

# WOMEN'S INTEGRATION NETWORK

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(SCIO)

Scottish Charity Number: SC052085



## ANNUAL REPORT AND ACCOUNTS

FOR THE 18 MONTHS

1 May 2024 to 31 October 2025

### *SPECIAL REPORTING PERIOD*

*This report covers an exceptional 18-month period.*

*Future reports will return to standard 12-month cycles.*

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## Reference and Administrative Details

### Charity Name:

Women's Integration Network (SCIO)

### Scottish Charity Number:

SC052085

### Principal Address:

St Matthews Centre  
200 Balmore Road  
Glasgow G22 6LJ

### Contact Information:

Email: [womenintegrationnetwork@gmail.com](mailto:womenintegrationnetwork@gmail.com)

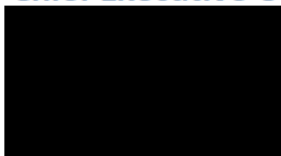
Website: <https://www.womenintegrationnetwork.co.uk/>

## Trustees

The following trustees served during the 18-month reporting period:

Name	Position	Status
	Trustee (Former Chair)	Serving throughout period
	Trustee (Former Vice chairperson)	Serving throughout period
	Trustee	Serving throughout period
	Treasurer	Serving throughout period
	Treasurer	Serving throughout period
	Trustee	Serving throughout period
	Trustee	Serving throughout period
	Trustee	Serving throughout period

### Chief Executive Officer



Olivia Ndoti

**Independent Examiner**

*ONE SOURCE ACCOUNTANCY SERVICES LTD  
77 Torrisdale Street  
Glasgow*

**Bankers**

Bank of Scotland

## Trustees' Report

*The trustees present their annual report and accounts for the 18 months from 1 May 2024 to 31 October 2025.*

***Note on Reporting Period: This report covers an exceptional 18-month period due to the establishment and registration timing of the charity. This extended period allows WIN to align its financial year-end with optimal operational cycles. Future annual reports will revert to standard 12-month periods, with the next report covering 1 November 2025 to 31 October 2026.***

## Structure, Governance, and Management

### Governing Document

Women's Integration Network (WIN) is a Scottish Charitable Incorporated Organisation (SCIO), registered with the Office of the Scottish Charity Regulator (OSCR) under charity number SC052085.

The charity is governed by its constitution, which was adopted upon registration. The constitution establishes a two-tier governance structure consisting of members and a board of charity trustees.

### Organisational Structure

The day-to-day management of WIN is delegated to the Chief Executive Officer, [REDACTED], who is responsible for implementing the strategic direction set by the Board of Trustees, managing operational activities and service delivery, leading staff and volunteers, maintaining relationships with funders and partner organisations, and ensuring compliance with regulatory requirements.

The Board of Trustees maintains strategic oversight and meets regularly to review performance, approve policies, and ensure the charity remains true to its mission and values.

### Trustee Recruitment and Training

Trustees are recruited through open advertisement and personal recommendation, with careful attention to ensuring diversity and relevant skills. All trustees are required to complete enhanced PVG (Protecting Vulnerable Groups) checks before taking up their positions.

New trustees receive comprehensive induction training covering the role and responsibilities of charity trustees, WIN's mission, values, and strategic objectives, financial management and accountability, safeguarding policies and procedures, and relevant legislation and regulatory requirements.

### Risk Management

The trustees have examined the major strategic, operational, and financial risks facing the charity. A risk register is maintained and reviewed regularly, with appropriate systems and procedures established to mitigate identified risks.

## Objectives and Activities

### Charitable Purposes

WIN's purposes, as defined in its constitution, are:

- The prevention or relief of poverty
- The provision of recreational facilities with the object of improving the conditions of life
- The advancement of human rights, conflict resolution, or reconciliation
- The promotion of equality and diversity for women

### Main Objectives for the Period

During this 18-month reporting period, WIN focused on four key strategic objectives:

#### 1. Raising Awareness of Poverty and Challenging Barriers

Working to raise awareness of poverty and challenge the barriers that keep women in poverty, particularly those in or who have been in the asylum process. WIN works in close liaison with other agencies to highlight issues faced by women we serve, educating them on accessing available support in times of crisis.

#### 2. Promoting Equality and Diversity

Promoting equality and diversity within a supportive and informative environment that values multiculturalism. Educating women on ways to challenge inequality and collectively supporting them through barriers they face, providing access to training and development opportunities.

#### 3. Increasing Awareness of Members' Rights

Increasing awareness of members' rights through educational programmes and promoting access to women's rights organisations. Providing women with a platform to have their voices heard and valued, acknowledging women's experience of trauma or prejudice throughout their asylum process journey.

#### 4. Reducing Isolation and Promoting Well-being

Reducing isolation and promoting well-being through the provision of an environment where women can meet together and develop relationships. Providing access to activities promoting health and well-being, including physical and financial support.

### Public Benefit

The trustees have complied with the duty in section 7 of the Charities and Trustee Investment (Scotland) Act 2005 to have regard to the public benefit guidance published by OSCR. WIN's activities provide significant public benefit through supporting vulnerable women, promoting community integration and social cohesion, reducing isolation and improving mental health and wellbeing, challenging discrimination and promoting equality, and building stronger, more inclusive communities.

## Achievements and Performance

During this exceptional 18-month establishment period, WIN has achieved significant milestones in building a sustainable organisation serving vulnerable women in Glasgow and the surrounding areas.

