

# ANNUAL REPORT 2019-2020 AND FINANCIAL STATEMENTS

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Women for Refugee Women is a charitable incorporated organisation, registered charity number 1165320, with its registered office at 52-54 Featherstone Street, London, EC1Y 8RT



**Our vision** is a society in which women's human rights are respected and in which they are safe from persecution.

**Our mission** is to ensure that women and children seeking asylum in the UK are treated with justice and dignity.

**Our purpose** is to challenge the injustices experienced by women and children who have sought asylum in the UK. We aim to empower women who seek refuge here to speak for themselves wherever possible and to use the media, public events and lobbying opportunities to communicate their experiences.

#### **Our values:**

- We believe that women and children seeking refuge here are entitled to human rights and to be treated with dignity and respect.
- We believe that these women and children deserve a fair hearing by the public, media and policy makers.
- We believe that these women and children should be empowered to tell their stories.
- We want to work in partnership with existing organisations in the refugee sector, the women's sector, and the human rights sector, adding value to their work rather than replicating it.
- We aim to work in creative ways to communicate effectively to different audiences.

We aim to create a bridge from the least powerful women in our society to the more powerful.

# Trustees' Report for the year ended 31 March 2020

The trustees of Women for Refugee Women (WRW) present their annual report and independently examined accounts for the year ending 31 March 2020 and confirm they comply with the requirements of the Charities Act 2011, the charity's constitution and the Charities SORP (FRS102).

# 1. Objectives and activities

The objects of Women for Refugee Women as set out in the constitution are:

i. To advance education and relieve financial hardship among women seeking asylum and women granted refugee status, including by the provision of advice

Women for Refugee Women provides direct support to women seeking asylum, enabling them to learn English and access advice about their rights, and also creates opportunities for refugee women to build their confidence and find ways of telling their stories and joining the work of the organisation.

ii. To advance the education of the public in general about the issues relating to refugees and those seeking asylum

Women for Refugee Women educates the public by bringing the stories of women who seek asylum to wide audiences through public events, the arts, and working with the media.

iii. To promote equality and diversity for the public benefit, particularly by the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion, in London and elsewhere.

Women for Refugee Women promotes equality and diversity by raising awareness of the particular experiences of asylum seekers who are women, aiming to eliminate discrimination on the grounds of gender, race and sexual orientation in the asylum process and in the services which women receive, by publishing research and advocating for fair treatment for asylum-seeking women.

In setting our objectives and planning our activities our Trustees consider the best ways to advance these objects, and have given careful consideration to the Charity Commission's public benefit guidance.

### Our key objectives for the year were:

- Providing direct support to asylum-seeking and refugee women, through English classes, advice and other activities;
- Increasing the confidence of asylum-seeking and refugee women through educational and creative activities;

- Supporting asylum-seeking and refugee women to advocate and speak out for the causes that concern them in London and through partnerships with other groups and charities throughout England and Wales;
- Supporting women in Yarl's Wood detention centre and developing greater understanding of the impact of detention on asylum-seeking and refugee women through research;
- Developing greater understanding, through research, of the impact of destitution experienced by asylum-seeking and refugee women;
- Improving public understanding of refugee women's experiences through publishing research, working with the media and the arts, and organising and participating in public events;
- Working for a fairer asylum process through informing politicians and policy makers about the experiences of women who seek asylum, including the impact of detention.

#### 2. Achievements and Performance

#### a. Supporting refugee women and building their skills

Women for Refugee Women provides a safe space for refugee and asylum-seeking women in London. Between 100 and 150 women come every week to our Women Asylum Seekers Together (WAST) activities in central London, including English classes, yoga, advice, and a very active support group for LGBT women, Rainbow Sisters. Across the year, we welcomed more than 300 women at these activities.

We continue our partnership with Notre Dame Refugee Centre which enables us to host caseworkers at our centre for advice on everything from immigration to housing and welfare. During this year the caseworkers saw more than 150 women for advice over more than 300 appointments.

In July 2019, we took over 80 women on a trip to the seaside for a wonderful day of fun and relaxation and in December 2019 we held a huge Christmas party for 190 women, with music, dancing, singing and presents for everyone. Smaller groups visited the Science Museum, Hackney Museum, cinema, theatre and attended talks and events together.

We see high levels of satisfaction from women with our activities. In our most recent evaluation in summer 2019, we found that women stated that 92% agree they are satisfied with the teaching and 84% that they have improved their English; 89% say they communicate more using English and 83% say that activities have helped them to gain a better understanding of British culture. These activities also have impact in reducing isolation and improving wellbeing. 96% state that they feel happier since coming to these activities and 90% state that they feel more confident since joining these activities.

We also build pathways for asylum-seeking and refugee women to become advocates in the key areas that concern them. Once a month we run a General Meeting for up to 75 women, covering topics such as sexual and reproductive health, climate change and feminism, in which we encourage women to share their experiences, learn from inspiring speakers and start to engage with policy issues.

This year we enabled 12 women to participate in a short course on public speaking and storytelling with Ginger Public Speaking, and 5 women in a photography project. We collaborated with Hachette UK to run a book club and writing workshop. We continued to run our successful drama workshops weekly which are a great source of solidarity and empowerment for 35 women. The London Refugee Women's Forum, our campaigning group, met regularly to develop their skills around speaking to the media and policy makers.

Our most recent evaluation, carried out in summer 2019, showed that 82% of women say that they feel more comfortable sharing their opinions since joining us and 84% say that they have learned more about their rights as a woman seeking asylum since joining us.

#### **Beyond London:**

We also continued to build our relationships with groups outside London, in order to enable women to be more effectively supported and to have their voices heard throughout England and Wales. We have been running workshops on campaigning and movement-building throughout this period with a number of grassroots organisations.

During this year we particularly strengthened our partnership with Women Asylum Seekers Together Manchester, and started a new partnership with Refugee Women Connect in Liverpool. These collaborations, together with our existing and growing relationships with groups in Coventry, Birmingham, Halifax, Swansea, Cardiff, and Sheffield, were particularly nurtured through our research project and campaign launch on destitution, discussed below.

