

WOMANKIND WORLDWIDE
(A Company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020



EQUAL • RESPECTED • PROUD

Registered Company No: 02404121 (England and Wales)
Charity No: 328206

WOMANKIND WORLDWIDE

Contents	Page
Trustees' Report	
Reference and Administrative Information	2
A Message from the Chair	3
About Us	4
Our Achievements 2019 -20	6
Future Plans	14
Statement of Trustees' Responsibilities	20
Independent Audit Report	21
Statement of Financial Activities	24
Balance Sheet	25
Statement of Cash Flows	26
Notes to the Financial Statements	27

WOMANKIND WORLDWIDE

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2020

WOMANKIND WORLDWIDE

Company Registration 02404121 (England and Wales)

Charity Registration 328206

Ambassadors
Dr Kate Young
Paloma Faith
Zulekha Rahman
Agnes Ayekpa
Baroness Helena Kennedy QC

Trustees
Maggie Baxter CBE (Chair)
Jenny Jones (Honorary Treasurer) elected 19 September 2019
Noelia Serrano (Honorary Treasurer), Term ended 19 July 2019 retired
16 September 2020)
Laura Hucks (Vice Chair, Retired 16 September 2020)
Siobhan Allen
Roshana Arasaratnam (Co-Treasurer)
Sophie Efange (appointed 19 September 2019)
Annie Kelly (Retired 17 June 2020)
Lia Larson
Susana Leith Smith
Fenella Porter
Lubna Qu'nash
Juanita Rosenior
Twasiima Bigirwa (appointed 1 June 2020)
Francoise Moudouthe (appointed 1 June 2020)
Rebecca Wood (appointed 19 September 2019)

Chief Executive Caroline Haworth

Registered Office
Wenlock Studios
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London N1 7EU

Bankers
Lloyds TSB Bank plc
399 Oxford Street
London WC1 2BU
National Westminster Bank plc
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Auditors
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London EC2Y 5AU

A Message from the Chair

It has been an unpredictable year at Womankind Worldwide. It began with celebration of Womankind's 30th anniversary and looking forward to coming together with feminists worldwide to celebrate 25 years of the Beijing Platform for Action, the most progressive blueprint for advancing women's rights to date. But it culminated unexpectedly sadly in the cancellation of the UN Commission on the Status of Women in March and the emergence of dreadful global impacts of the subsequent Covid-19 crisis.

It was the fourth year of five 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. The strategy had built great momentum and attracted considerable support. We were looking forward to consolidating, evaluating implementation and capturing learning for the future. In fact, this was achieved despite the pandemic.

Under our strategy, we have sought to support our partners to achieve transformative change. This means that projects need to impact at multiple levels. For example, Ethiopian Women with Disability National Association's (EWDNA) project on women with disabilities has changed knowledge, attitudes *and* practices to enhance women with disabilities' economic rights and access to services. It has achieved change at government level, with the Addis Ababa Health Bureau asking EWDNA to deliver disability awareness raising training; within the women's movement, where EWDNA's expertise is now being sought to assist organisations to become more disability-inclusive; and at the community level, where participation of women with disabilities is more welcome.

A key tenet of our approach is equality and inclusion. I am pleased to report that, this year, more than 60% of our projects included a focus on our 'Pillar 4': to raise, understand and incorporate intersectional approaches. For example, our support for the annual Uganda Feminist Forum in August 2019, through the WAVE project, resourced the costs of including different groups of women, including those who are not Kampala based and those with disabilities. For the first time, the forum consciously and openly made space for LBTQI women, including inviting our partner Freedom and Roam Uganda (FARUG) to convene a panel on sexual orientation, gender identity and expression. *"it was history made – first time ever that a LBT org was convening anything at the UFF... we are going to come out of this space having educated people, rather than fought with them"*.

This year our Honorary Treasurer, Noelia Serrano, came to the end of her second term in July and handed the mantle to Jenny Jones and Roshanna Arasaratnam, elected to office as Co-Treasurers in September. Thanks to Noelia for her many years of excellent service to Womankind, and for agreeing to stay on a further year, as trustee. We also welcomed new trustees from the policy, advocacy and programmes domains, Sophie Efange and Rebecca Wood, and recruited two new trustees based in the Global South to join us in the forthcoming year: Françoise Kpeglo Moudouthe and Twasiima P. Bigirwa. In addition, we strengthened our executive leadership with the appointment of permanent Director Finance & Resources, Paula Harris.