### Key Achievements

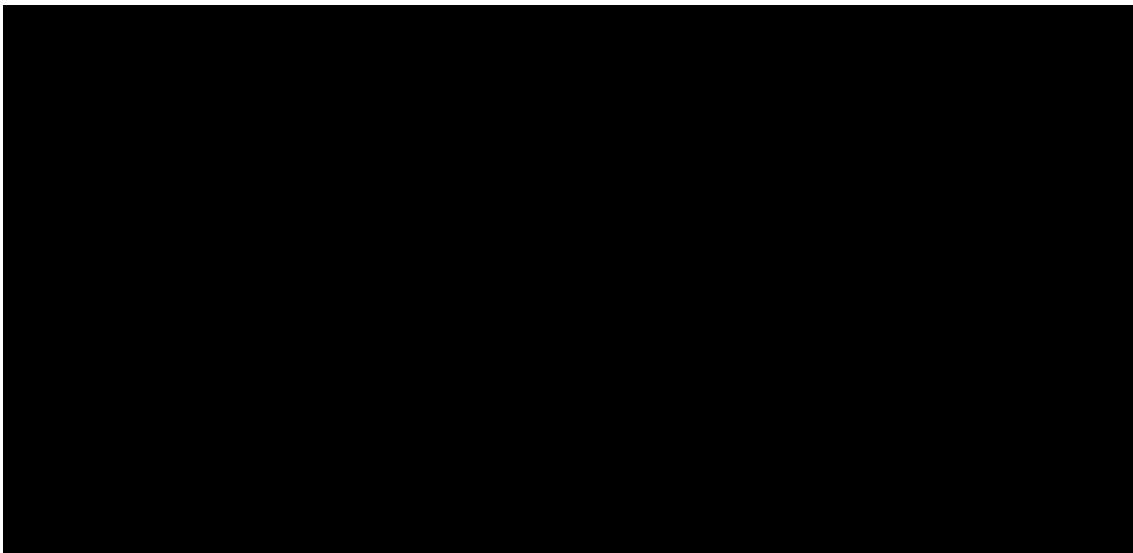
#### Organisational Development

- Successfully established WIN as a registered SCIO with robust governance structures
- Recruited and inducted a diverse, skilled Board of Trustees comprising seven members
- Developed comprehensive policies and procedures, including safeguarding protocols
- Secured operational base at St Matthews Centre, providing an accessible venue for services

#### Funding and Financial Sustainability

- Secured £60,131 in funding from diverse sources over the 18 months
- Established partnerships with major funders, including Bank of Scotland (£10,000), Corra Foundation (£8,000), and Allen Lane Foundation (£4,000)
- Maintained financial stability despite operational growth and increased service delivery
- Generated £3,522 through fundraising and donations, demonstrating community support

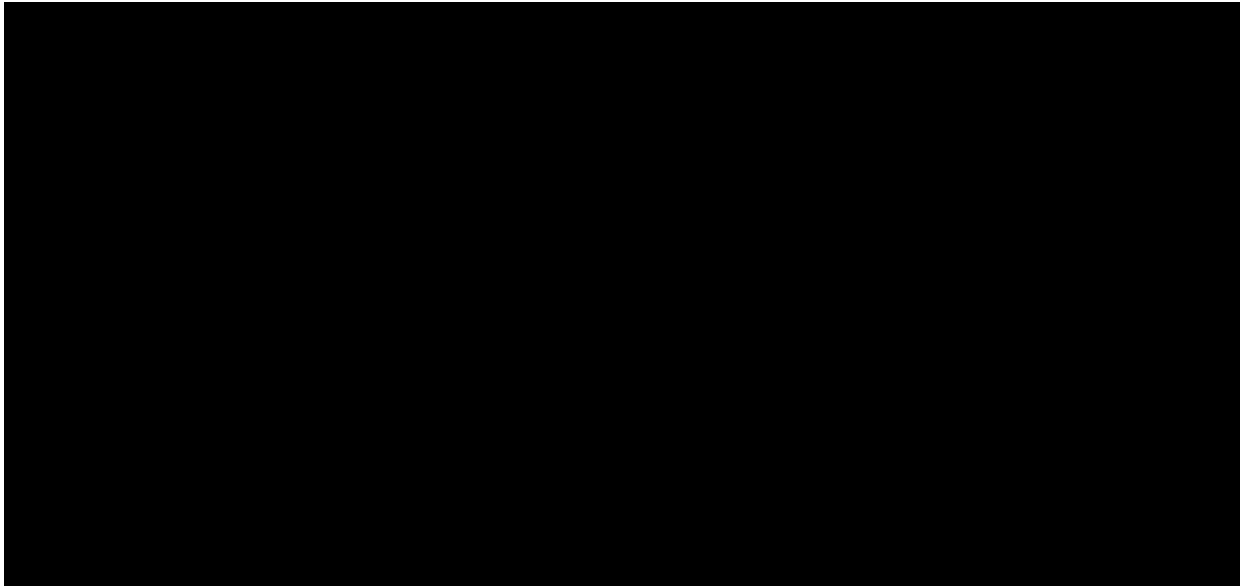
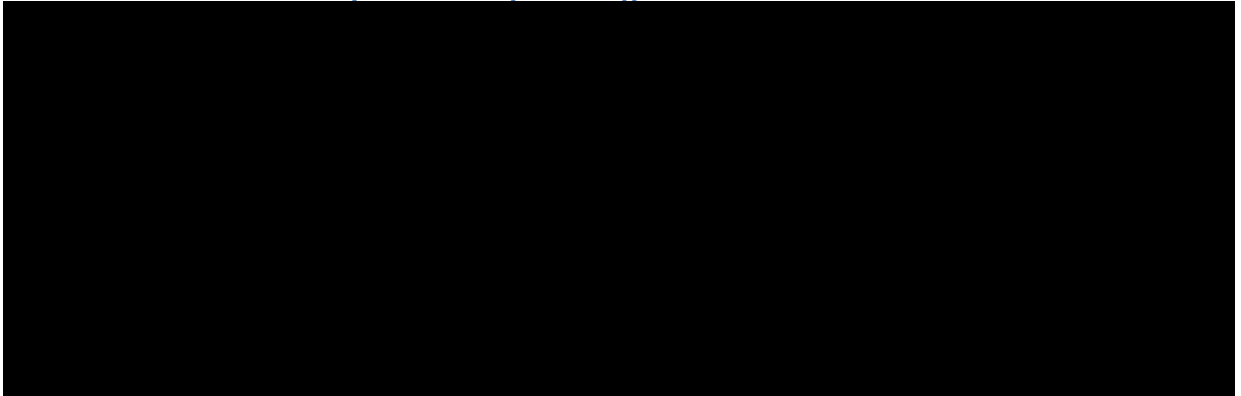
#### WIN Fundraising dinner events