#### b. Activities to advance the education of the public

#### **Events:**

Over this year we participated in over 20 events in order to bring the voices and experiences of refugee women to a number of different audiences. We receive a high volume of requests for speakers and prioritise those where we can reach potentially sympathetic audiences with the potential for activism or support. This year these included the Bloomberg Equality Summit, UK Black Pride and CARE International's March4Women. We are glad that many refugee women's voices were heard at these events. For instance, at the Care International event, Beauty Musewe from Women with Hope in Birmingham shared her experiences of working for climate justice and women's empowerment.

#### Arts:

We found creative ways for women to share their stories. The women who shared their stories for our report on Chinese women who had been trafficked to the UK and then detained at Yarl's Wood were not able to speak out individually for their own safety, so we worked with the actor Jing Lusi to produce a short film that told a composite story of a few of these women.

We ran a photography project with five women who documented their lives as destitute refugee women in London, with the photographer Sarah Hickson. The photography was then used to illustrate our report on destitute women's experiences (see below) and was published in the Guardian and Gal-Dem magazine.

We continue to run our successful drama workshops, which this year resulted in refugee women creating a powerful short play, *A Day in our Lives*. This was performed at the Southbank Centre and the Royal Central School for Speech and Drama's 'Collisions' Festival.

#### Media:

We worked across the media to provide expert comment, but also, more importantly, to enable women to tell their stories in order to build empathy. This year, we worked with a range of outlets such as BBC News, The Telegraph, The Guardian, Sky News, and the Daily Mirror, particularly around the launches of our two research reports. For our report on destitution, eight women went on to share their stories in detail with journalists, including for a feature in the Guardian, a first-person piece in the Telegraph and a filmed piece for BBC London. 'Adele' told her story of fleeing the DR Congo and living destitute in London with Gal-Dem magazine, and 'Anna' spoke about being refused asylum as an LBGT woman with BBC Woman's Hour. We also engaged with wide audiences through our own social media channels, where we now have over 35,000 followers.

#### c. Activities to move towards a fairer asylum process

We continued to educate the public and policy makers about the impact of current asylum policy on women, particularly in two main areas, detention and destitution.

#### **Detention:**

This year we continued the Set Her Free campaign against the detention of asylum- seeking women in the UK. In July we published an important report on the detention of Chinese trafficked women, *From One Hell to Another*, showing that the government continues to detain women who have been trafficked, despite their own policy that states this should not happen. Jess Phillips MP led a Westminster Hall debate in Parliament on this vital issue.

As a result of the work undertaken by us and other organisations, the number of people locked up in detention continued to fall this year. Indeed, since the start of the Set Her Free campaign the number of women held in Yarl's Wood has fallen by two thirds. In 2014, when the campaign began, there were more than 300 women locked up in Yarl's Wood. By the end of December 2019, this had reduced to 92.

#### **Destitution:**

In February we published our large-scale report on the experiences of women who are forced into destitution after seeking asylum, *Will I Ever be Safe?* This was the culmination of a participatory research project, which was carried out with the active support of partners in Birmingham,

Coventry, Manchester and Swansea. It explored the experiences of over 100 asylum-seeking women and showed how women who have already fled violence and abuse are made homeless, hungry and vulnerable to further abuse through being forced into destitution. We were very heartened by the response of the media to this report, which was helped by the bravery of individual women who spoke out and told their stories, and the support of other organisations in the women's and migration sector.

The report laid the foundations for a new campaign against women's destitution, Sisters Not Strangers. In February, we organised the National Refugee Women's Conference in Birmingham alongside our partners from Manchester, Birmingham and Coventry. Over 200 asylum-seeking and refugee women came together with supporters to build solidarity and energy around destitution among women seeking asylum. Zarah Sultana MP and Jess Phillips MP spoke to the conference, and all the workshops and panels were led by refugee women.

The conference planned actions for International Women's Day, and ten cities eventually participated in holding circles of sisterhood for the Sisters Not Strangers campaign, in which refugee women and supporters sang songs of welcome. In London, this took place in Whitehall at the start of the March4Women.

The evidence we uncovered for the research report, and the solidarity we are building through our networking with regional grassroots groups and other organisations in the sector, form the basis for ongoing advocacy to challenge the forced destitution of women seeking asylum.

# 3. Changes and Future Plans

Going into March, we had clear plans on how we would continue our work to support refugee women and to educate the public on the experiences of destitution among refugee women.

The start of the coronavirus pandemic in March 2020 obviously changed our plans and we have had to adapt our work to a very different environment. We closed our doors to face to face activities on 16 March, and since then we have had to put more resources and energy into hardship support, with a focus on enabling women to survive day to day and access emergency support and advice.

Even in these challenging times, we are continuing our solidarity and empowerment work, and enabling groups of women, including our LGBT group and our drama group, to connect over video chat and sing songs and write poems together. We are also continuing to support the regional network, with a weekly call which includes up to eight groups in the regions to share learning and support one another's advocacy.

We are also continuing our communications and advocacy work, and ensuring that refugee women's voices are heard. We have been advocating for the release of women from Yarl's Wood detention centre, including on BBC Breakfast News and BBC Woman's Hour, and working with asylum-seeking women to tell their own stories. We have been working in partnership with other organisations to call for a humane response to asylum seekers during the crisis, joining calls for an

uplift in asylum support, for more safe housing for women fleeing violence, and for an end to immigration detention. We are ensuring that we record women's experiences during the pandemic through publishing a report in collaboration with the other organisations in the Sisters Not Strangers coalition.

We are looking forward to continuing to work in partnership with others to build a fairer and more caring society as we emerge from the lockdown situation.

