last year's *Resilience Fund* and the new *Womankind Her Voice Fund* to support Partners' feminist activism and policy and advocacy initiatives.
- Developing our communications and sharing materials which document our partners' achievements and explain how women's movements make and sustain change, including on the frontline of the Covid-19 situation. Delivering a sustainable decolonising communications approach.
- Maximising opportunities to collaborate with our partners to support their national level policy and advocacy initiatives and influence global policy commitments during the year, including in relation to women's rights, as the Covid and post-Covid situation emerges and depleted economic conditions deepen.
- Developing a Funding Charter, in line with our anti-racism pledge, to decolonise our fundraising and marketing, and a Financing Strategy which will meet the needs of new organisational strategy and provide a route map transitioning to full compliance with the Fundraising Charter, over time.
- Strengthening our operations management and building sustainable capacity in our Finance & Resources team, systems and processes.
- Continuing to increase flexibility and emphasise wellbeing and self-care amongst our own teams and partner women's rights organisations.

How Womankind is run

Management and Governance Structure

Womankind Worldwide is a charitable company limited by guarantee. It was incorporated on 13th July 1989, and registered as a charity on 25th July 1989. In November 2013, the Board of Trustees revised and approved new Articles of Association.

A Board of Directors (the trustees) governs Womankind Worldwide. The Board is responsible for the overall policies and strategic direction of the charity, along with its financial and legal probity and appointment of trustees. They prepare and approve the Annual Report and financial statements in accordance with UK accounting standards and to comply with FRS102 Charities Statement on Recommended Practice.

The Board met 5 times in 2020-21. Due to the Covid-19 situation, these meetings were conducted by video link, on Zoom. Day-to-day operational management is delegated to the Chief Executive, supported by the Senior Management Team. There is one committee, the Finance & Resources Committee (FRC), chaired by the Honorary Treasurer. The FRC meets quarterly to consider policy, review progress against targets and undertake an assurance and monitoring role, ultimately making recommendations to the Board. It reviews financial controls, risk, investment and reserves policies regularly and oversees the audit process. During the COVID 19 pandemic the Board and FRC have continued to meet virtually to provide support and governance to the organisation. Trustees are also called upon by the staff when their own particular skills, experience and expertise is useful to operational activities and during the 2020-21 year have been fully involved in the development of new organisation strategy.

Recruitment, induction and training

New trustees are recruited through open advertisement. All trustees are interviewed to ensure that the Board has the balance of skills and experience required to govern the charity and oversee delivery of the organisation's vision, mission and strategic aims. Last year, this included the recruitment of trustees based in Africa, in recognition of the importance of expertise and experience from the global South in the governance and direction of the charity. This will become even more important as we implement our new strategy to 2030. New trustees have a full induction which includes meeting key staff members and familiarisation with key policies. They also undergo additional training for example on charity governance, safe-guarding, financial scrutiny and major donor fundraising. The Charity is reviewing its current governance arrangements against the updated Governance code in 2021 and will address any issues raised.

Remuneration policy

Pay for all staff, is reviewed annually based on cost-of-living data. In 2019-20, an extensive benchmarking exercise was carried out based principally on XpertHR charity sector salary and benefits benchmarking data, in order to ensure that Womankind's salaries at all levels were fair, in relation to the sector. Womankind's salary scales are based on this data for every level of employee, including the key management personnel consisting of the Chief Executive Officer and Senior Management Team. This benchmarking exercise will next be undertaken in 2022-23 to ascertain whether Womankind's salaries have remained fair, and to indicate and adjustments to our pay scales necessary.

Wider network

In June 2014, the Charity Commission directed that the charity called Women at Risk ('the linked charity') be treated as forming part of Womankind (Worldwide). The effect of this link means that this single set of accounts includes balances and transactions for Women at Risk. Women at Risk does not undertake any operations and any donations made to Women at Risk are included in Womankind (Worldwide) unrestricted income.

Womankind Worldwide Inc. is Womankind Worldwide's sister organisation based in the US which holds 501(c)3 status. A Board of Directors (who are US citizens), governs Womankind Worldwide Inc. and they are supported by a Company Secretary. In addition, one of the Directors, a US citizen resident in the UK, is also a Womankind (Worldwide) trustee. They use the Womankind (Worldwide) logo and licence to fundraise in the US for Womankind (Worldwide)'s work, allowing US citizens to support our work tax-effectively. Womankind Worldwide Inc. files annual tax returns to the Internal Revenue Service.

Public Benefit Statement

Womankind (Worldwide)'s objectives, as set out in its Memorandum and Articles, are to:

- Relieve the poverty and sickness and preserve and protect the mental, physical, sexual and emotional health of women in any part of the world;
- Promote equality of opportunity between men and women in any part of the world;
- Advance the education of women in any part of the world;
- Advance the education of the public in any part of the world in subjects relating to economic conditions, mental, physical, sexual and emotional health of women and in matters relating to equality of opportunity between men and women throughout the world.

In reviewing our aims and objectives and in planning our future activities, the trustees confirm that we have referred to the Charity Commission's guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives of the charity. Details of activities to further public benefit are set out throughout this report.

Risk Management

Risk management is an integral part of the governance of the charity. We take care to understand and address key risks in order to mitigate and manage their likelihood and impact. Risk registers are kept which log principal risks and steps taken to mitigate them at different levels of the organisation. The Senior Management Team risk register is reviewed quarterly by the Finance & Resources Committee, and the strategic level risk register by the full Board. In addition, the CEO gives an oral update to the Finance & Resources Committee and Board each quarter, for their review and input. The Senior Management Team considers major risks and mitigating actions on an ongoing basis, as part of their decision-making.

The following high-level risks were identified and are managed through this process:

1. Risk that the global Covid-19 pandemic reduces Womankind and her partners' ability to deliver on women's rights advocacy and action.

Womankind had reviewed its Business Continuity Plan early in the pandemic to support mitigation of this risk. The Senior Management Team planned and executed a rapid but orderly transition to a virtual organisation in March 2020 and continued to manage and adapt flexibly thereafter, throughout the year. Important was individual support to each team member, on a one to one, bespoke basis, and emphasis on staff wellbeing and health, including mental health. Operational plans were continuously reviewed and adapted/updated in the light of the situation in the UK, in focus countries and globally. During 2020, Womankind executed four phases of flexible Resilience Grants to support our partner women's rights organisations in all our focus countries to adapt, protect their staff and continue their important work.

2. Risk that our strategy does not deliver demonstrable impact. This would lead to reputational damage, loss of confidence of key stakeholders in our focus countries and internationally, and failure to replicate and expand our activities.

This risk was mitigated by the maintenance of a clear, well documented evidence base relating to our theory of change, investment in high quality technical development inputs to our projects and maintenance of a strong focus on learning. Extensive external evaluation of the strategy during 2020 indicated that the strategy was delivering demonstrable impact, however, the mitigation approach was continued as Womankind and our partners adapted our work to the realities of the Covid-19 situation.