### Service Delivery and Community Impact

- Established regular weekly meetings providing a safe space for women to connect
- Provided comprehensive integration support, including transportation assistance
- Organised educational and recreational activities promoting wellbeing
- Facilitated cultural celebration events, including Black History Month programming
- Provided food support and practical assistance to women in crisis

### WIN Women's Hour: Weekly community meeting



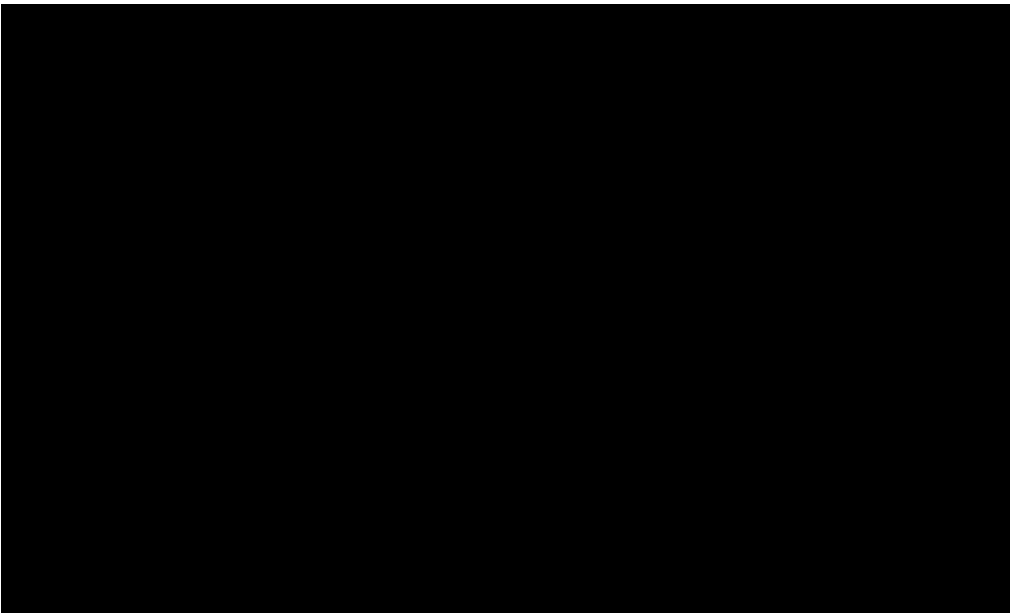
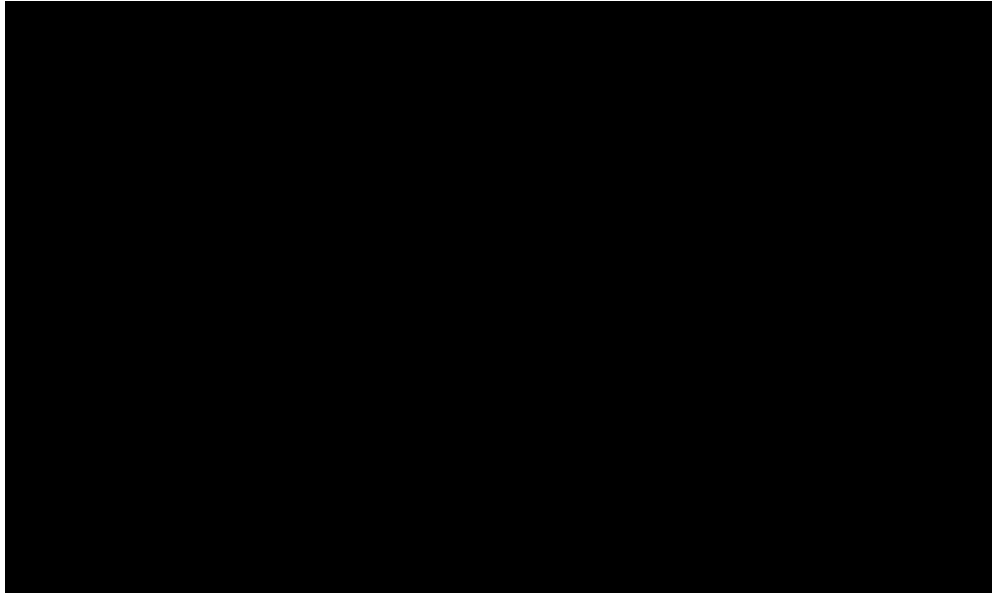
### Activities and Services

WIN's core activities during the period included:

- Weekly community meetings providing peer support and information sharing
- Integration events connecting women with broader community resources
- Transportation support for accessing essential services
- Educational workshops on rights, resources, and integration pathways
- Cultural celebrations promoting diversity and multiculturalism
- Trips and recreational activities reduce isolation
- Food provision and practical support for women in need.