# **Volunteers and Supporters**

We could not carry out our work without the tremendous contributions of our many volunteers and supporters. They are involved in a wide range of activities including planning and teaching English classes, assisting with the drama workshops, providing office support and organising events. We estimate that the total volunteer time we benefited from during the year amounted to over 1,500 hours.

### Thank you to:

Anna Hetherton	Helen Ntiety	Myriam Rey
Beatrice Kibolo	Henrietta Cullinan	Nell Barlow
Claire Scrivener	Irene Nakajiri	Nour-Ani Sisserian
Clarisse Nye	Jane Coles	Olivia Nalwanga
Debbie Quinn	Kae Ohene-Yeboah	Olivia Namutebi
Delia Remy	Katie Wilson	Rinu Ogundeji
Ellioté Long	Latifah Jimoh	Rubie Clarke
Enez Nathie	Laura Rees	Ruby Nightingale
Francesca Brooks	Leonie Taylor	Sammi Wild
Haje Keli	Liane Harris	Sandra Jones
Hannah Underwood	Lucasta Miller	Selam Amare
Helen Brown	Mariam Yusuf	Selam Mengistu
Helen Mayer	Michael Kibolo	Tamanna Ali

### 4. Financial review

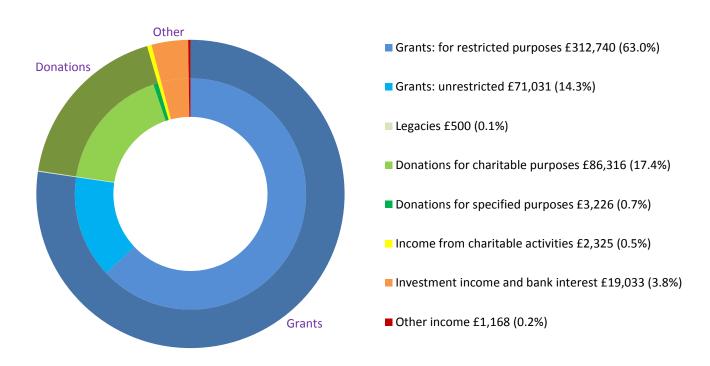
Women for Refugee Women carefully manages its finances. The budget is approved before the start of the year, and all expenditure is checked against the budget and authorised by the Director, who is responsible for ensuring that expenditure remains within agreed limits. The board of trustees has a delegated finance committee (recently reconvened to include HR responsibilities) which meets quarterly and presents financial and management reports to the board at every meeting. There are no uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

#### **Investment policy and reserves**

Women for Refugee Women has an investment strategy aimed at maximising returns on its endowment fund while minimising risk, and keeping in accordance with the charity's ethical principles. The trustees have made plans to gradually spend the endowment fund, using it primarily to invest in increasing capacity to deliver the charity's services effectively. In line with this strategy, staffing capacity was increased during the year by recruiting an additional Policy and Research Co-ordinator as well as strenthening the core function with a new Office Manager position.

Women for Refugee Women maintains liquid reserves in line with its reserves policy which states that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three to six months expenditure, and these reserves are held in accessible accounts. At 31 March 2020, unrestricted reserves were £252,696, equivalent to nearly five months of total budgeted expenditure for 2020-2021.

#### How we are funded:



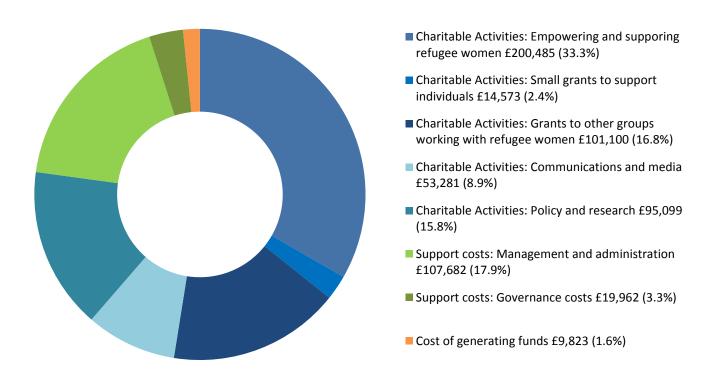
Our work depends on the financial support we receive from trusts, foundations and individuals. We gratefully acknowledge the support of Barrow Cadbury Trust, City Bridge Trust, Comic Relief, the D G Charitable Settlement, Iguano Trust, Joseph Rowntree Charitable Trust, LoveDay Charitable Trust, Oak Foundation, Paul Hamlyn Foundation, Portrack Charitable Trust, Ptarmigan Trust, Rosa, ShareGift and Trust for London.

We greatly appreciate the support of the many people who donated to us, with gifts large and small, during the year. Our thanks go to them all and to those who also chose to fundraise for us in a range of creative ways, including:

- Pupils of Alexandra Park School who fundraised for us
- Antonia Benfield who climbed Mount Kilimanjaro to raise funds for our work
- Auriol Bishop who donated her publisher's fee for Poems for a World Gone to Sh\*t
- Chloé Le Drezen who donated the proceeds from publishing/selling Villa magazine
- The family and friends of the late Cynthia Cockburn who made donations in her memory
- Ebyan Egal who designed, produced and sold branded tote bags in support of Women for Refugee Women
- Elizabeth Garrett Anderson School who raised money for us on their non-uniform day in Refugee Week
- Erin Aniker who donated the profits from the sales of t-shirts that she designed
- Imani Cracknell who ran 10k in support of our work
- Jess and Ella Neil who raised money for us in the place of wedding gifts
- Johnson School House at the Skipton Girls' High School who selected us as their chosen house charity for fundraising activities over the year
- Lily Rosengard who ran an event on International Women's Day and monthly creative art classes for women
- LIPS Choir who supported us through ticket sales for their Lipstory winter concert, for the tenth year running
- Marlborough Road Methodist Church who hosted and collected donations at a 'Thinking Lunch' talk by Dr Omar Khan of the Runnymede Trust
- Mothership Beer who supported us with several donations
- Members of New College Oxford and its chapel congregation who raised funds for our work through collections

- Ottilie Bostridge who made purses and sold them to raise funds for our work
- Peirine Press who arranged to donate 50p for every book sold
- Rand Alharbi who did a project on our work at King Fahad Academy and raised funds to support refugee women
- Dr Shola Mos-Shogbamimu whose donations enabled us to set up Shola's Education Fund
- Top Trump Targets UK who encouraged their social media followers to donate to us
- All those who have donated to us for Christmas, birthdays and International Women's Day

#### Where our money goes:



While Women for Refugee Women is not, and does not aim to be, a grant-making charity, we award some small grants for specific and limited purposes, including collaborations with regional groups supporting refugee and asylum-seeking women in their area, and small educational and/or hardship payments to individual beneficiaries in our London networks and in immigration detention.