3. Political context in the UK post Brexit reduces income from traditional funding sources.

This risk was compounded by the risk that the merger of DFID and the FCO would result in a reduction in grant funding available; this crystallised in the light of the Covid-19 situation. To mitigate these risks, we continued to monitor the situation on an ongoing basis, including through sector networks, and to implement our medium-term Financing Strategy, for which the 2020-21 year was the third year. A key plank of the strategy was further diversification of Womankind's funding base, including attracting greater support from major donors and US foundations. We also explored alternative sources of bilateral donor funding, for example through the Netherlands, whilst continuing to advocate worldwide on the imperative to fund international women's rights work. Financing Strategy will be revisited in the light of new organisational strategy, to be finalised during 2021.

4. Risk to beneficiary wellbeing as a result of inadequate vulnerable adult and/or child protection in our partnership programmes. This could lead inter alia to serious harm to vulnerable adults and/or children, legal action and reputational damage.

We review our safeguarding and safeguarding related policies and procedures annually and undertake awareness raising and training for staff and trustees, in order to mitigate this risk. We also provide support on

policy and practice in relation to safeguarding to our partners in the global south.

5. Risk of regulatory or legal action due to failure to comply with legislation. This could lead to loss of confidence by partners, donors and other stakeholders.

We have developed a medium-term Financial Management Strengthening Plan in order to monitor uptake of recommendations made by our Auditors and strengthen our systems and processes in line with the requirements of our new strategy, in due course. This plan is regularly monitored and adapted by the Senior Management Team and the Finance & Resources Committee of the Board of Trustees. In relation to non-financial risk, we routinely monitor developments in fundraising regulation, data protection and Charity Commission requirements, in order to assure compliance, as well as legal requirements such as those pertaining to intellectual property and employment law, for example.

6. Risk to reputation by association when diversifying our income sources (individuals and organisations) who may not be well aligned with our values. This could result in negative media and publicity affecting key supporter groups and in turn to withdrawal of funding and other forms of support.

To mitigate this risk we review our due diligence policy and process annually, assessing potential donors and partnerships against our ethical policies and values and against external risks. This approach will be reviewed in depth as we develop our Funding Charter, under our anti-racism pledge, and our Financing Strategy, in order to meet the needs of new organisation strategy 2021-2030.

Grant Making Policy

Womankind's grants to partners have traditionally been from restricted funds, where there is an agreed framework and budget in place following detailed assessments of the projects. On occasion, and more frequently latterly, for example on receipt of a large legacy, Womankind may make grants from unrestricted funds. In such a case the trustees will make decisions based on advice from the Senior Management Team and will seek to make the grants as flexible as possible, in line with best practice guidance on quality funding. In all cases, before making a grant, Womankind completes an appraisal of the project and the proposed partner organisations, including in relation to due diligence. This ensures that there is a good strategic fit between Womankind and the partner, and that the project objectives are consistent with shared principles and reflect a coherent initiative, which is cost-effective in bringing the intended impact.

Grants are managed through specific agreements with partners, which set out the conditions of the grant, including reporting requirements and when disbursements will happen. Grants are usually disbursed in instalments to ensure that agreed timings and results are being met and managed. A formal review process is in place, and multi-year grants are awarded following satisfactory review.

Womankind's approach to fundraising

We aim to keep our supporters at the heart of everything we do. Each year they enable us to work alongside women to prevent or mitigate violence, take control of their livelihoods and have a say in the decisions that affect them. We are committed to being fully transparent and accountable about how their generous gifts are used.

We are registered with the Fundraising Regulator and follow the Code of Fundraising Practice, including the policy on dealing with vulnerable people.

We keep up to date on changing regulation and ensure we comply with it by changing processes where necessary. We actively welcome feedback from supporters and regularly use it to improve our fundraising.

In the year ending March 2021 we did not work with any fundraising agencies but did work with consultants on particular fundraising initiatives and applications. We worked closely with all these consultants to ensure they adhered to the Code of Fundraising Practice and the policy on dealing with vulnerable people.

During 2021 we received sponsorship for our online Fundraising Gala event from Weil, Gotshal and Manges LLP and Goldman Sachs. We also continued our corporate partnership with OptiBac Probiotics and received donations as a result of sales of their 'For Women' probiotic.

Statement of Trustee Responsibilities

The trustees, who are also directors of Womankind Worldwide for the purposes of company law, are responsible for preparing the Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102, the financial reporting standard applicable in the UK and Republic of Ireland.

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practices (SORP), Accounting and Reporting by Charities;
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether appropriate accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a 'going concern' basis, unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the trustees is aware at the time the report is approved.

There is no relevant audit information of which the charitable company's auditors are unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Guarantees

Members of the charitable company (the trustees) guarantee to contribute an amount not exceeding £1 to the assets in the event of winding up. The trustees have no beneficial interest in the charitable company.

Auditors

The report of the trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 8th December 2021 and signed on their behalf by:

Maggie Baxter CBE – Chair

Jenny Jones – Honorary Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMANKIND (WORLDWIDE)

Opinion

We have audited the financial statements of Womankind (Worldwide) (the 'charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

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 Trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or

apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions 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 our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

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

- adequate accounting records have not been kept by the charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the charity's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance concerning actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business;
- Reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of this report

This report is made solely to the charity'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 charitable charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sudhir Singh DChA FCA

(Senior Statutory Auditor)

For and behalf of MHA MacIntyre Hudson,

Statutory Auditors

London, United Kingdom

Date: 20 December 2021

WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2021

Statement of financial activities (incorporating an income and expenditure account)

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:						
Donations and legacies	2,706,840	454,485	3,161,325	2,258,861	533,445	2,792,306
Charitable activities	-	3,007,780	3,007,780	-	132,287	132,287
Other trading Activities	104,641		104,641	177,500	-	177,500
Investments	1,740		1,740	4,379	-	4,379
Total income	2,813,221	3,462,265	6,275,486	2,440,740	665,732	3,106,472
Expenditure on:						
Raising funds	981,650	-	981,650	962,161	-	962,161
Charitable activities						
Eliminating Violence against Women	988,340	1,283,705	2,272,045	348,873	527,120	875,993
Increasing Women's Civil & Political	1,022,902	1,328,595	2,351,497	867,955	217,381	1,085,336
Economic Empowerment	271,648	351,687	623,335	167,670	314,094	481,764
Total expenditure	3,264,540	2,963,987	6,228,527	2,346,659	1,058,595	3,405,254
Net income / (expenditure) for the year	(451,319)	498,278	46,959	94,081	(392,863)	(298,782)
Net movement in funds	(451,319)	498,278	46,959	94,081	(392,863)	(298,782)
Transfer between funds	53,679	(53,679)	-	-	-	-
Reconciliation of funds:						
Total funds brought forward	3,293,527	(321,643)	2,971,884	3,250,556	20,110	3,270,666
Total funds carried forward	2,895,887	122,956	3,018,843	3,344,637	(372,753)	2,971,884

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 17 to the financial statements.