## WIN Black History Month Celebrations: Cultural celebration event



#### WIN Integration trip/activity

[REDACTED]

[REDACTED]

[REDACTED]

## Financial Review

### Overview

This financial review covers the exceptional 18-month period from 1 May 2024 to 31 October 2025. During this establishment phase, WIN successfully secured diverse funding streams and maintained financial oversight while delivering essential services to vulnerable women.

### Income

Total income for the 18 months was £60,131. This represents strong growth as WIN transitioned from initial planning to full operational status, with income averaging £3,341 per month across the period.

Income was appropriately diversified across multiple sources:

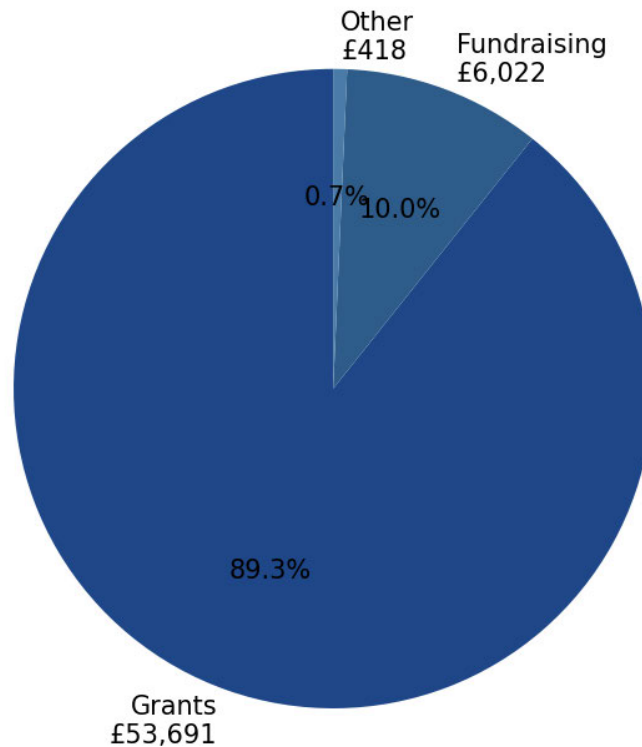
- Grant funding from foundations and trusts: £53,691 (89%)
- Fundraising and donations: £6,022 (10%)
- Other income (refunds and adjustments): £418 (1%)

### Major funders during the period included:

Funder	Amount
Main Grant - Community Integration	£19,391
Bank of Scotland Foundation	£10,000
Corra Foundation	£8,000
Allen Lane Foundation	£4,000
The Robertson Trust	£4,000
GBS Home Office	£2,500
Positive Housing	£2,000

## WIN Income Distribution Chart

### Income Sources for 18-Month Period (Total: £60,131)



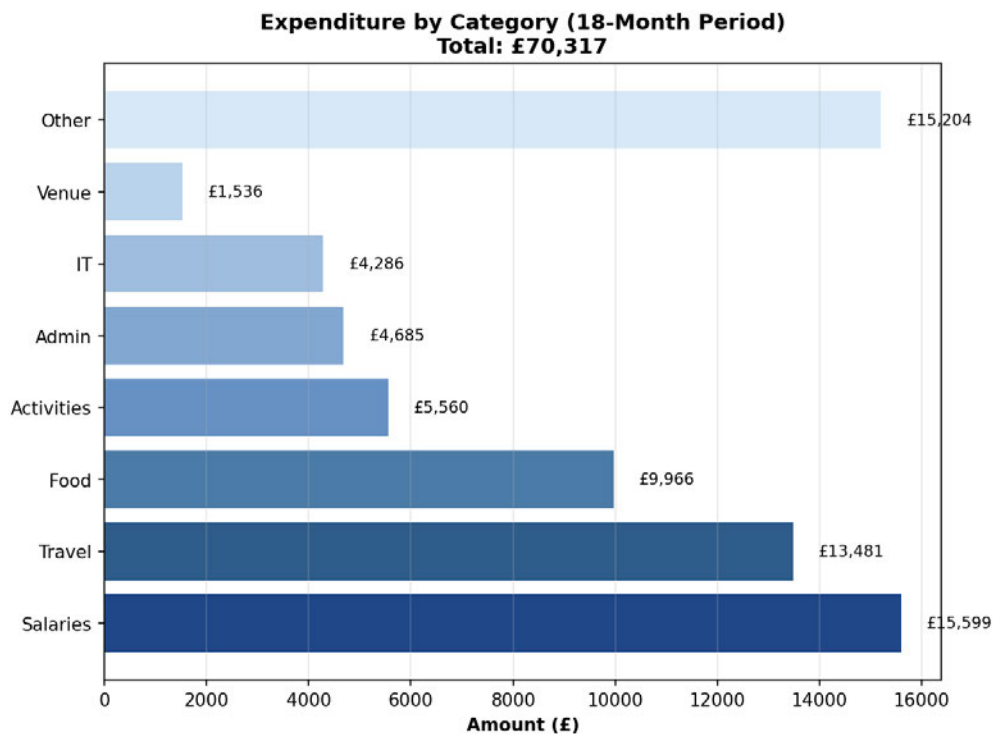
## Expenditure

Total expenditure for the 18 months was £70,317, representing an average monthly expenditure of £3,906. Expenditure was appropriately allocated across charitable activities, with the majority spent on direct service delivery to beneficiaries.