Thanks to the hard work and judgement of staff and trustees, Womankind is resilient and in good shape to face the unpredictability and undoubted challenges to be brought by the Covid-19 crisis and impending economic recession. We will work more flexibly and adapt our support to meet the needs expressed by our partners, as their environments change, and we learn together how to sustain our movements and advance women's rights in our new contexts. The generosity of Lorraine Hendy's legacy gift last year is already ensuring that we can rapidly share core, flexible resources with our partners at a time of great need. In the forthcoming year, we will continue to support ground-breaking women's rights projects and tireless policy, advocacy and communications work. Further, we will undertake an external evaluation of our current strategy and invest in developing our strategy and our organisation to meet the needs of the future. At the core will be our anti-racism ethos and commitments, inspired this Summer by Black Lives Matter campaigns across the globe, including in our focus countries.

As always, my thanks are due to the amazing staff, partners, ambassadors, trustees and other volunteers that we have the privilege to work with. Thanks, are also due to our amazing, loyal supporters, whose generosity is extraordinary and ensures that Womankind can continue its 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 and international development organisation working to collaborate as part of the women's movement in transformational change in the lives of women in Africa, Asia and worldwide.

Since our launch 30 years ago on International Women's Day 1989, Womankind Worldwide has reached over 31 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:** 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. This year Womankind was **in partnership with 45 diverse organisations**. We funded **27 projects**, which is a significant increase on the 18 projects we managed in 2018/19. Our work with partners contributed to policy and advocacy progress and supported **15,180 individuals directly** and **over one million individuals indirectly**. We provided funding and support to the following partners:

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 2019 - 20

In 2019/20 a significant focus of our work has been on designing and delivering projects with more than one partner: this is the **collaboration aspect of movement strengthening**. For example, the Women's Advocacy for Voice and Empowerment (WAVE) project involves six collaborating women's rights organisations in opening up space to give women with disabilities public recognition of their rights and agency in Uganda, and Participation and Voice for Excluded Women (PAVE) involves three collaborating partners in Nepal. We also pursue collaborative approaches in our policy and advocacy work, for example building strong alliances with the Global Alliance for Tax Justice, the Women's Rights Caucus, and the Financing for Development Civil Society Organisations Group, in order to influence the United Nations and member states on international gender and women's rights standards.

A second significant theme has been **testing new ways of working to strengthen movements**. For example, this year we supported Women's Coalition of Zimbabwe (WCoZ) to strengthen the women's movement's use of information and communications technology; a critical infrastructure for strong, resilient movements. For a young feminists convening in Kenya, we responded to the knowledge that women's rights organising often happens with unregistered groups and individual activists. The project was therefore designed and run by ten young women who came together as individual activists, as opposed to an organisation, and a partner was contracted to provide them with management support. We supported three Zimbabwean women's rights organisations to undertake a Peer-to-Peer Mentoring project, conducting feminist organisational capacity assessments and identifying priorities, from feminist leadership to assessing how the Covid19 emergency is affecting women.

A third significant development in 2019/20 was an **increased focus on documentation**. We began publishing **learning papers** to bring our strategy to life and to highlight partners and their work. These included [Invisible Realities: Understanding the Lived Experiences of Women with Disabilities in Rural Nepal](#), 2019 and [Making Visible: The Lived Realities of LBTQI+ across Nepal, Uganda and Zimbabwe](#), 2019. We **co-created toolkits** for movements and alliance building, such as [16 Days of Activism Against Gender Based Violence Communication Guides](#), 2019 and [Plan Your Power: A Toolkit for Women's Rights Advocacy Planning](#), 2020, developed with International Women's Development Agency (IWDA) in Australia. We also used publications to contribute to knowledge and influence the narrative on women's rights and feminist demands, for example [Debt and gender equality: How debt-servicing conditions harm women in Africa](#), 2019, published with Bretton Woods Project.