The Appended notes form part of these Financial Statements

Balance sheet**As at 31 March 2021****Company no. 0240121**

	Note	£	2021 £	£	2020 £
Fixed assets:					
Intangible assets	12		16,169		-
Tangible assets	13		20,019		6,362
			<hr/>	<hr/>	
			36,188		6,362
Current assets:					
Debtors	14	1,782,752		1,060,646	
Cash at bank and in hand		3,504,295		2,824,745	
Cash at bank Women at Risk		16,694		6,084	
		<hr/>	<hr/>	<hr/>	
		5,303,741		3,891,475	
Liabilities:					
Creditors: amounts falling due within one year	15	(2,321,086)		(925,953)	
Net current assets			2,982,655		2,965,522
Total net assets			<hr/> 3,018,843 <hr/>		<hr/> 2,971,884 <hr/>
The funds of the charity:					
Restricted income funds	17		122,956		(321,643)
Unrestricted income funds:					
Designated funds		2,117,024			2,593,062
General funds		778,853			700,465
		<hr/>	<hr/>	<hr/>	
Total unrestricted funds			2,895,887		3,293,527
Total charity funds			<hr/> 3,018,843 <hr/>		<hr/> 2,971,884 <hr/>

The financial statements of Womankind Worldwide have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The financial statements were approved and authorised for issue by the trustees on 8th December 2021 and signed on their behalf by:

Maggie Baxter
Chair

Jenny Jones
Treasurer

Statement of cash flows**For the year ended 31 March 2021**

	Note	2021	2020
		£	£
Cash flows from operating activities	18		
Net cash provided by operating activities		688,418	1,504,849
Cash flows from investing activities:			
Interest from investments		<u>1,740</u>	<u>4,379</u>
Net cash provided by investing activities		1,740	4,379
Change in cash and cash equivalents in the year		690,158	1,509,228
Cash and cash equivalents at the beginning of the year		<u>2,830,829</u>	<u>1,321,601</u>
Cash and cash equivalents at the end of the year	19	<u><u>3,520,987</u></u>	<u><u>2,830,829</u></u>

Movement in creditors are shown in Note 18, Net cash flow from operating activities. The charity has no other debt.

Notes to the financial statements

1 Principal Accounting policies

Basis of preparation

Womankind Worldwide is registered in England and Wales with registered office address of Wenlock Studios, 50-52 Wharf Road London, N1 7EU. The Company registration number is 02404121 and the Charity number is 328206.

These financial statements are prepared on a going concern basis, under the historical cost convention. The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Statement of Recommended Practice (SORP 2015) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Companies Act 2006. The financial statements have been prepared in pound sterling, which is the functional currency of the charity. Monetary amounts in the financial statements are rounded to the nearest pound.

Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern for the foreseeable future. In making their judgement, the Trustees have considered and analysed the risks of the effect of the Covid-19 global pandemic on the income of the Charity. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on donations as well as income levels received to date in the financial year 2021-2022. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties which would affect the going concern status of the Charity. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

The principal accounting policies adopted in preparation of the financial statements are set out below.

a) Income

All income is included in the consolidated SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability. All income is classified between restricted and unrestricted.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within Grant income. Grants are credited to the SOFA when the charity is entitled to the funds. Entitlement to grants income maybe subject to performance conditions in which case it could be classified as performance related grants and recognized when performance conditions are met. Entitlement for projects for longer than a year, this will be assessed by the targets set up in the grant application.

Income is only deferred where there are time constraints imposed by the donor. For the performance related income or if the funding is performance related. Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

- Grants supporting the core activities of the charity are included within donations and legacies.
- Grants that have condition to specific deliver charitable activity are included within income for charitable activities.

b) Revenue Grants

Revenue grants including government grants are credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless they relate to a specific future period, in which case they are deferred.

c) Grants for Fixed Assets

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.

d) Restricted funds

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 together with a fair allocation of management and support costs.

e) Unrestricted funds

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. The fund comprises the accumulated surpluses and deficits of unrestricted income and expenditure.

Designated funds

Designated funds are unrestricted funds that are earmarked for a particular purpose by the trustees. The notes to the accounts explain the purpose of designated funds at the discretion of the trustees in furtherance of the objects of Womankind Worldwide.

f) Expenditure

Expenditure is recognised in the period in which it is incurred, on an accruals basis. Expenditure includes attributable VAT which cannot be recovered. Expenditure is allocated to the activity where the cost relates directly to that activity. Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities together with associated support costs. Charitable expenditure is reported as it relates to work undertaken by the charity, being supporting partners to deliver the objectives of the charity.

Grants are recognised as per the Grants Payable policy.

The costs of raising funds relate to the costs incurred by the charity in raising funds for the charitable work.

Support costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements and the requirements of good charity governance.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Governance costs and support costs have been allocated to expenditure on charitable activities based upon estimated staff time spent under each activity.

g) Tangible Fixed Assets

Tangible Fixed Assets are recognised at cost less depreciation. Office equipment and software assets are capitalised if their value is £1,000 or over.

Depreciation

Depreciation is provided on office equipment at 25% on a straight line basis so as to write off the cost less estimated residual value of each asset systematically over its expected useful life. A full year's depreciation is charged in the year of purchase, regardless of the precise month in the year the asset was purchased.

Intangible Fixed Assets

Amortisation is recognised so as to write off the cost less their reduced values over their useful lives on the following basis:

Website costs - 5 years straight line

h) Pension

The charitable company contributes to a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

i) Grants payable

Grants payable in furtherance of the charity's objects are attributed to the related classification heading in the SOFA:

- Grants payable from are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the partner agreement. the related Income on Grants which will be used to cover these payments are recognised, in accordance with the charity's standard Income recognition policy. partner agreements may be for longer than one year, but funding commitment are typically for a year's duration related to the delivery of the activities as set out in the agreement.

- Grants payable from Unrestricted Designated funds are recognised as fully expended on SOFA in the year the decision was made and liability for grants which are payable over future accounting periods is accrued in the year.

The projects are regularly monitored and reviewed. SMT retains the right to terminate grant commitments if they are not satisfied with the progress of the project during the monitoring and review process.

j) 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.

k) 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.

l) 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.

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.

m) Financial Instrument

Womankind Worldwide holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors – trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 14. Prepayments are not financial instruments

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments and are measured at amortised cost as detailed in Note 15. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has

already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

n) Employee benefit at termination

Termination benefits, including redundancy costs, are recognised when the Charity has an obligation to pay the benefits and they can be measured reliably

o) Operating Leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

p) Critical estimates

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. In making their judgements Trustees considered the effects of the global pandemic COVID-19 on both the future funding and future direction of the Charity. In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

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.

Notes to the financial statement (continued)

2 Income: 'Donations and legacies

	Unrestricted	Restricted	2021	2020
	£	£	Total	Total
			£	£
Gift Aid	245,053	8,951	254,004	199,619
Legacies	815,463	-	815,463	508,640
Donations Women at Risk	-	-	-	22,000
Individual Giving	1,313,093	33,781	1,346,874	1,164,368
Community and Events	23,118	-	23,118	104,452
Corporates	212,549	30,000	242,549	352,964
Comic Relief	-	291,405	291,405	12,600
Statutory	9,000	47,427	56,427	178,281
Major Donors	9,550	20,929	30,479	53,112
Trusts and Foundations	75,744	21,992	97,736	108,521
Others	3,270	-	3,270	1,125
	<u>2,706,840</u>	<u>454,485</u>	<u>3,161,325</u>	<u>2,705,682</u>

3a Income from Charitable Activities

	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
Policy and Advocacy	-	-	-	-
Government grants	-	2,929,566	2,929,566	132,287
ING Foundation	-	78,214	78,214	86,624
	-	3,007,780	3,007,780	218,911

Government Grants: During the year Womankind received:

1) UK Government (FCDO) grants for following two projects:

i) PAVE: Participation and Voices for Excluded Women in Nepal £461,022

ii) POWER: Empowering displaced women in Uganda £153,201

2) The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund £2,315,343

ING Foundation: £78,214 was received towards project to strengthen women's movement in Zimbabwe.