Key expenditure categories included:

- Staff salaries and employment costs: £15,599 (22%)
- Travel and transportation support: £13,481 (19%)
- Food and refreshments: £9,966 (14%)
- Senior citizens and community activities: £5,560 (8%)
- Administrative and governance costs: £4,685 (7%)
- Website and IT development: £4,286 (6%)
- Venue and facility costs: £1,536 (2%)
- Other charitable activities and events: £15,204 (22%)

## WIN Expenditure Breakdown



## Financial Position

The charity began the period with reserves of £14,844 brought forward from the previous period. Despite a deficit of £10,185 during this 18-month establishment phase (which is not uncommon for growing charities investing in infrastructure and capacity), WIN ended the period with reserves of £4,658.

## Reserves Policy

The trustees have established a reserves policy aiming to maintain unrestricted reserves equivalent to between 3-6 months of operating expenditure. This policy ensures continuity of services during funding transitions, the ability to respond to unexpected costs or opportunities, and financial stability for operational planning. The current reserve level provides approximately one month of operating costs, and the trustees are committed to building reserves to target levels during the 2025-26 financial year.

## Plans for Future Periods

Following this successful 18-month establishment period, WIN is well-positioned to build on strong foundations. Plans for the 2025-26 financial year (1 November 2025 to 31 October 2026) include:

### **Service Development**

- Expand weekly meeting programme to accommodate growing membership
- Develop targeted integration programmes for newly arrived women
- Enhance educational workshops on rights, resources, and pathways to integration
- Increase transportation support capacity
- Strengthen partnerships with specialist services for referrals and support

### **Organisational Development**

- Review and refresh strategic plan for 2026-2029
- Enhance monitoring and evaluation systems to evidence impact
- Develop our current volunteer program to increase capacity
- Invest in staff training and development
- Strengthen digital presence and communications

### **Financial Sustainability**

- Diversify income streams through new grant applications
- Develop a sustainable fundraising strategy, including a regular giving programme
- Rebuild reserves to target levels (3-6 months operating costs)
- Strengthen financial management systems and reporting
- Explore partnership opportunities for shared resources

## Statement of Trustees' Responsibilities

The charity trustees are responsible for preparing a trustees' annual report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Scotland requires the charity trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Approved by the trustees on [DATE] and signed on their behalf by:**

  
\_\_\_\_\_  


Chair

## Independent Examiner's Report

I report on the accounts of the charity for the period ended 31 October 2025

### Respective responsibilities of trustees and the examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities

Accounts (Scotland) Regulations 2006 (as amended). The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

### Basis of the independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently, I do not express an audit opinion on the view given by the accounts.

### Independent examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations
  - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations

have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**ONE SOURCE ACCOUNTANCY SERVICES LTD**  
ACCA

77 Torrisdale Street, Glasgow, G42 8PW



## Statement of Receipts and Payments

For the 18 months from 1 May 2024 to 31 October 2025

### RECEIPTS

Description	Amount (£)
Balance brought forward	14,843.58
<b>INCOME</b>	
Grants and donations	56,691.00
Fundraising income	3,522.37
Other income	418.00
<b>TOTAL INCOME</b>	<b>60,131.37</b>
<b>TOTAL RECEIPTS</b>	<b>74,974.95</b>

### PAYMENTS

Description	Amount (£)
<b>CHARITABLE ACTIVITIES</b>	
Staff costs	15,598.95
Travel and transportation	13,480.81
Food and refreshments	9,965.89
Activities and events	8,693.54
Administration	3,389.76
Website and IT	3,564.82
Accounting	494.73
Venue costs	1,536.00
Office and equipment	2,592.00
Other costs	11,000.02
<b>TOTAL PAYMENTS</b>	<b>70,316.52</b>
<b>SURPLUS/(DEFICIT) FOR PERIOD</b>	<b>(10,185.15)</b>
Balance carried forward	4,658.43

## Notes to the Accounts

### 1. Basis of Preparation

These accounts have been prepared on the Receipts and Payments basis in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

### 2. Nature of Funds

All funds held by the charity are either restricted or unrestricted, with the unrestricted fund available for general use.

### 3. Reporting Period

This report covers an exceptional 18-month period from 1 May 2024 to 31 October 2025. This extended period was established to align the charity's financial year-end with optimal operational cycles following registration. Future annual reports will cover standard 12-month periods, with the next report running from 1 November 2025 to 31 October 2026.

### 4. Related Party Transactions

No trustee or person connected with a trustee has received any remuneration or reimbursement of expenses during the period.

### 5. Employees

The charity employed staff during the period, with total staff costs of £15,599 including salaries, national insurance and pension contributions.

## Safeguarding Statement

Women's Integration Network is committed to safeguarding and promoting the welfare of all adults who use our services, particularly vulnerable women in or who have experienced the asylum process.

### Our Commitment

WIN recognises that central to all of its work is the principle that the welfare of adults is paramount and that every person has the right to live free from harm or any form of abuse, regardless of gender, ethnicity, disability, sexuality, or beliefs.

### Key Safeguarding Measures

- Comprehensive Adult Safeguarding Policy in place, reviewed annually
- All staff and trustees undergo enhanced PVG checks before appointment
- Mandatory safeguarding training for all staff and volunteers
- Clear reporting procedures for concerns
- Designated safeguarding officers with appropriate training
- Partnership working with statutory agencies and other organisations
- Regular policy review and updating in line with legislation

### Types of Abuse Covered

Our safeguarding policy addresses all forms of abuse including:

- Physical abuse
- Psychological or emotional abuse
- Sexual abuse
- Financial or material abuse
- Neglect or acts of omission
- Discriminatory abuse
- Institutional abuse

### Reporting Concerns

Any person who has concerns about the welfare of an adult using WIN's services should report this immediately to the CEO, designated safeguarding officer, Local Authority Social Work Adult Protection Team, or Police Scotland (if immediate danger).

WIN works in accordance with the Adult Support and Protection (Scotland) Act 2007 and local multi-agency adult protection procedures.