Throughout the year Womankind continued to collaborate on 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 examples of our projects' achievements in 2019-20 under each of our three aims, and each of our seven women's movement strengthening pillars:

Aim 1: achieve an end to all forms of violence against women and girls

Project Example: Women in Politics Support Unit (WiPSU) secured commitments from three political parties and the electoral commissions to combat violence against women in politics in Zimbabwe. WiPSU's goal was to strengthen the protection of women in politics against sexual violence and reduce their vulnerability to sexual harassment. WiPSU conducted a rapid assessment as part of a wider piece of research on Internal Party Violence and Sexual Harassment. They then engaged politicians and political parties through meetings, focus group discussions and key informant interviews, using research on Inter-Party Violence and sexual harassment. At the same time, WiPSU successfully engaged the independent Zimbabwe Electoral Commission, Zimbabwe Gender Commission, and National Peace and Reconciliation Commission who were strategic in fighting sexual harassment, sexual exploitation and sexual abuse whilst maintaining their independence. The result was that all three political parties managed to outline their plans to curb sexual violence and asked WiPSU to play a role.

Aim 2: achieve equal influence in decision making and ability to exercise political power

Project Example: Young women were supported by Loom to take up leadership roles in organisations that previously did not engage with youth as leaders in Nepal. Loom's role as a facilitator of spaces for intergenerational representatives of Community Based Organisations to meet and share experiences enabled them to open discussions with existing leaders about the skills that younger women can bring to their organisations. In turn, younger women in Loom's network were keen to gain insight from established participants in the women's movement. Silos in the women's movement in Nepal by age and caste divide was identified by Loom as a barrier to an inclusive women's movement. Through their workshops, there was a breakthrough in recognition from established leaders that they needed to introduce younger women to leadership roles if the movement and their organisations were to continue and prosper. Consequently, young women age 19-25 have now been involved in strategic meetings of these CBOs, and in some cases have taken up board positions with a long-term view of being capable to take over the leadership of a CBO in future.

Aim 3: secure women's economic rights and control over resources

Project example: The POWER project's legal aid has supported rural women to reclaim their land rights in Uganda. Through pioneering mobile legal aid clinics in Hoima District of Uganda, 37 people were given professional legal advice on their land rights. During just 3-4 weeks, 17 cases were registered including a class action lodged by 20 women. One community mediation has resulted in a woman successfully returning to her land/homestead, and she has been able to reclaim her life. This is significant for women who were unaware of their legal rights and unable to access legal advice. The legal clinic has also resulted in a series of partnerships with other legal aid providers in the region, which the National Association of Professional Environmentalists (NAPE) and National Association for Women's Action in Development (NAWAD) plan to cultivate so that more women can seek justice in their land rights.

Movement Strengthening:

All Womankind's partnership work is designed to contribute to aspects of strengthening women's movements, as a principal strategy for achieving women's rights. Our theory of change identifies seven movement-strengthening pillars:

Pillar 1: Women activists are supported and encouraged to understand the political importance of self-care and well being

Loom empowered women to write their own personal and political narratives in Nepal. The process of writing their own narratives helped some of the women to gain closure from past trauma in their lives, and to recognise their own strength, significance and skills sets. Loom pioneered this process by using training about women's leadership and safe spaces to build 'women's narrative workshops' and used their connections within the movement to bring in feminist academics and local writers to mentor women participants.

Pillar 2: Opportunities are provided to movement actors to connect with each other in safe spaces

Freedom and Roam Uganda (FARUG) connected LBTQI actors and powerfully documented their lived realities in Uganda. FARUG created safe spaces for LBTQI actors and mobilised activists across the country to connect and build alliances. FARUG convened the first ever Uganda Lesbian Forum, the first LBQ Directors Forum, and is planning an upcoming training-of-trainers on LBTQI movement building. Through an online campaign using activists' documentation of their everyday realities, FARUG supported conversations about the violence faced by LBTQI women. More LBTQI women are now reaching out to FARUG through their Facebook page and seeking information and redress on the violence, stigma and discrimination they face. FARUG feels that this project has put them and the LBTQI community 'on the map'.