#### 5. Structure, governance and management

Women for Refugee Women is governed by a board of trustees which has the power to appoint new trustees to ensure that all relevant skills and experience are represented. The board takes on responsibility of appointing and re-appointing trustees in accordance with the governing document.

During this year WRW said farewell to our chair, Liz Page, who had been with us for five years as chair and previously as trustee. Following an open recruitment process, the board appointed Rachel Krys as the new chair. Alongside Rachel, we also brought in a new treasurer, Jane Christopherson, and three further new trustees: Muma Simka, Francesca Klug and (more recently) Loraine Mponela.

In this financial year, Women for Refugee Women employed 9 staff members, totalling 6.4 full time equivalents. The trustees would like to express our thanks to the very committed and highly skilled staff team in what has been another demanding year, particularly given the challenges that women face in the UK asylum process and the increase in women seeking support from Women for Refugee Women.

All major decisions regarding strategy, policies and finance are taken by the board of trustees together with the Director. Meetings of the board are convened at least quarterly to deal with strategic issues and review operational activity. The work of the board is supported by a finance and human resources committee, which also meets quarterly, and a risk and opportunities committee.

# 6. Risks and opportunities

The risk and opportunities committee has considered major risks and opportunities and has identified three major risks facing the charity currently. All of these have been affected by the COVID-19 pandemic.

#### Strategic drift:

During emergency situations, it is necessary for the charity to move more resources into hardship support. However, it is vital that WRW continues to work on all its charitable objectives, including public education and promoting equality, and works towards the strategic plan in order to achieve all its aims.

#### **Staff wellbeing and burnout:**

Because of the nature of the work undertaken by the charity, we are aware that there is a high risk of vicarious trauma. The lockdown has moved WRW to remote working, which has also increased challenges for many staff. It is essential that management and trustees remain aware of this risk and continue to invest resources in counselling and support, as well as ensuring that staff are supported in their work.

#### **Data protection:**

All charities must ensure that they have careful regard to data protection legal requirements and best practice. WRW has worked hard to try to ensure that all policies and procedures are aligned to produce an environment in which all personal data is well managed and protected. Remote working has obviously produced some extra challenges in this area and the Risk Committee and relevant staff keep this area under continual review.

Women for Refugee Women also sees key current opportunities as follows:

### **Advocacy opportunities:**

Despite the challenges of the pandemic, it is clear that the emergency situation has also brought many individuals and organisations together in the hope of supporting one another and also building a fairer world. It is vital that WRW builds on these networks and partnerships to advance positive change for those it represents.

#### **Support network:**

Over this period, WRW has become more connected to our supporters through social media and events, and more of our income now comes from individual donors. This presents an opportunity for ongoing income streams and stronger networks.

### Refugee women's energy:

Despite all the challenges that they face, refugee and asylum seeking women in our network are often very resilient and are moving forward both personally and in their advocacy. We are privileged to work with so many brave and talented women on their journeys to safety.

#### 6. Reference and administrative details

Status Women for Refugee Women is a charitable incorporated organisation

constituted on 26 January 2016 and merged with its predecessor charitable trust on 4 May 2018, following a transfer of assets on

31 March 2016.

Charity number 1165320

(registered with the Charity Commission for England and Wales)

Registered office Tindlemanor

52-54 Featherstone Street

London EC1Y 8RT

**Trustees** Aishat Idris – treasurer (resigned 31/12/2019)

Christine Acaye (resigned 11/07/2019)

**Christine Taylor** 

Elen Griffiths (resigned 04/12/2019)

Francesca Klug (appointed 10/03/2020)

Ghadah AL-Nasseri (resigned 04/12/2019)

Jade Amoli-Jackson

Jane Christopherson – treasurer (appointed 10/03/2020)

Jean-Ann Ndow (resigned 28/11/2019)

Liz Page – chair (resigned as chair 04/12/2019 and as trustee 25/01/2020)

Loraine Mponela (appointed 02/06/2020)

Maria Margaronis

Muma Sinkala (appointed 10/03/2020)

Rachael Takens-Milne

Rachel Robinson

Rachel Krys [registered as Rachel Stern] – chair (appointed 04/12/2019)

Sabeela Malik

Senior management personnel Natasha Walter – director

Marchu Girma – deputy director (resigned 30/09/2020)

Bankers The Co-operative Bank, Cambridge & Counties Bank, Virgin Money

**Investment Managers** CCLA

# 7. Statement of Trustees' responsibilities

Charity law requires the trustees to prepare financial statements for each financial year which show a true and fair view of the state of affairs of the charity and its financial activities for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP,
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements,

and

Date:

Prepare the financial statements on the going concern basis unless it is inappropriate to
presume that the charity will continue in operational existence.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

Rachel Krys (Stern) Chair of Trustees	

# 8. Financial statements and independent examiner's report for the year ended 31 March 2020

#### Independent examiner's report to the Trustees of Women for Refugee Women

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 31 March 2020.

#### Responsibilities and basis of report

As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Association of Accounting Technicians.

#### Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1. accounting records were not kept as required by section 130 of the Act; or
- 2. the accounts do not accord with those records.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Frank James McDowell FMAAT

FJM Accountancy Limited 23 Shackleton Court 2 Maritime Quay London E14 3QF

Date:

# WOMEN FOR REFUGEE WOMEN STATEMENT OF FINANCIAL ACTIVITIES

# for the year ended 31 March 2020

					2020				2019
		Endowment	Restricted	Unrestricted	Total	Endowment	Restricted	Unrestricted	Total
	Notes	£	£	£	£	£	£	£	£
Income from:									
Grants and	2		245.000	457.247	472 242		274 050	245 262	406 442
donations	3	-	315,966	157,347	473,313	-	271,050	215,363	486,413
Legacies		-	4 220	500	500	-	-	2,400,183	
Charitable activities		-	1,320	1,005	2,325	-	536	2,644	3,180
Other trading activities		-		979	979	-	-	710	710
Investments		10,798	-	8,235	19,033	-	-	3,065	3,065
Other		-	-	189	189	-	-	-	-
Total income		10,798	317,286	168,255	496,339	-	271,586	2,621,965	2,893,551
Expenditure on:									_
Raising funds		_	_	9,823	9,823	_		7,162	7,162
Charitable activities	4,5	_	347,212	244,970	592,182	_	235,410	98,632	334,042
	.,0		0 17,222	,. , .	35_,_5_		200, .20	50,002	00 .,0 .=
Total expenditure		-	347,212	254,793	602,005	-	235,410	105,794	341,204
Net losses on									
investments	11	(80,776)	-	-	(80,776)		-	-	
Net (expenditure)/									
income for the year	7	(69,978)	(29,926)	(86,538)	(186,442)	-	36,176	2,516,171	2,552,347
Transfer between funds		(75,000)	-	75,000	-	2,500,000	-	(2,500,000)	-
Net movement in funds		(144,978)	(29,926)	(11,538)	(186,442)	2,500,000	36,176	16,171	2,552,347
Reconciliation of fu	nds:								
Total funds brought forward	17	2,500,000	51,618	264,234	2,815,852	-	15,442	248,063	263,505
Total funds carried forward	·	2,355,022	21,692	252,696	2,629,410	2,500,000	51,618	264,234	2,815,852

The statement of financial activities includes all gains or losses for the year. All income and expenditure derives from continuing activities.

# WOMEN FOR REFUGEE WOMEN BALANCE SHEET

as at 31 March 2020

	Notes		2020	á	2019 as restated
			£		£
Fixed assets					
Tangible assets	11		-		-
Investments	12		1,852,871		4,200
		-	1,852,871		4,200
Current assets					
Debtors	13	73,334		44,739	
Investments	14	619,628		261,272	
Cash at bank and in hand		144,829		2,524,272	
	_	837,791		2,830,283	
					•
Creditors: amounts falling					
due within one year	15 _	61,252		18,631	<del>.</del>
Net current assets		-	776,539		2,811,652
Total assets less					
current liabilities	16	_	2,629,410		2,815,852
		•			
The funds of the charity:	17				
Endowment funds - expendable			2,355,022		2,500,000
Restricted income funds			21,692		51,618
Unrestricted funds			252,696		264,234
Total funds		-	2,629,410		2,815,852

The financial statements were approved by the trustees on 22 September 2020 and signed on their behalf by:

Jane Christopherson Treasurer

	2020	2019
	£	as restated £
Cash flows from operating activities:	-	-
Net cash provided by (used in) operating activities	(469,029)	2,346,831
Cash flows from investing activities:		
Interest from short-term investments	14,586	3,065
Acquisition of fixed asset investments	(2,000,000)	(4,200)
Withdrawal from fixed asset investments	75,000	-
Net cash provided by (used in) investing activities	(1,910,414)	(1,135)
Change in cash and cash equivalents in the reporting period	(2,379,443)	2,345,696
Cash and cash equivalents at the beginning of the reporting period	2,524,272	178,576
Cash and cash equivalents at the end of the reporting period	144,829	2,524,272
Reconciliation of net movement in funds to net cash flow from	n operating act	ivities
Net movement in funds for the reporting period (as per the statement of financial activities)	(186,442)	2,552,347
Adjustments for:		
Interest received	(19,033)	(3,065)
(Gains)/losses on investments	80,776	-
(Increase)/decrease in debtors	(28,595)	(34,341)
Increase/(decrease) in creditors	42,621	9,162
Net cash provided by (used in) operating activities	(469,029)	2,346,831
Analysis of cash and cash equivalents		
Cash at bank and in hand	144,829	2,524,272
Total cash and cash equivalents	144,829	2,524,272

# Notes to the Accounts For the year ended 31 March 2020

#### 1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

#### Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

### Funds structure and accounting

Restricted grants and donations are available for the charity's use only in accordance with the terms under which, and for the purposes which, the funds were donated to the charity.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Endowment funds are resources received by the charity that represent capital. A feature of endowment funds is that charity law requires the trustees to invest it or to retain and use it for the charity's purposes. These funds are sub analysed between permanent endowment, where the trustees have no power to convert it into income and apply it, and to expendable endowment where the trustees do have this power.

#### Income recognition

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Grants and donations are included in full in the statement of financial activities when receivable.

Investment income is included when receivable.

# Notes to the Accounts For the year ended 31 March 2020

# 1. Accounting policies (continued) Income recognition (continued)

Legacies are accounted for as incoming resources either upon receipt or where the receipt of the legacy is probable. Receipt is probable when:

- confirmation has been received from the representatives of the estate(s) that probate has been granted
- the executors have established that there are sufficient assets in the estate to pay the legacy and
- all conditions attached to the legacy have been fulfilled or are within the charity's control.

If there is uncertainty as to the amount of the legacy and it cannot be reliably estimated then the legacy is shown as a contingent asset until all of the conditions for income recognition are met.

#### Donated services and facilities

In accordance with the Charities SORP (FRS 102), the general volunteer time of the charity is not recognised. The trustees' annual report provides more information about the contribution of volunteers.