There were no unfulfilled conditions relating to these grants.

3b Income from Trading Activities

	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
GALA Event	104,641	-	104,641	177,500
	104,641	-	104,641	177,500

	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
4. Investment Income	1,740	-	1,740	4,379
	1,740	-	1,740	4,379

NOTE: See Note 22 for comparative analysis of Prior year income and expenditure

5. Analysis of expenditure

	Charitable activities						2021 Total £
	Cost of raising funds £	Eliminating Violence £	Political Participation £	Economic Empowerment £	Governance costs £	Support costs £	
Staff costs (Note 8)	347,633	197,946	220,319	57,166	57,718	230,875	1,111,657
Direct Charitable Staff costs (Note 8)	51,013	23,945	22,904	6,246	-	-	104,108
Direct costs -Grant Payable (Note 6)	-	1,716,179	1,881,177	490,448	-	-	4,087,804
Direct costs - Others	150,672	82,185	91,316	22,829	22,829	86,751	456,582
Staff Related Costs	-	-	-	-	-	128,059	128,059
Premises and Other costs	36,125	19,704	21,894	5,473	5,473	20,799	109,469
Organisational Development	22,070	12,038	13,376	3,344	3,344	12,707	66,879
Gains and Losses on Forex	-	-	-	-	-	116,014	116,014
Audit and Accountancy	-	-	-	-	38,366	-	38,366
Depreciation	-	-	-	-	-	9,589	9,589
	607,513	2,051,998	2,250,986	585,506	127,730	604,794	6,228,527
Support costs	296,349	139,102	133,054	36,289	-	604,794	-
Governance Costs	62,588	29,378	28,100	7,664	- 127,730	-	-
Total expenditure 2021	966,450	2,220,478	2,412,140	629,459	-	-	6,228,527
Total expenditure 2020	962,161	875,993	1,085,336	481,764	-	-	3,405,254

Of the total expenditure, £3,200,164 was unrestricted (2020: £2,346,660) and £3,028,363 was restricted (2020: £1,058,594).

Staff costs include £104,108 (2020: £59,778) of salaries paid to staff working on charitable activities funded by restricted funds.

During the year we maintained our investment levels in fundraising to test new income streams and generate additional income for future years.

6 Grant making

Charitable Activities

	Eliminating Violence	Political Participation	Economic Empowerment	Total	Support Cost	2020 Total
Ethiopia						
Association for Women's Sanctuary and Development (AWSAD)	24,561	20,940	20,940	66,442	2,207	68,649
Centre for Accelerated Women's Economic Empowerment (CAWEE)	11,838	8,415	8,415	28,668	492	29,160
Ethiopia	1,500			1,500	201	1,701
Ethiopian Women Lawyers Association (EWLA)	8,170	8,415	8,415	25,000		25,000
Ethiopian Women with Disabilities National Association (EWDNA)	188,819	186,263	12,316	387,398	1,746	389,144
Setaweet	6,530	8,004	8,415	22,949	(275)	22,674
Siiqqee Women's Development Association (SWDA)	229,292	229,538	8,415	467,245		467,245
Kenya						
Minority Womyn in Action (MWA)	8,170	8,415	8,415	25,000		25,000
Federation Of Women Lawyers(F.I.D.A)	236,558	227,067	16,831	480,456	3,349	483,805
FEMNET	8,170	8,415	8,415	25,000		25,000
Polycom Development Project	34,509	8,415	8,415	51,339	3,535	54,874
Women Challenged to Challenge (WCC)	209,468	209,714	8,415	427,597		427,597
Young Women's Leadership Institute (YWLI)	8,170	8,415	8,415	25,000		25,000
Nepal						
Mitini Nepal	8,170	8,415	8,415	25,000		25,000
Saathi	8,170	8,415	8,415	25,000		25,000
Sankalpa - Women's Alliance for Peace, Justice, and Democracy	8,170	15,415	8,415	32,000	940	32,940
Voices of Women Media (VOW Media)	9,075	8,415	8,415	25,905	121	26,027
Women for Human Rights (WHR) Nepal	16,340	16,830	16,830	50,000		50,000
Feminist Dalit Organisation (FEDO)	18,700	75,066	36,980	130,746	14,194	144,941
LOOM	8,170	8,415	8,415	25,000		25,000
Mitini Nepal	4,500	436		4,936	59	4,995
National Indigenous Women Federation (NIWF)	15,129	8,415	8,415	31,959	934	32,893
Nepal Disabled Women's Association (NDWA)	8,170	8,415	8,415	25,000		25,000
Tewa	8,170	8,415	8,415	25,000		25,000
Uganda						
Centre for Domestic Violence Prevention (CEDOVIP)	16,340	16,830	16,830	50,000		50,000
Forum for Women in Democracy (FOWODE)	198,106	198,352	8,415	404,873		404,873
Freedom and Roam Uganda (FARUG)	8,170	8,415	8,415	25,000		25,000
Isis WICCE	(28,100)			(28,100)	(3,772)	(31,872)
Mentoring & Empowerment for Young Women (MEMPROW)	8,170	8,415	8,415	25,000		25,000

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National Association for women's action in Development (NAWAD)	10,670	22,550	8,415	41,635	1,897	43,532
National Association of Professional Environmentalists (NAPE)	8,171	5,183	5,183	18,537	(868)	17,669
National Association of Women's Organisations in Uganda (NAWOU)	241,582	232,315	25,245	499,142	3,356	502,499
SIHA	8,185	8,429	8,429	25,043		25,043
Women's International Peace Centre (WIPC)	15,755	10,040	10,040	35,835	1,454	37,289
Zimbabwe						
Women in Politics Support Unit (WiPSU)	8,170	78,924	8,415	95,509		95,509
Women's Action Group (WAG)	17,407	(1,301)	20,733	36,839	(2,653)	34,186
Zimbabwe Women Lawyers Association (ZWLA)	16,340	16,830	16,830	50,000		50,000
Deaf Women Included Female Prisoners Support Trust (FEMPRIST)	19,161	8,415	8,415	35,991	1,475	37,466
	8,170	15,305	33,371	56,846	4,275	61,121
Musasa	16,340	16,830	16,830	50,000		50,000
Pakasipiti	19,670	8,415	8,415	36,500	1,342	37,842
Women and Land in Zimbabwe	14,010	14,255	14,256	42,521	2,352	44,873
Women's Coalition of Zimbabwe (WCoZ)	8,170	105,885	8,427	122,482	22,549	145,031
Zimbabwe Chamber of Informal Economy Associations (ZCIEA)	13,170	8,415	8,425	30,010	-	30,010
Global						
16 Days partner Initiative 2019	-	-	-	-	2,900	2,900
AWESOME	-	-	-	-	319,094	319,094
Resilience Grant					167,793	167,793
Grand Total	1,716,175	1,881,173	490,444	4,087,804	548,699	4,636,503