Pillar 3: Appropriate communications and information and communications technology support to facilitate action and network and alliance building

The National Association of Women's Organisations in Uganda (NAWOU) encouraged women to leverage technology to share information that is useful in community work. NAWOU trained grassroots women in collecting data and using that knowledge to engage with local duty bearers on key changes. Through one-on-one trainings on ICT, women are now able to use smart phones for documentation and quick communication and action

on key issues affecting women and girls. NAWOU has also shared information for other members to learn from and plans to build a management information system to document outcomes that will support the movement.

Pillar 4: Strategies to raise, understand and incorporate intersectional approaches are supported

Womankind built on an established collaboration with a diverse group young feminists in Kenya, working on women and faith (Islamic women living in the island of Lamu), women living in urban slums and informal workers, women with disabilities, and queer women. Womankind facilitated a meeting of eleven of their representatives with the UK's Parliamentary Undersecretary for International Development, Baroness Sugg, during the 25th anniversary meeting of the International Conference on Population and Development, in Nairobi. Some of the issues raised included violence against women (including femicide and state violence, especially against lesbians and queer women), limited access to public services including disability friendly transport, education, health services (including sexual and reproductive health services), and the exclusion of young women's voices in public and private decision-making spaces. Baroness Sugg was supportive and committed to voicing the issues raised.

Pillar 5: Support is provided for feminist documentation research as a key part of initiatives bringing WRO's together

Polycom are demonstrating the power of data to tackle neglected and dismissed issues in Kenya. Polycom has been advocating to the Government of Kenya to pass a Young Women's Sexual Harassment Bill for a number of years. The bill was dismissed in Parliament in 2018 because of a lack of evidence of the seriousness of the issue. In response to this dismissal, Polycom has reacted by building a database that documents cases of harassment so that the issue can no longer be ignored.

Pillar 6: Opportunities provided to women's movement actors to connect to wider platforms

Association for Women's Sanctuary and Development (AWSAD), Ethiopia, demonstrated leadership at the 2019 Global Shelter Conference in Taiwan. During the conference, AWSAD took on a leadership role in strengthening regional networks of women's shelters. During the African Regional Caucus event which focused on strengthening the Africa Network of Women Shelters, Maria Munir (AWSAD's Executive Director, and also Chair of the Ethiopian Network of Women's Shelters) was selected to co-steer the newly formed East African Network of Shelters, with a Kenyan counterpart. This will enable AWSAD to continue to share approaches and potentially opportunities for joint advocacy and fundraising with other experts in the region.

Pillar 7: Supporting sustainable funding for women's movements

Influencing policies and commitments on resourcing women's rights organisations and movements. We have engaged with donor countries and foundations to influence their commitments on resourcing Women's Rights Organisations and movements in a way that supports movements to effectively advance the women's rights agenda. We have called for provision of flexible, unrestricted and long-term funding directly to Women's Rights Organisations, especially in the global south, and for financing of movement strengthening. To achieve this we have engaged in strategic spaces such as the Women Deliver Conference, the UN General Assembly, and the Wilton Park Conference: *Building a Shared Agenda on Prevention of Violence Against Women and Girls* convened by the UK Department for International Development (DFID), (now the Foreign, Commonwealth and Development Office, FCDO). This brought together donor countries such as Canada, Netherlands, and Sweden, and foundations such as Ford Foundation, Wellspring Philanthropic Fund and Africa Development Fund, with universities and feminist organisations and INGOs, providing a great opportunity to promote the need to centre women's movements in initiatives aiming to prevent and address violence against women and girls. Womankind has also engaged DFID and UK MPs to advocate for a funding framework specifically for Women's Rights Organisations that takes into consideration their realities, vision and capacity.