### **Annual Review**

The Board of Trustees reviews the safeguarding policy annually and monitors its implementation throughout the year. During the reporting period, safeguarding procedures were followed appropriately, and all staff received appropriate training and support.

**END OF REPORT**

## Statement of Balances

As at 31 October 2025

### Bank and Cash in Hand

Description	Amount (£)
Opening balance (1 May 2024)	14,843.58
Add: Total receipts during period	60,131.37
Less: Total payments during period	(70,316.52)
Closing balance (31 October 2025)	4,658.43

### Reserves

Fund Type	Amount (£)
General unrestricted funds	4,658.43
Restricted funds	0.00
Total reserves	4,658.43

All funds held by the charity are either restricted or unrestricted, with the unrestricted fund available for general use.

## Detailed Income Analysis

This section provides a comprehensive breakdown of all income received during the 18 months from 1 May 2024 to 31 October 2025.

### Grant Income (£53,691)

Funder	Purpose	Amount (£)
Main Grant - Community Integration	Core operational funding	19,391.00
Bank of Scotland Foundation	Integration support	10,000.00
Corra Foundation	Community integration activities	8,000.00
Allen Lane Foundation	Integration programmes	4,000.00
The Robertson Trust	Integration and support services	4,000.00
GBS Home Office	Asylum seeker support	2,500.00
Positive Housing	Integration activities	2,000.00
Glasgow Children Hilary's	Family integration support	1,000.00
One Community (grants)	Community development	1,500.00
Murray TV Limited	Communications support	500.00
Faith Community	Integration events	500.00
Change Works RSRCs	Resource development	150.00
BOS Foundation (additional)	Supplementary support	150.00
<b>TOTAL GRANT INCOME</b>		<b>53,691.00</b>

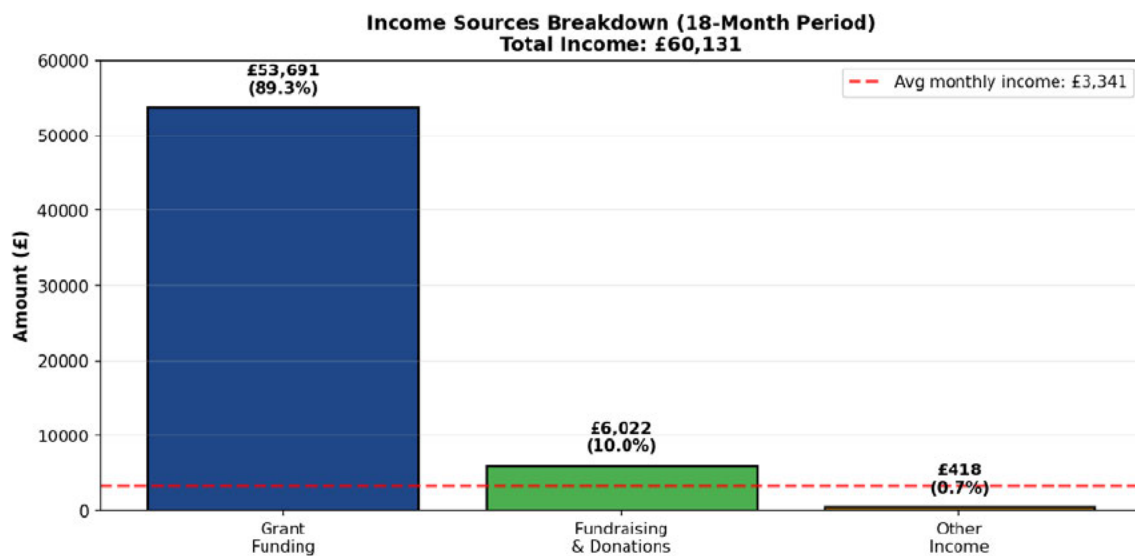
### Fundraising and Donations (£6,022)

Source	Amount (£)
Unused Fund - returned/reallocated	2,500.00
Fundraise - Community events and dinners	2,310.00
Individual donations	830.00
Fundraise - JustGiving online platform	382.37
<b>TOTAL FUNDRAISING &amp; DONATIONS</b>	<b>6,022.37</b>

## Other Income (£418)

Source	Amount (£)
Refund - Food and refreshment	200.00
Refund - Venue (St Matthew Centre)	150.00
NEST - Pension refund	68.00
<b>TOTAL OTHER INCOME</b>	<b>418.00</b>

## WIN Income Breakdown by Source



## Detailed Expenditure Analysis

This section provides a comprehensive breakdown of all expenditure during the 18 months. All expenditure was for charitable purposes in line with WIN's objectives.

### Expenditure by Major Category

Category	Amount (£)	% of Total
Staff costs (salaries, NI, pension)	15,598.95	22.2%
Travel and transportation	13,480.81	19.2%
Food and refreshments	9,965.89	14.2%
Activities and events	8,693.54	12.4%
Senior citizens programmes	5,560.00	7.9%
Administration and governance	3,389.76	4.8%
IT, website and digital	3,564.82	5.1%
Office and equipment	2,592.00	3.7%
Venue costs	1,536.00	2.2%
Accounting and professional fees	494.73	0.7%
Other charitable expenditure	5,440.02	7.7%
<b>TOTAL EXPENDITURE</b>	<b>70,316.52</b>	<b>100.0%</b>