Donated professional services and donated facilities are recognised as income, at the value to WRW (which would be no more than market rate); and a corresponding amount is then recognised as expenditure in the period of receipt.

# **Expenditure recognition**

Expenditure is recognised on an accrual basis as a liability is incurred. Where expenditure includes VAT which can only be partially recovered, the irrecoverable VAT is reported as part of the expenditure to which it relates.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the charity.

Costs of generating funds comprise the costs associated with attracting voluntary income and fundraising trading costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

# Notes to the Accounts For the year ended 31 March 2020

#### 1. Accounting policies (continued)

#### **Expenditure recognition (continued)**

Governance costs comprise those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit or independent examination fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor area or estimated usage, as set out in Notes 4 and 5.

#### **Fixed asset investments**

Unit trust funds are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation throughout the year. Deposit cash held as part of the fixed asset investment portfolio are included in fixed asset investments.

Artworks are revalued at least every five years and resulting gains or losses recognised as investment returns.

### Tangible fixed assets and deprecation

Assets with a cost of less than £1,000 are expensed. Fixed assets are stated at cost less accumulated depreciation. Depreciation is calculated so as to write down to estimated residual value the cost of all other tangible fixed assets over their estimated useful lives as follows:

Office and IT equipment 25% per annum on cost

#### Leasing

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

#### **Pensions**

The charity operates a defined contribution pension scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with the rules of the schemes.

# Notes to the Accounts For the year ended 31 March 2020

# 2. Prior year adjustments

An artwork held as an investment of £4,200 has been re-classified from tangible fixed assets to fixed asset investments.

Cash held in a deposit account with a withdrawal notice period in excess of three months of £261,272 has been re-classified from cash at bank to current asset investments.

Freelance costs within charitable expenditure have been presented as part of the relevant activities.

None of the above has any impact on the net income for the year ended 31 March 2019.

#### 3. Grants and donations

			2020	2019
	Restricted	Unrestricted	Total	Total
	£	£	£	£
Anonymous grants	-	-	-	5,000
Barrow Cadbury Trust	16,000	-	16,000	8,000
Ben & Jerry Fund of Tides Foundation	-	-	-	15,000
CAF American Donor Fund	-	-	-	21,772
City Bridge Trust	30,000	-	30,000	30,000
Comic Relief	173,000	-	173,000	25,000
The Coutts Foundation	-	-	-	30,000
The D G Charitable Settlement	-	10,000	10,000	-
Esmée Fairbairn Foundation	-	-	-	40,000
Help Refugees (The Gift Fund)	-	-	-	10,000
Joseph Rowntree Charitable Trust	-	40,000	40,000	32,500
Loveday Charitable Trust	-	3,500	3,500	3,750
NoVo Foundation	-	-	-	2,500
Oak Foundation	-	7,800	7,800	7,000
Paul Hamlyn Foundation	50,000	-	50,000	50,000
Portrack Charitable Trust	-	5,000	5,000	5,000
Ptarmigan Trust	-	3,000	3,000	2,000
Rosa Justice and Equality Fund	13,740	-	13,740	17,000
Silicon Valley Community Foundation	-	-	-	19,001
Tolkien Trust	-	-	-	30,000
Trust for London	30,000	-	30,000	34,125
Donations – WAST London	3,226	-	3,226	2,479
Donated art works	-	-	=	4,200
Donated services - pro bono legal advice	-	-	=	375
Other grants and donations		88,047	88,047	91,711
	315,966	157,347	473,313	486,413

# Notes to the Accounts For the year ended 31 March 2020

# 4. Analysis of expenditure on charitable activities

	Notes	Empowerment/ supporting refugee women through m direct activity	Empowerment/ supporting refugee women through Brant-making	Communications B. and media work	Policy and n. research	Total 2020 £	Total 2019 as restated £
Salary costs	6	59,384	3,811	50,584	78,140	191,919	130,339
Staff and volunteer expenses recruitment and training cost Publicity and		6,117	-	290	794	7,201	5,047
campaign materials		448	-	639	463	1,550	1,067
Public events		13,521	-	-	-	13,521	-
Research		-	_	-	14,612	14,612	5,808
Monitoring and evaluation		140	-	-	-	140	112
Empowerment and advocacy	,	10,187	-	-	-	10,187	13,845
Regional empowerment and outreach	6	2,772	101,100	-	-	103,872	25,282
Performing arts project		15,148	-	-	-	15,148	9,743
Women Asylum Seekers Together (WAST) London	6	64,408	14,573	-	-	78,981	61,192
Casework/advocacy support		21,986	-	-	-	21,986	9,949
Women at the Borders		-	-	-	-	-	966
IT and telecoms		1,753	-	1,726	285	3,764	4,377
Postage, stationery and printing/copying		411	-	42	15	468	2,955
Other expenses		399	-	-	790	1,189	617
Support costs	5,6	67,902	5,384	12,351	22,045	107,682	40,972
Governance costs	5 -	13,586	-	2,289	4,087	19,962	21,771
	_	278,162	124,868	67,921	121,231	592,182	334,042

Expenditure on charitable activities was £592,182 (2019: 334,042) of which £244,970 (2019: £98,632) was unrestricted and £347,212 (2019: £235,410) was restricted.

# Notes to the Accounts For the year ended 31 March 2020

# 5. Analysis of governance and support costs

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the three key charitable activities undertaken (Note 3) in the year.

The table below shows the basis for apportionment and the analysis of support and governance costs.