Achievements against Objectives and KPIs 2019-20

This section sets out how Womankind performed against the KPIs and targets set for 2019-20, 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 are delivering on the VISION and AIMS in our Theory of Change, under 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: At least 40 partners and strategic allies utilise Womankind's support, knowledge, research and tools, including evidence about the benefits of investing in women's rights.</p> <p>Result: During the year we engaged with different stakeholders including global Civil Society allies and policy makers. We produced knowledge products and, together with our partners, participated in key policy spaces to influence the narrative and policy formation.</p> <ul style="list-style-type: none"> • We shared our learning with practitioners and created tools for activists by launching 4 publications. • We supported 15 women and girls to access key decision-making spaces and influence international policy. • We collaborated with global feminist organisations and movements to demand reform to international frameworks by submitting over 11 statements to world powers. <p>According to 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: At least 8 partners report greater use and greater reach of their communications including ICTs, social media and websites with Womankind's support.</p> <p>Result: 10 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 19 partners 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 the team has begun to take forward learning about and development of more robust practice in monitoring, evaluation and learning in relation to movement strengthening, led by our Director Programmes & Learning and Knowledge & Learning Advisor. In the coming year they will work with our Director Policy & Communications to strengthen measurement of our contributions to policy dialogue.</p>

Strategic Objective 2	Achievement
<p>Build solidarity and forge strategic alliances for change at the international level through</p>	<p>First target and KPI: 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 20 key stakeholders for Womankind input into policy development.</p>

<p>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>Result: Exceeded the target of demand from at least 20 key stakeholders for Womankind input into policy development, including DFID, UK House of Commons International Development Committee, UN Women Generation Equality Forum, African Union delegates engaged in the Beijing +25 review, international civil society (e.g. Civicus, Global Alliance on Tax Justice, Gender and Development Network).</p> <p>Second target and KPI: Overall 30% increase across social media to promote and provide platforms and voice for Womankind and partners to share feminist positions and messages which build solidarity.</p> <p>Result: 30% increase on baseline.</p>
<p>Learning and next steps</p>	<p>Despite the challenges brought on by the Covid-19 situation toward the end of the year, new ways were found to work collaboratively with partners and stakeholders on evidence building and policy influencing in relation to the Beijing +25 review, led by our Director Policy & Communications.</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: At least 60% of partners agree that the relationship with Womankind is underpinned by our stated Principles of Partnership.</p> <p>Result: 85% 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 15% partially agree, 0 partners disagree.</p> <p>Second target and KPI: At least 20 partners report that their relationship with Womankind helps them to leverage other funding and resources, and opportunities to engage in advocacy.</p> <p>Result: 36 (total)</p> <p>Leverage funding: 16 partners Engage in advocacy: 20 partners</p>
<p>Learning and next steps</p>	<p>Partnership development and management is extremely demanding in terms of time and other resources for Womankind and our partners alike, as we continue to invest in joint project design and to map and share partner policy priorities. In the next year we will design and test new, flexible financing instruments in order to support our partners to access funds as quickly and efficiently as possible, led by our Director Programmes & Learning.</p>

Strategic Objective 4	Achievement
<p>Build a strong, diverse, supportive internal culture at Womankind, employing a 'whole organisation approach' and enabling team members to embrace change,</p>	<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 survey deployed did not directly ask this question, but the following results from it indicate we continue to do better on this indicator:</p> <p>91% yes completely / yes partly: <i>is decision making inclusive?</i> 86% yes completely / yes partly: <i>are you being developed in your role?</i></p>

innovate and speak with a bold, confident feminist voice	<p>86% yes completely / yes partly: <i>do you feel supported to take risks?</i> 82% yes completely / yes partly: <i>do you feel we are living our values?</i></p> <p>Second target and KPI: A least 3 core cross organisation business processes piloted, adapted and institutionalised.</p> <p>Result: Turnover in the Finance & Resources Team continued to inhibit progress with the full suite of processes for project cycle management, however, a new Director Finance & Resources was appointed during the year since when notable progress has been made. There was ongoing improvement in cross-organisational processes for fundraising and marketing and communications.</p>
Learning and next steps	Under the leadership of a new Director Finance & Resources, positive strengthening is taking place with regard to operations; this will remain a priority next year. Next steps include reconsideration of premises and flexible working, further investment in the collective leadership of the senior management team and moving ahead with participatory new strategy development for 2021 and beyond.