### Charitable Activities Detail

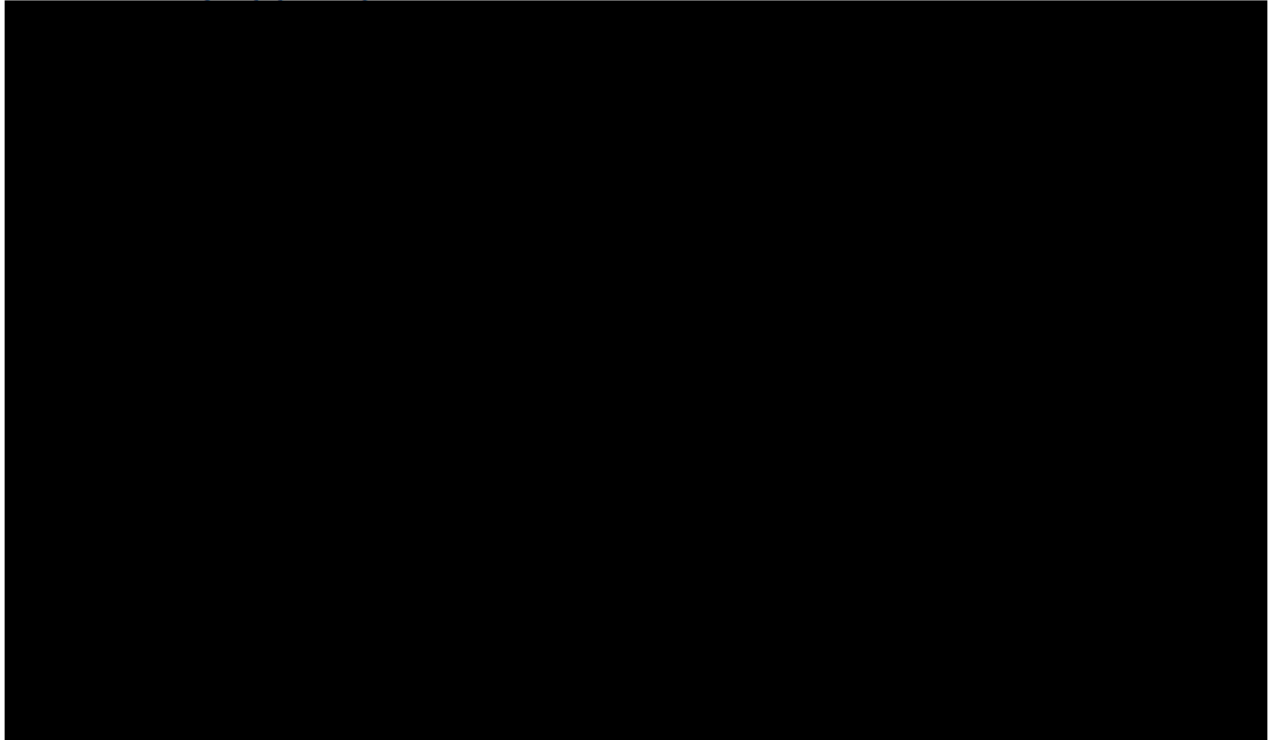
Breakdown of activities and events expenditure (£8,693.54):

Activity/Event	Amount (£)
Volunteer support and expenses	2,500.00
Community trips and outings	2,100.00
IT skills training	1,000.00
Scottish African heritage visit	990.54
Entertainment and celebrations	400.00
Black History Month event	250.00
Cookery classes	143.65
Social Work training	130.00
Refugee Festival participation	100.00
Drum workshops	43.35

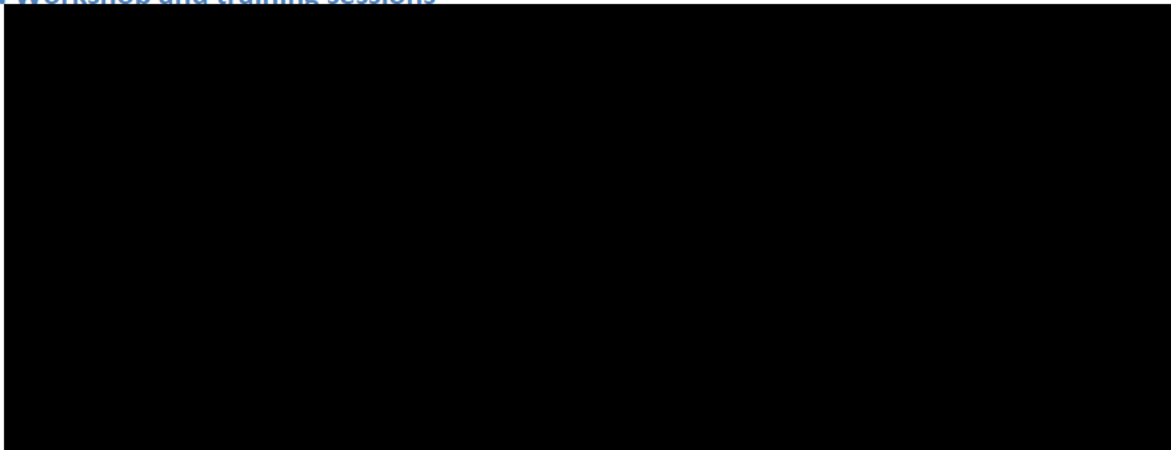


Gallery visits	15.00
Other miscellaneous	1,021.00
<b>TOTAL ACTIVITIES</b>	<b>8,693.54</b>