					Total
		General G	Governance	Total	2019
		support	function	2020	as
	Allocation				restated
		£	£	£	£
Salaries and related costs	Time basis	62,009	14,291	76,300	37,793
Premises expenses	Support	23,699	-	23,699	9,225
Website, IT and telecoms	Support	15,862	-	15,862	831
Office costs	Support	5,170	48	5,218	1
Insurance	Support	624	-	624	556
External accountancy and audit	Governance	=	1,800	1,800	4,200
Legal and professional fees	Activity	288	2,500	2,788	8,663
Trustee meetings and training	Governance	-	1,323	1,323	1,415
Bank charges	Support	30	-	30	59
	<u> </u>	107,682	19,962	127,644	62,743

# 6. Analysis of grant-making activity

	2020	2019
	£	£
Refugee Women Connect (grant-share disbursements)	73,100	-
Total grants to Refugee Women Connect	73,100	-
Women Asylum Seekers Together Manchester (grant-share disbursements) Women Asylum Seekers Together Manchester (for hardship support)	25,000 3,000	25,000
Total grants to Women Asylum Seekers Together Manchester	28,000	25,000

# Notes to the Accounts For the year ended 31 March 2020

6.	Analysis of grant-making activity (continued)		
	Shola's Education Fund	1,424	-
	Women Asylum Seekers Together London - members comms & tech support	12	-
	Women Asylum Seekers Together London - members hardship support	13,060	10,226
	Hardship support and phone credit for women in immigration detention	77	366
	Total grants to individual beneficiaries	14,573	10,592
	Support costs relating to grant-making activity	9,195	3,207
		124,868	38,799
7.	Net (expenditure)/ income for the year		
		2020	2019
	This is stated after charging:	£	£
	Independent examiner's fees	1,800	-
	Audit fees		4,200
8.	Staff costs and numbers		
		2020	2019
	Staff costs were as follows:	£	£
	Wages and salaries	240,394	154,918
	Social security costs (net of Employment Allowance)	20,127	11,241
	Pension costs	10,997	7,651
		271,518	173,810

The charity considers its key management personnel to comprise the trustees and the Director. The total employment benefits of the key management personnel were £52,049 (2019: £50,040). No employee received emoluments of more than £60,000 in either year.

# Notes to the Accounts For the year ended 31 March 2020

#### 8. Staff costs and numbers (continued)

The average weekly number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2020	2019
	No.	No.
Director	0.8	0.8
Programme and support staff	5.6	3.7
	6.4	4.5

### 9. Related party transactions and trustees' expenses and remuneration

The trustees all give their time and expertise freely without any form of remuneration or other benefit in cash or kind. Travel and childcare expenses totalling £380 (2019: £369) were reimbursed to 1 trustee (2019: 3 trustees) during the year.

The charity paid for governance training for one trustee of £282.

Trustees made donations to the charity during the year totalling £1,600 (2019: £840). A relative of one Trustee made a donation of £200 (2019: £200).

#### 10. Taxation

As a registered charity, Women for Refugee Women is exempt from tax on income and gains falling within Part 11 of the Corporation Tax Act 2010 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity is registered for Gift Aid with HM Revenue & Customs under reference number EW63719.

### 11. Tangible fixed assets

	IT equipment
	£
Cost	
At 1 April 2019	305
Disposals	(305)
At 31 March 2020	-

# Notes to the Accounts For the year ended 31 March 2020

11.	<b>Tangible</b>	fixed	assets	(continued)	
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Depreciation	
At 1 April 2019	305
Eliminated on disposal	(305)
At 31 March 2020	
Net book value	
At 31 March 2020	-
At 31 March 2019	<u>-</u> _

There were no capital commitments at 31 March 2020.

# 12. Fixed asset investments

	<b>Unit Trust funds</b>	Deposit funds	Artwork	Total
	£	£	£	£
At 1 April 2019 (as restated)	-	-	4,200	4,200
Invested	-	2,000,000	-	2,000,000
Transfers	1,000,000	(1,000,000)	-	-
Interest income	-	4,447	-	4,447
Withdrawals	-	(75,000)	-	(75,000)
Unrealised revaluation losses	(80,776)	-	-	(80,776)
Valuation at 24 March 2020	010 224	020 447	4 200	4 052 074
Valuation at 31 March 2020	919,224	929,447	4,200	1,852,871

# 13. Debtors

	2020	2019
	£	£
Grants and donations receivable	63,936	42,739
Gift Aid recoveries due	8,383	1,998
Other debtors	1,015	2
	73,334	44,739

# Notes to the Accounts For the year ended 31 March 2020

14.	Current asset investmen	ts			
				2020	2019
					as restated
				£	£
	Notice bank deposit acco	unt		619,628	261,272
15.	Creditors: amounts falling	ng due within or	ne year		
				2020	2019
				£	£
	Grants payable			36,550	-
	Social security and other	taxation		-	4,629
	Accrued expenses			14,702	12,559
	Deferred income			10,000	-
	Other creditors			-	1,443
				61,252	18,631
16.	Analysis of net assets be	tween funds			
		Endowment	Restricted	Unrestricted	Total
		funds	funds £	funds £	funds £
	Current year		Ľ	Ľ	r
	Fixed asset investments	1,848,671	_	4,200	1,852,871
	Net current assets	506,351	21,692	248,496	776,539
	Tree carrent assets	2,355,022	21,692	252,696	2,629,410
		2,333,022	21,032	232,030	2,023,410
	Prior year (as restated)				
	Fixed asset investments	-	-	4,200	-
	Net current assets	2,500,000	51,618	260,034	2,815,852
		2,500,000	51,618	264,234	2,815,852