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: 2019-20 year on year -53% decrease in total unrestricted income¹ (N.B. see footnote)</p> <p>Result: -49%</p> <p>Second target and KPI: 2019-20 ratio of restricted income to restricted costs in the funded project portfolio of at least 80%</p> <p>Result: 63%</p> <p>Third target and KPI: Year on year growth in total restricted income at least 100%</p> <p>Result: 58%</p>
Learning and next steps	Our approach to Movement Building is resonating with donors who are supporting new projects. However, delays in disbursement of secured new grants and payments in arrears meant that we saw an increase of 58% rather than the 100% we had anticipated, prompting us to plan differently for future years. As GDPR continues to impact on our ability to introduce new donors to the organisation and grow our unrestricted income, our focus is shifting more towards digital marketing which is showing promising results. The year ahead will inevitably be impacted by the effects of Covid-19, so we've adapted our plans, as best we can under the circumstances. We will focus on strengthening communications with our committed donors whilst using the learning from movement building initiatives to demonstrate the positive impacts of more flexible funding approaches.

¹There is reduction in unrestricted income predicted in 2019/20 compared to 2018/19 as a generous legacy of £2.1m was received in 2018/19 which will not be replicated in 2019/20.

Fundraising Performance

2019-20 was year two of our financing strategy 2018-23 and saw more of the larger donors supporting movement building initiatives. We used our 30th Anniversary year as a way to thank long-standing donors for standing by Womankind and our partners over the years, helping to build a renewed sense of commitment to our work. One of our highlights for the year was a new three-year grant secured from Comic Relief supporting movement building initiatives with women's rights organisations in Zimbabwe. This project provides an important learning opportunity with regard to measurement of the impact of movement building on the lives of women and an opportunity to share our findings. Other highlights include continued growth in our third International Women's Day Fundraising Gala event, raising £468,868, and a successful new digital marketing initiative which allowed us to make the most of the heightened interest in women's rights and bring new donors and supporters to join our movement. Our overall return on investment on our fundraising for the year was 2.6 and the large grants we were successful in securing will significantly increase the return on investment for future years. Further, later, in this 2020-21 year, we were successful in securing a large grant from the Government of the Netherlands to support partners to take forward participatory advocacy on women's rights at multiple levels in Kenya, Uganda and Ethiopia, over five years 2021-2026.

However, the funding landscape continues to be unpredictable with expected calls for grants and the disbursement of secured grants being delayed, making it harder for the women's rights sector to plan. As previously mentioned, GDPR regulations continue to reduce our ability to reach new individual donors through traditional methods, prompting us to focus on digital opportunities. In year three of our financing strategy, inevitably impacted by the effects of Covid-19, we have adapted our plans and will build on last year's learning and results to strengthen communications with our individual donors who provide vital flexible income. This allows us to support partners in these unprecedented times, whilst using the learning from recent and current movement building initiatives to show donors the impact of more flexible funding for women's movements.

Financial Review

The Charity achieved total unrestricted and restricted income of £3,106,472 (2019: £5,199,130). The reduction from 2019 to 2020 was due to a large legacy received in 2019.

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. Since the year end Womankind Worldwide was successful in securing a multiyear grant for the period 2021-2026 from the Government of the Netherlands.

79% of all income received in 2019-20 was unrestricted compared to 92% in 2018-19. This change was due to the legacy donation received in 2018.

Our expenditure for the year was £3,405,254, (2019: £2,853,518). Unrestricted expenditure for the year was £2,346,659 (2018/19: £2,353,287) while restricted expenditure was £1,058,595 (2019: £500,231).

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 £2,971,884 (2019: £3,270,666). Unrestricted funds amounted to £3,293,527 (2019: £3,199,446) and restricted funds amounted to (£321,643) (2019: £71,220).

The negative balance under restricted funds is due to grant commitments to partners for the year 2020/21 accrued in the current financial year. The charity has grant agreements from various funders in place to cover these payments to partners in the coming year and is therefore confident it will readily meet its commitments.

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 £650k 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.

At 31st March 2020, total funds were £2,971,884 (2019: £3,270,666) of which £ (321,643) (2019: £71,220) was restricted.

Free reserves represent unrestricted general funds, excluding restricted and designated funds. Our free reserves as at 31st March 2020 are therefore valued at £700,465 (2019: £999,243), which is within the limits of 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 £2million 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.

At 31st March 2020 the total funds were £2,593,062 (2019: £2,200,203).

During 2020 approximately £900k of this designated reserve was granted to 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.