NOTE: See Note 22 for comparative analysis of Prior year income and expenditure

7 Net (expenditure) / income for the year

This is stated after charging / (crediting):

		2021	2020
		£	£
Amortisation		1,797	-
Depreciation		9,589	7,140
Trustees' reimbursed expenses		-	3,320
Operating lease rentals:			
	Property	64,807	70,534
	Other	6,915	8,980
Auditors' remuneration (excluding VAT):		38,366	30,000
Foreign exchange (gains) or losses		116,104	(32,703)
		<u><u> </u></u>	<u><u> </u></u>

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

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	941,424	955,168
Direct Charitable Staff Costs	104,108	135,984
Social security costs	113,439	98,586
Employer's contribution to defined contribution pension schemes	56,794	50,925
	<u> </u>	<u> </u>
	<u><u>1,215,765</u></u>	<u><u>1,240,663</u></u>

No Termination payments were made in the current year (2020: Nil).

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2021	2020
	No.	No.
£60,000 -£69,999	2	1
£70,000 -£79,999	1	1
£80,000 - £89,999	1	-
	<u> </u>	<u> </u>

Remuneration of Key Management Personnel	2021	2020
	£	£
Remuneration	372,375	335,991

The Key management personnel is made up of the trustees and the senior management team, being the 3 directors of departments, and the CEO. The sum remunerated includes gross pay, employer's national insurance and employer's pension contributions.

Trustees reimbursed expenditure of £NIL (2020:£3,320) relates to travel for 0 (2020: 2) trustee(s). The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No trustees were paid for any services in 2021 (2020: nil).

9 Staff numbers

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

	2021	2020
	No.	No.
Raising funds	7.8	8.5
Eliminating Violence Against Women	4.2	4.1
Increasing Women's Civil & Political Participation	4.6	4.2
Economic Empowerment	1.2	1.1
Support	3.7	4.9
Governance	1.0	1.0
	22.5	23.8

10 Related party transactions

During the year Trustees have donated unrestricted £15,495 (2020: £15,450). Other related party transactions are remuneration of Key Management Personnel and reimbursement of expenses of Key Management Personnel's are disclosed in note 8 above.

11 Taxation

The charity is considered to pass the tests set out in paragraph 1, section 6 of the Finance Act 2010 and meets the definition of charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains, to the extent that it is applied exclusively to charitable purposes.

12 Intangible Fixed Assets	2021 Total £	2020 Total £
Cost or valuation		
At the start of the year	-	-
Additions in year Intangibles	17,966	-
At the end of the year	17,966	-
Amortization		
At the start of the year	-	-
Charge for the year	1,797	-
At the end of the year	1,797	-
Net book value		
At the end of the year	16,169	-
At the start of the year	-	-

Intangible fixed asset costs relate to the creation of the charity's website.

13 Fixed assets	2021 Total £	2020 Total £		
	Furniture and Fittings £	Computer equipment £	Total £	Total £
Cost or valuation				
At the start of the year	24,325	13,094	37,419	37,419
Additions for the year	-	21,449	21,449	-
At the end of the year	24,325	34,543	58,868	37,419
Depreciation				
At the start of the year	19,460	11,597	31,057	23,917
Charge for the year	4,865	2,927	7,792	7,140
At the end of the year	24,325	14,524	38,849	31,057
Net book value				
At the end of the year	-	20,019	20,019	6,362
At the start of the year	4,865	1,497	6,362	13,502

All of the above assets are used for charitable purposes.

14 Debtors

	2021	2020
	£	£
Other debtors	30,032	17,490
Accrued income	1,716,748	1,033,683
Prepayments	35,972	9,473
	1,782,752	1,060,646
	1,782,752	1,060,646

15 Creditors: amounts falling due within one year

	2021	2020
	£	£
Taxation and social security	32,378	58,692
Trade creditors	92,196	59,219
Accruals		
Accruals - Partners Advances	2,121,648	706,273
Accruals- Others	74,864	101,769
	2,321,086	925,953
	2,321,086	925,953

16 Analysis of net assets between funds 2021

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	20,019	16,169		36,188
Current assets	958,281	2,100,855	2,233,907	5,303,740
Creditors: amounts due within one year	(199,438)		(2,121,648)	(2,321,086)
	778,862	2,117,024	122,956	3,018,842
	778,862	2,117,024	122,956	3,018,842

Analysis of net assets between funds (prior year 2020)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets		6,362	-	6,362
Current assets	920,146	2,586,700	384,629	3,891,475
Creditors: amounts due within one year	(219,681)	-	(706,272)	(925,953)
	700,465	2,593,062	(321,643)	2,971,884
	700,465	2,593,062	(321,643)	2,971,884

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17a Movements in Funds Current year (Prior year shown in Note 22)

	At the start of the year	Income	Expenditure	Transfers	At the end of the year
	£	£	£	£	£
Restricted funds:					
<u>Corporate and Institutions</u>					
Anonymous (Pakasipiti, Zimbabwe)	-	10,000	10,010	10	-
'Anonymous (FemPrist Another Chance)	10,000	20,000	24,976	-	5,024
'Anonymous (New Generation FGM, FIDA Kenya)	25,007	11,301	26,871	(9,437)	-
'Anonymous (New Generation FGM, NAWOU, Uganda)	25,035		25,988	-	(953)
'Anonymous (Voices Of Women Media, Nepal)	970	1,471	915	(1,526)	-
Anonymous (Equipping Slum Girls, Kenya)	7,618	1,510	9,362	234	-
Multiple Donors (Amplifying Voics VAWG, Zimbabwe)	16,500	33,750	(12,382)	(25,339)	37,293
Sage Fund (GAME)		12,704			12,704
Anonymous Donor		3,000	1,503	(1,497)	-
<u>Trusts and Foundations</u>					
Sir Halley Stuart Trust (CAWEE, Women Business Partnership, Ethiopia)	2,507	(2,508)	3,668	3,669	-
ING Foundation (WAG Building Bridges)	(814)			814	-
Evan Cornish Foundation Amplifying Voices (WWD)	(520)			520	-
ING Foundation (WAG Building Bridges)	-	78,214	8,421	31,427	38,366
<u>Statutory</u>					
'Comic Relief (Collective Action to Realise Equality -CARE)	58,991	291,455	208,667	-	141,779
<u>Government Grants</u>					
FCDO (Empowering Displaced Women in Uganda - POWER)	(159,929)	153,201	21,667	-	(28,395)
FCDO (Participation and Voices of Women in Nepal - PAVE)	(336,426)	461,022	149,485	-	(24,889)
The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund	-	2,315,343	2,417,239	-	(101,896)
<u>Others</u>					
Christian Aid (FCDO)	-	17,700	18,464	764	-
GAPS (FCDO)	-	17,023	17,973	950	-
The Big Give 2018 (WWD in Key sectors)	3,947	-	13,079	9,132	-
The Big Give 2019 (AWSAD: Rebuilding Lives After Violence)	24,925	-	18,081	-	6,844
Trustees Travel	546	-	-	(546)	-
The Big Give 2020		37,079	-	-	37,079
Total restricted funds	(321,643)	3,462,265	2,963,987	(53,679)	122,956

Funds in deficit for Government Grants are either due to the nature of FCDO grants which are paid in arrears. Womankind prefinances the grant to Partners and then reclaims the amounts for FCDO. Other funds in arrears are due to the accounting treatment adopted. Grant expenditure for future years has been accrued for while the income may not yet have been received.