# Notes to the Accounts For the year ended 31 March 2020

# 17. Movement in funds

	At 1 April 2019	Incoming resources	Outgoing resources	Unrealised Iosses	Transfer between funds	At 31 March 2020
Current year	£	£	£	£	£	£
Endowment funds - expendable	2,500,000	10,798	-	(80,776)	(75,000)	2,355,022
Restricted funds:						
Anonymous grants	3,958	-	(3,958)	-	-	-
Barrow Cadbury Trust	-	16,000	(16,000)	-	-	-
Ben & Jerry Fund of Tides Foundation	6,826	-	(6,826)	-	-	-
City Bridge Trust	8,785	30,000	(38,359)	-	-	426
Comic Relief - Empowerment	12,340	50,000	(59,340)	<u>-</u>	-	3,000
Comic Relief – Power Up		123,000	(113,300)	-	-	9,700
Paul Hamlyn Foundation	-	50,000	(50,000)	-	-	-
Rosa Justice and Equality Fund Programme 2	10,050	-	(10,050)	-	-	-
Rosa Justice and Equality Fund Programme 3	-	13,740	(6,250)	-	-	7,490
Tolkien Trust	9,659	-	(9,659)	-	-	-
Trust for London	-	30,000	(30,000)	-	-	-
Rainbow Sisters		1,000	-	-	-	1,000
WAST London	-	3,226	(3,150)	-	-	76
Other grants, donations and income	-	320	(320)	-	-	-
Total restricted funds	51,618	317,286	(347,212)			21,692
Unrestricted funds	264,234	168,255	(254,793)	-	75,000	252,696
Total funds	2,815,852	496,339	(602,005)	(80,776)	- -	2,629,410

# Notes to the Accounts For the year ended 31 March 2020

# 17. Movement in funds (continued)

	At 1 April 2018	Incoming resources	Outgoing resources	Transfer between funds	At 31 March 2019
Prior year	£	£	£		£
Endowment funds - expendable		_	-	2,500,000	2,500,000
Restricted funds:					
Anonymous grants	2,630	5,000	(3,672)	-	3,958
Barrow Cadbury Trust	8,000	8,000	(16,000)	-	-
Ben & Jerry Fund of Tides Foundation	4,812	15,000	(12,986)	-	6,826
City Bridge Trust	-	30,000	(21,215)	-	8,785
Comic Relief	-	25,000	(12,660)	-	12,340
Esmée Fairbairn Foundation	-	30,000	(30,000)	-	-
Joseph Rowntree Charitable Trust	-	22,500	(22,500)	-	-
Paul Hamlyn Foundation	-	50,300	(50,300)	-	-
Rosa Justice and Equality Fund Prg. 2	-	15,000	(4,950)	-	10,050
Rosa Justice and Equality Fund Prg. 3	-	2,000	(2,000)	-	-
Tolkien Trust	-	30,000	(20,341)	-	9,659
Trust for London	-	34,125	(34,125)	-	-
Women Asylum Seekers Together	-	2,479	(2,479)	-	-
Other grants, donations and income	-	2,182	(2,182)	-	-
Total restricted funds	15,442	271,586	(235,410)	-	51,618
Unrestricted funds	248,063	2,621,965	(105,794)	(2,500,000)	264,234
Total funds	263,505	2,893,551	(341,204)	<u>-</u>	2,815,852

# **Restricted funds:**

# **Anonymous grant**

This donor who prefers not to be named supported core costs associated with Women for Refugee Women's Empowerment work.

# Notes to the Accounts For the year ended 31 March 2020

#### 17. Movement in funds (continued)

#### Restricted funds (continued):

### **Barrow Cadbury Trust**

This grant supports Women for Refugee Women to sustain and further develop its empowering and influencing work, by contributing to staff costs, core costs, research costs and grassroots empowerment and campaigning.

# Tides Foundation, on the recommendation of the Ben & Jerry's Foundation Fund

This grant funded the regionalisation of Women for Refugee Women's work targeting the specific needs of female refugees and asylum seekers within the British asylum system.

#### **City Bridge Trust**

This grant supports our grassroots work in London, specifically English lessons and enrichment activities for refugee and asylum seeking women.

# **Comic Relief - Empowerment**

This grant supports our grassroots and influencing work, enabling refugee women to speak to diverse audiences about the issues facing women seeking asylum in the UK.

### **Comic Relief - Power Up**

This three-year grant in collaboration with Refugee Women Connect in Liverpool is for regional movement building and outreach activities, participatory research, developing advocacy skills and confidence to enable more refugee women to become activists and to offer peer support to other refugee women.

#### **Paul Hamlyn Foundation**

This three-year grant funds a collaboration between WRW and WAST Manchester, supporting each charity's empowerment and influencing work and joint activities including a participatory research project focusing on destitution experienced by asylum-seeking women in the UK.

### Rosa Justice and Equality Fund, Programme 2: Now's the Time

This grant supported Women for Refugee Women's performing arts activities.

# Rosa Justice and Equality Fund, Programme 3: Changing the Conversation

This grant funds Women for Refugee Women to participate in a Strategic Communications Network to end the culture of harassment, abuse and impunity associated with violence against women and girls.

# Notes to the Accounts For the year ended 31 March 2020

### 17. Movement in funds (continued)

#### Restricted funds (continued):

#### **Tolkien Trust**

This grant supported our grassroots work in London, including access to individual advice on issues such as benefits, housing and immigration.

### **Trust for London**

This three-year grant funds staffing and running costs needed to enable refugee women with experience of detention and destitution to speak out to new audiences.

Rainbow Sisters, Women Asylum Seekers Together (WAST) London and other income This income from donations and charitable activities was restricted to be used for specific WRW activities and projects.

#### **Unrestricted funds:**

General funds include income from grants, donations and other sources.

Movement in unrestricted grants of £10,000 or more during the year was as follows:

	At 1 April 2019	Incoming resources	Outgoing resources	At 31 March 2019
	£	£	£	£
CAF American Donor Fund	586	_	(586)	-
The Coutts Foundation	19,257	-	(19,257)	-
The D G Charitable Settlement	-	10,000	(10,000)	-
Help Refugees (The Gift Fund)	7,305	-	(7,305)	-
Joseph Rowntree Charitable Trust	-	40,000	(40,000)	-
Silicon Valley Community Foundation	12,869	-	(12,869)	-

# 18. Contingent asset

Women for Refugee Women is due a final payment towards its share of the residual estate from the major legacy received last year, currently estimated at just over £42,000. This is due to be received some time in the next financial year, subject to all beneficiaries of the legacy approving the final accounts. Since this process could lead to changes in the final amount to be received, the trustees consider that at this time, not all conditions relating to receipt of this legacy have been fulfilled nor are they fully within the charity's control.