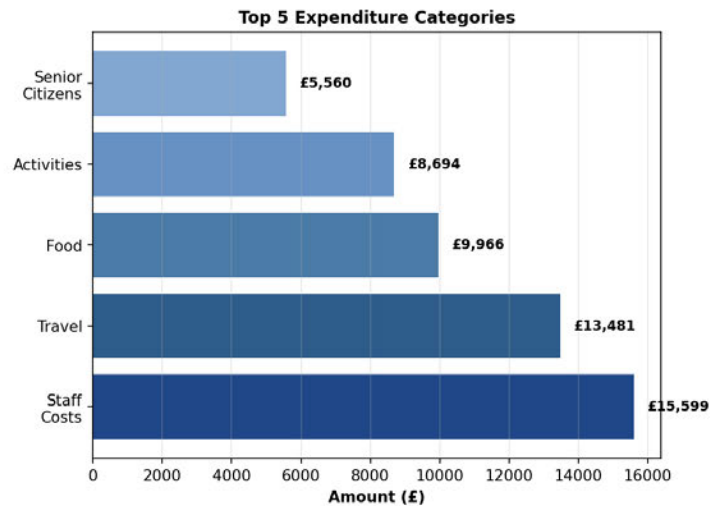
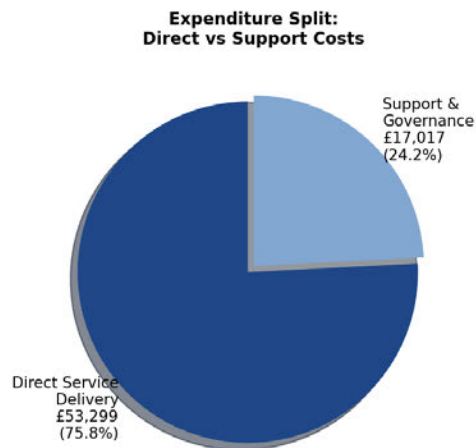
#### WIN Community trip participants



#### WIN Workshop and training sessions



## WIN Expenditure Analysis



## Cost Efficiency

Over the 18 months, WIN achieved excellent value for money with 75.8% of all expenditure going directly to service delivery for beneficiaries (£53,299 of £70,317 total expenditure). This demonstrates the charity's commitment to maximizing impact while maintaining necessary governance and administrative functions.

Average monthly expenditure of £3,906 supported regular weekly meetings, multiple community events, transportation assistance for vulnerable women, food provision, cultural celebrations, and various integration activities.

## Impact Summary

While this 18-month period focused on establishing solid foundations, WIN achieved meaningful impact in the lives of vulnerable women. Key outcomes included:

### Social Impact

- Reduced social isolation through regular community meetings and events
- Improved access to essential services through transportation support
- Enhanced understanding of rights and available support systems
- Strengthened community connections and peer support networks
- Increased confidence and well-being among participants
- Cultural celebration and recognition of diversity
- Practical support during times of crisis

### WIN Group photo of members



### Testimonials

*"WIN has given me hope and friendship when I felt most alone. The support and understanding from other women who share similar experiences has been life-changing."*

- WIN Member

*"Through WIN, I have learned about my rights and found my voice. I am no longer invisible."*  
- WIN Member

## **Looking Forward**

Building on the achievements of this establishment period, WIN is well-positioned to expand its reach and deepen its impact. The next 12-month period (November 2025 to October 2026) will focus on sustainable growth while maintaining the quality and responsiveness that defines WIN's approach.

## Additional Governance and Compliance Information

### Trustee Meetings

During the 18-month reporting period, the Board of Trustees met regularly to review progress, make strategic decisions, and ensure effective governance. All meetings were properly minuted and decisions recorded in accordance with the charity's constitution.

### Policies and Procedures

WIN has established comprehensive policies covering:

- Adult Safeguarding Policy and Procedures
- Equality and Diversity Policy
- Data Protection and GDPR Compliance
- Financial Management and Controls
- Volunteer Management
- Health and Safety
- Complaints Procedure
- Whistleblowing Policy

### Compliance with OSCR Requirements

WIN complies fully with the Scottish Charity Regulator's requirements, including:

- Maintenance of proper accounting records
- Submission of annual returns and accounts
- Notification of material changes to OSCR
- Public benefit reporting
- Acting in accordance with charitable purposes
- Trustee eligibility and declarations

### Risk Management

Key risks identified and mitigated during the period include:

Risk	Impact	Mitigation
Funding dependency	High	Diversified funding sources across 15+ funders
Safeguarding concerns	High	Robust policies, PVG checks, training
Low reserves	Medium	Active fundraising, grant applications, and cost control
Volunteer retention	Medium	Support systems, recognition, and clear roles
Service demand growth	Medium	Phased expansion, partnership development

## Conclusion

This 18-month period from May 2024 to October 2025 represents a significant achievement for Women's Integration Network. Despite being an establishment phase, WIN has:

- Successfully registered and established as a SCIO with robust governance
- Secured diverse funding totaling over £60,000
- Delivered consistent, quality services to vulnerable women
- Built strong partnerships with funders and community organizations
- Created a welcoming, safe space for women to connect and grow
- Developed comprehensive policies ensuring safeguarding and quality
- Established a foundation for sustainable long-term impact

The trustees are proud of what has been achieved and are confident that WIN is well-positioned to continue making a positive difference in the lives of vulnerable women in Glasgow and beyond.

## Acknowledgements

The trustees wish to express sincere gratitude to all who have supported WIN during this period:

- All funders for their generous financial support and belief in WIN's mission
- Olivia Ndoti, CEO, for outstanding leadership and dedication
- All volunteers for their time, energy and commitment
- St Matthews Centre for providing our operational base
- Partner organizations for collaboration and referrals
- Most importantly, all the women who participate in WIN's activities - your courage, resilience and spirit inspire us every day

**END OF REPORT**

**For further information:**

Women's Integration Network (SCIO)

St Matthews Centre, 200 Balmore Road, Glasgow G22 6LJ

Email: [womenintegrationnetwork@gmail.com](mailto:womenintegrationnetwork@gmail.com)

Website: [www.womenintegrationnetwork.co.uk](http://www.womenintegrationnetwork.co.uk)

*Scottish Charity Number: SC052085*