Purpose of restricted funds 20/21

Anonymous (Pakasipiti, Zimbabwe). Project name: Transformative, LBQ-Led COVID-19 Emergency Preparedness, Response & Prevention. This 6 month project provided the organisation with the scope to develop LBQ-Led response to the COVID-19 pandemic. It ended on 31 December 2020.

Anonymous (Female Prisoner Support Trust (Femprist), Zimbabwe). Project name: Another Chance. This project builds on the 2018/19 project, Her Life Behind Bars, which documented the living conditions of female prisoners and their children at Chikurubi and Shurugwi Prisons in Zimbabwe. Preliminary findings from the research showed that four out of five women are released from prison with no guidance or assistance to cope. This project, Another Chance, supports female ex-inmates to re-integrate back into society economically through Income Sustainable and Livelihoods Projects (ISALs) focused on hairdressing, chicken farming, dressmaking and market gardening.

Anonymous (FIDA Kenya). Project name: Catalysing a New Generation of Activists to Challenge FGM and child marriage in Kenya and Uganda. This was the Kenya focused part of the project to implement a phased programme focusing on empowering girls and young women to develop their own campaigns and initiatives to challenge the harmful practices of female genital mutilation (FGM) and child, early and forced marriage (CEFM) in their communities. It ended in March 2021.

Anonymous (New Generation FGM, NAWOU, Uganda). Project name: Catalysing a New Generation of Activists to Challenge FGM and child marriage in Kenya and Uganda. This was the Uganda focused part of the project to implement a phased programme focusing on empowering girls and young women to develop their own campaigns and initiatives to challenge the harmful practices of female genital mutilation (FGM) and child, early and forced marriage (CEFM) in their communities.

Anonymous (Voices Of Women Media, Nepal). Project name: Girls' Voices. This project worked with young girls between the ages of 14-25 to provide them with computer and digital media training. The project ended in September 2020.

Anonymous (Polycom Development Project, Kenya). Project name: Equipping slum girls to overcome all forms of physical and mental violence. This project worked to equip girls living in the Kibera slum in Kenya to overcome all forms of physical and mental violence including through Talking Boxes, an information sharing tool to report sexual violence and harassment. Further, the project also created regular safe space forums for adolescent girls, enabled them to engage with and make connections to the data that was being shared, and what pathways are available to them to support them and make them feel safer. The project ended in December 2020.

Multiple Donors (Amplifying Voices VAWG, Zimbabwe). Project name: Amplifying Voices: Combating Violence Against Women With Disabilities in Zimbabwe. This project increases the capacity of women and girls and women with disabilities (WAGWDs) to prevent and respond to Violence against Women and Girls/Gender Based Violence (VAWG/GBV) and to access justice. This is achieved through building the capacity to recognise, report and exert pressure for accountability by duty bearers on GBV. The project works with WAGWDs in the following rural and urban areas/centres: Rusape, Gweru, Zvishavane, Masvingo, Bindura and Chinhoyi.

SAGE Fund (GAME) Global Alliance for Tax Justice (GATJ) and Womankind. Project name: Global Advocates Mobilising for Equality: Enhancing women's power and voices on tax justice for gender equality), a multi-country policy/advocacy project. This project brings together the southern-led Global Alliance for Tax Justice (GATJ) and Womankind as co-chair the GATJ tax and gender working group. The goal of the project is for WROs across the global South to be mobilised and better able to advocate for change and communicate around the issue of tax justice for women's rights, nationally, regionally and globally.

Trusts and Foundations

Sir Halley Stuart Trust (Centre for Accelerated Women's Economic Empowerment (CAWEE), Ethiopia). Project name: Strengthening women-to-women business partnerships in Ethiopia

This Women to Women Business Partnership project was part funded by the Sir Halley Stewart Trust and unrestricted funds. The project finished in May 2020.

ING Foundation (Women's Action Group (WAG) Zimbabwe). Project name: Building Bridges for Feminist Movement Building). The project aims to increase women's participation in leadership roles and decision-making spaces and strengthen the feminist movement in Zimbabwe.

Evan Cornish Foundation (Deaf Women Included, Zimbabwe). Project name: Amplifying Voices: Combating Violence Against Women With Disabilities in Zimbabwe. The Foundation contributed towards this project to increase the capacity of women and girls and women with disabilities (WAGWDs) to prevent and respond to Violence against Women and Girls/Gender Based Violence (VAWG/GBV) and to access justice.

Statutory

Comic Relief (Women's Coalition of Zimbabwe (WCoZ) and Women In Politics Support Unit (WiPSU), Zimbabwe). Project name: Collective Action to Realise Equality (CARE)

The project supports the strengthening of the women's movement in Zimbabwe, making it more accountable to and inclusive of the women it seeks to serve, and increasing the collective leadership, voice and agency of these diverse women by working with women leaders in formal and informal decision making structures, and women in communities.

Government Grants

FCDO (National Association of Professional Environmentalists (NAPE) and National Association for Women's Action in Development (NAWAD), Uganda)

Project name: Participation and Opportunities for Women's Economic Rights (POWER)

This project strengthens the eco-feminist movement to promote and protect the economic rights of marginalised women affected by compulsory land acquisition in four districts in Northern (Nwoya, Amaru) and Western (Hoima and Buliisa) Uganda at a critical time when 300,000 women have been displaced and an additional one million women are at risk of displacement.

FCDO Feminist Dalit Organisation (FEDO), Women for Human Rights (WHR) Nepal, and Tewa, Nepal)

Project name: Participation and Voices of Women in Nepal (PAVE)

This project will support 1,376 women, including those experiencing multiple discrimination through inequality, powerlessness and exclusion because of gender and caste, ability and marital status, to have improved participation, leadership and influence in decision-making in local and provincial level governance. To sustain this change, the women's movement will raise awareness of 12,800 community members to support women's participation and leadership in 5 districts (Doti, Kanchanpur, Achham, Dadeldhura, Bajura) of Province 7 in Nepal by the end of 3 years.

The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund, AWESOME Consortium, Ethiopia, Kenya, Uganda and UK

Project name: Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME)

The core objective of this 5 year AWESOME programme is to strengthen the capacity and solidarity among WROs and DWROs to collectively challenge the unequal power relations that exist and perpetuate the cycle of poverty and gender inequality. The AWESOME Consortium purposefully includes a mainstream women's rights organisation (WRO) in each country (each with a different area of expertise relating to policy and advocacy and position within the women's movement covering access to justice, finance and budgeting, and women's economic rights respectively) combined with a disabled women's rights organisation (DWRO).

Others

Christian Aid (UK AID UK Aid Connect consortia: Christian Aid, The Aids Alliance, Womankind, FEMNET, GNDR, Ipsos Mori, On Our Radar, The Open University, Maxwell Stamp, Social Development Direct (SDDirect) and Womankind)

Project name: Building Civil Society Effectiveness: Evidence and Collaboration for Inclusive Development
This programme explored a new and innovative approach to building civil society effectiveness in three target countries: Myanmar, Nigeria and Zimbabwe. It aimed to generate and use subjective and objective data from the most marginalised in an interactive, cyclical process that will amplify their voices in decision making at all levels – from local to global. Womankind focused on Zimbabwe and the remaining countries were the focus of other partners in the consortium. The project finished in March 2021.

GAPS (FCDO) (Women's International Peace Centre, Uganda)

This project focused on the experience and expertise of the Women's International Peace Centre (The Peace Centre) in Uganda and research called, Now and the Future: Gender Equality, Peace and Security in a COVID-19 World. The project ended in March 2021.

The Big Give 2018 (Ethiopian Women with Disabilities National Association (EWDNA), Ethiopia)

Project name: Promoting the inclusion of women with disabilities in the key socioeconomic sectors
This project focused on promoting the inclusion of women with disabilities in the key socioeconomic sectors. It ended on 31 March 2021 after a no cost extension was approved due to the impact of the pandemic.

The Big Give 2019 (Association for Women's Sanctuary and Development (AWSAD), Ethiopia)

Project name: Rebuilding Lives After Violence

This project provides space and a mechanism for ex-residents of AWSAD's safe house to meet and improve their employability, gain skills on saving and business management, and use their collective voice to advocate for improvements in social services. The project will also be documented as a model for sustainable survivor reintegration across other safe houses in AWSAD.

Trustees Travel

Trustee travel is the fund used for trustees to visit womankind projects and any other womankind related work.

The Big Give 2020 (Siiqqee Women's Development Association (SWDA), Ethiopia)

Project name: Women Leading and Succeeding in Sustainable Cooperatives

This project builds on Siiqqee's track record on economic empowerment and Income Generating Activities (IGAs) for women. It focuses on women in cooperatives in Kitesa kebele, 4 and 7, to create safe spaces for them alongside capacity building activities to help increase their income, stimulate their business plans and link them with more diverse markets than they can currently reach for the distribution of their products.

17b Movements in Funds Current Year

	At the start of the year £	Income £	Expenditur e £	Transfers £	At the end of the year £
Unrestricted funds:					
Designated funds:	2,586,698	808,943	1,154,487	(124,130)	2,117,024
Fixed Assets	6,364	-	6,364	-	-
Total designated funds	2,593,062	808,943	1,160,851	(124,130)	2,117,024
General funds	700,465	2,004,278	2,103,689	177,809	778,862
Total unrestricted funds	3,293,527	2,813,221	3,264,539	53,679	2,895,887
Total funds 2021	2,971,884	6,275,486	6,228,527	-	3,018,843

Designated Funds: In 2018/19 the Charity received a large legacy which the Trustees agreed to designate for use in supporting initiatives that will increase the impact and sustainability of Womankind's work. At the start of the global pandemic this programme of work was accelerated to provide immediate Resilience grant funding of £1.15m to Partners. During the year legacy income of single amount over £100,000 is designated to be used on future charitable activities in line with the new strategy being developed by the trustees.

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

	2021 £	2020 £
Net (expenditure) / income for the reporting period (as per the statement of financial activities)	46,958	(298,782)
Depreciation charges	7,792	7,140
Amortisation Charges	1,797	-
Addition of Asset	(39,415)	-
Interest and Investment	(1,740)	(4,379)
Increase /(Decrease) in debtors	(722,106)	1,381,709
(Increase) in creditors	1,395,132	419,160
Net cash provided by operating activities	688,418	1,504,849

19 Analysis of cash and cash equivalents

	At 1 April 2020 £	Cash flows £	Other changes £	At 31 March 2021
Cash at bank and in hand	2,399,793	688,418	-	3,088,211
Notice deposits (less than three months)	431,036	1,740	-	432,776
	<hr/>	<hr/>	<hr/>	<hr/>
Total cash and cash equivalents	2,830,829	690,158	-	3,520,987
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

20 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2021 £	2020 £	2021 £	2020 £
Less than one year	36,563	71,384	-	8,608
Two to five years	-	36,563	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	36,563	107,947	-	8,608
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21 Legal status of the charity

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

22 Comparative notes of Income and Expenditure for Prior Year**Income: 'Donations and legacies (Note 2)**

	Unrestricted £	Restricted £	2020 Total £
Gift Aid	199,619	-	199,619
Legacies	508,640	-	508,640
Donations/Individual Giving	22,000	-	22,000
Community and Events	1,164,368	-	1,164,368
Corporates	65,890	38,562	104,452
Donations Women at Risk	223,385	129,579	352,964
Comic Relief	12,600	-	12,600
Statutory	-	178,281	178,281
Major Donors	12,513	40,599	53,112
Trusts and Foundations	48,721	59,800	108,521
Others	1,125	-	1,125
	<u>2,258,861</u>	<u>446,821</u>	<u>2,705,682</u>

Income from other Charitable Activities for prior year (Notes 3a)

	Unrestricted £	Restricted £	2020 Total £
UK Government grant - FCDO	-	132,287	132,287
ING Foundation	-	86,624	86,624
	<u>-</u>	<u>218,911</u>	<u>218,911</u>

Income from other trading activities for prior year (Note 3b)

	Unrestricted £	Restricted £	Total £
Other trading activities from GALA Event	177,500	-	177,500
	<u>177,500</u>	<u>-</u>	<u>177,500</u>

Movement in Funds continued**Income from investments for prior year (Note 4)**

	Unrestricted £	Restricted £	2020 Total £
Investment Income	4,379	-	4,379
	<u>4,379</u>	<u>-</u>	<u>4,379</u>

WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2021

Analysis of expenditure (Note 5 prior year)

	Cost of raising funds £	Charitable activities				Governance costs £	Support costs £	2021 Total £
		Eliminating Violence £	Political Participation £	Economic Empowerment £				
Staff costs (Note 8)	419,778	198,842	187,795	55,234	44,187	198,842	1,104,679	
Direct Charitable Staff costs (Note 8)	66,632	31,276	29,917	8,159	-	-	135,983	
Direct costs -Grant Payable (Note 6)		304,035	615,566	348,896			1,268,497	
Direct costs - Others	177,229	165,414	106,338	29,538	23,631	88,614	590,764	
Staff Related Costs		-	-	-	-	66,752	66,752	
Premises and Other costs	30,368	32,538	19,521	5,422	4,338	16,270	108,457	
Organisational Development	29,932	32,069	19,242	5,345	4,276	16,034	106,898	
Gains and Losses on Forex	-	-	-	-	-	(32,703)	(32,703)	
Audit and Accountancy	-	-	-	-	48,787		48,787	
Depreciation	-	-	-	-	-	7,140	7,140	
	723,939	764,174	978,379	452,594	125,219	360,949	3,405,254	
Support costs	176,865	83,018	79,409	21,657		(360,949)	-	
Governance Costs	61,357	28,800	27,548	7,513	(125,219)		-	
2020 Total expenditure	962,161	875,992	1,085,336	481,764	-	-	3,405,254	

WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2021

Grant making prior year (note 6)

		Charitable Activities					2020
All grants are paid to institutions		£	£	£	£	£	£
		Eliminating Violence	Political Participation	Economic Empowerment	Total	Support costs	Total
Cost							
Zimbabwe							
Zimbabwe Women's Lawyers Association		-	-	-	-	-	-
SA Consortium: Evidence and Collaboration		-	-	-	-	-	-
Women in Politics Support Unit		22,479	22,479	-	44,958	6,006	50,964
Women Coalition of Zimbabwe		2,683	29,914	29,914	62,511	12,507	75,018
Deaf Women Included		25,339	-	-	25,339	-	25,339
FEMPRIST		2,474	-	-	2,474	2,570	5,044
PAKISIPITI		-	-	-	-	5,703	5,703
WIPSU/WCoZ		-	29,984	-	29,984	22,337	52,321
Women Action Group		12,316	72,455	43,719	128,490	4,496	132,986
DWI,WLZ & WLSA		-	16,720	-	16,720	3,280	20,000
Kenya							
FIDA		8,654	-	-	8,654	-	8,654
FEMNET, Federation of Women Lawyers		-	6,901	-	6,901	9,487	16,388
Polycom		9,627	-	-	9,627	4,930	14,557
Uganda							
FARUG		-	-	-	-	-	-
ISIS		-	-	-	-	-	-
WIPC		-	71,900	-	71,900	32,468	104,368
NAPE & NAWAD		-	96,341	96,341	192,681	15,472	208,153
Ethiopia							
Siiqqee Women's Development Association		-	-	-	-	-	-
Association of Women's Sanctuary and Development		-	-	-	-	-	-
Setaweet		23,190	5,797	-	28,987	48,750	77,737
CAWEE		-	-	6,783	6,783	3,117	9,900
Addis Continental Institute of Public Health		-	-	-	-	-	-
EWDNA (Ethiopian Women with Disabilities National Association)		7,989	-	3,276	11,265	2,011	13,276
Association of Women's Sanctuary and Development (AWSAD)		17,955	-	570	18,525	2,852	21,377
EWDNA (Ethiopian Women with Disabilities National Association)		7,119	5,339	5,339	17,797	16,105	33,902
Tanzania							
Women's Legal Aid Centre		-	-	-	-	-	-
Nepal							
LOOM, Nepal		7,640	987	-	8,627	10,892	19,519
Mitini, Nepal		-	1,550	-	1,550	1,866	3,416
Nepal Disabled Womens' Association		-	-	-	-	-	-
Voices of Women, Nepal (VOMN)		12,850	-	9,686	22,536	3,530	26,066
National Indigenous Women Federation (NIWF)		-	-	33,459	33,459	2,520	35,979
Feminist Dalit Organisation (FEDO)		-	246,978	119,809	366,787	53,700	420,487
Multi-Country Programme							
Stronger Together Workshop		-	8,221	-	8,221	4,233	12,454
Beijing +25 Policy & Advocacy		121,101	-	-	121,101	1,002	122,103
16 Days Partner Initiative 2019		10,789	-	-	10,789	120	10,909
Feminist Republik		11,830	-	-	11,830	498	12,328
Voice Fund		-	-	-	-	5,500	5,500
At the end of the year		304,035	615,566	348,896	1,268,496	275,952	1,544,448

Any grants due and payable in the Financial Year which were not paid before the end of the year have been accrued for.

Movements in Funds Prior year (Note 17)

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
<u>Corporate and Institutions</u>					
Postcode Equality Trust (Gendershops)	63,528	-	(63,528)	-	-
Anonymous Major Donors (AMD) (FemPrist Another Chance)	-	10,000	-	-	10,000
Anonymous Major Donors (AMD Voice Fund) (New Generation FGM, FIDA Kenya)	-	25,007	-	-	25,007
Anonymous Major Donors (AMD Voice Fund) (New Generation FGM, NAWOU, Uganda)	-	25,035	-	-	25,035
Anonymous Major Donors (AMD) (Voices Of Women Media, Nepal)	-	30,863	(29,893)	-	970
Anonymous Major Donors (AMD) (Equipping Slum Girls, Kenya)	-	22,175	(14,557)	-	7,618
Multiple Donors (Amplifying Voics VAWG, Zimbabwe)	-	16,500	-	-	16,500
<u>Trusts and Foundations</u>					
Halley Stuart Trust (CAWEE, Women Business Partnership, Ethiopia)	3,074	22,475	(23,042)	-	2,507
ING Foundation (WAG Building Bridges)	-	86,624	(87,438)	-	(814)
Evan Cornish foundation Amplifying Voices (WWD)	-	13,991	(14,511)	-	(520)
Staple Trust	-	10,000	(10,000)	-	-
New Venture Trust/Gates Foundation (Kenya Convening)	4,072	13,334	(17,406)	-	-
<u>Statutory</u>					
DFID/Christian Aid	-	12,508	(12,508)	-	-
Comic Relief (Collective Action to Realise Equality -CARE))	-	165,773	(106,782)	-	58,991
<u>Government Grants</u>					
FCDO (Empowering Displaced Women in Uganda - POWER)	-	48,225	(208,154)	-	(159,929)
FCDO (Participation and Voices of Women in Nepal - PAVE)	-	84,062	(420,488)	-	(336,426)
<u>Others</u>					
The Big Give 2018 (WWD in Key sectors)	-	38,562	(34,615)	-	3,947
The Big Give 2019 (AWSAD: Rebuilding Lives After Violence)	-	40,599	(15,674)	-	24,925
Trustees Travel	546	-	-	-	546
Total restricted funds	71,220	665,733	(1,058,596)	-	(321,643)

Funds in deficit for Government Grants are either due to the nature of FCDO grants which are paid in arrears. Womankind prefinances the grant to Partners and then reclaims the amounts for FCDO. Other funds in arrears are due to the accounting treatment adopted. Grant expenditure for future years has been accrued for while the income may not yet have been received.

Movements in Funds Prior Year

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Unrestricted funds:					
Designated funds:	2,186,698	400,000	-	-	2,586,698
Fixed Assets	13,505	-	(7,141)	-	6,364
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Total designated funds	2,200,203	400,000	(7,141)	-	2,593,062
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	-	-	-	-	-
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General funds	999,243	2,040,739	(2,339,518)	-	700,465
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Total unrestricted funds	3,199,446	2,440,739	(2,346,659)	-	3,293,527
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Total funds 2020	3,270,666	3,106,471	(3,405,254)	-	2,971,884
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In 2018/19 the Charity received a large legacy which the Trustees agreed to designate for use in supporting initiatives that will increase the impact and sustainability of Womankind's work. The Trustees have agreed a programme of work over a six-year period to expend the Designated funds. However, at the start of the global pandemic this programme of work was accelerated to provide immediate Resilience grant funding of approximately £1.4 M to Partners.