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

The year to 31 March 2021 has brought evaluation and distillation of what we have learnt under our Movement Strengthening strategy, as we reach the conclusion of the strategic period and feed our learning into the participatory development of our next strategy, for 2021-22 and beyond. There has been some delay in the development of the new strategy, as a result of the Covid-19 situation, however plans were successfully adapted, and this is now on track to be completed in June 2021. 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 flexible working.

2021 will be an important year for feminism and women's rights globally, as we pick up celebrations and analysis of progress 25 years after the Fourth World Conference on Women's Beijing Declaration and Platform for Action, deferred in 2020 due to the Covid-19 crisis. Further, the crisis and the depleted economic conditions that are resulting, have served to reveal deep structural intersectional inequalities and make them more visible than ever. Our policy and communications teams will continue to work with our partners in our focus countries and at the regional and global levels to shine a light on the evidence and build momentum within women's movements, civil society, governments and the public around these key opportunities to mobilise for change.

In the year 2020-2021 Womankind Worldwide was successful in securing a multiyear grant for the period 2021-2026 from the Government of the Netherlands.

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 national movement strengthening and build the case for investing in women's rights and women's movements.

The focus of the year 2020 - 21:

- Adaptation and resilience at Womankind and throughout our partnership network, in the light of the Covid-19 situation and subsequent economic recession, through revision of business continuity plans; adaptation of operational procedures and ways of working, including transferring all operations from the office environment to a working from home modality; increased flexibility and emphasis on wellbeing amongst staff and partner women's rights organisations.
- Maximising impact in our focus countries in the light of the Covid-19 situation, including through making resilience grants to partners, during the remainder of Year 5, the final year of implementation of our movement strengthening strategy 2016-21.
- Deepening our work on feminist monitoring, evaluation and learning in relation to women's movements, movement strengthening, financing movements and measuring contributions to policy change.
- Developing our communications, including 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.
- Maximising opportunities to collaborate with our partners to influence global policy commitments during the year, including at the UN General Assembly and the Commission on the Status of Women, on the Beijing +25 and Agenda 2030 +5, and in relation to women's rights and the global Covid-19 situation.
- Implementing a comprehensive, independently facilitated, participatory evaluation of Womankind's movement strengthening strategy, 2016-21.
- Building on what Womankind and our partners have learnt to develop our next strategy for transformational change in the lives of women worldwide, in 2021 and beyond.

- In the context of COVID 19 and the unprecedented uncertainty the crisis has brought, supporting our partners with as much flexibility as possible in relation to how they respond, and prioritising the health and wellbeing of our team members.
- 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.

Future Plans (continued)

Strategic Objective	Key Performance Indicator	Target 2020/21
1. Work alongside women's movements at local and <i>national levels</i> to strengthen their resilience and support feminist advocacy and action.	<p>Womankind's partners and strategic allies utilise Womankind's support, knowledge, research and tools, including evidence about the benefits of investing in women's rights organisations</p> <p>Partners report greater use and greater reach of their communications including ICTs, social media and websites with Womankind's support</p>	<p>At least 50 partners and strategic allies</p> <p>At least 10 partners</p>
2. Build solidarity and forge strategic alliances for change at the <i>international level</i> 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>An increase in policy engagement with Womankind from key stakeholders (e.g. civil society, governments, regional bodies and international organisations)</p> <p>Increase across social media platforms to profile and provide platforms and voice for Womankind and partners to share feminist positions and messages which build solidarity</p>	<p>At least 30 stakeholders</p> <p>At least 50% increase in traffic across Womankind social media platforms</p>

Strategic Objective	Key Performance Indicator	Target 2020/21
3. Implement a partnership approach which supports sustainability, working collectively to ensure that the political space for feminist organisations is maintained and developed	<p>Partners agree that the relationship with Womankind is underpinned by our stated Principles of Partnership</p> <p>Partners report that their relationship with Womankind helps them to leverage other funding and resources, and opportunities to engage in advocacy</p>	<p>At least 80% of partners</p> <p>At least 30 partners</p>
4. Build a strong, diverse, supportive internal culture at Womankind , employing a 'whole organisation approach' and enabling team members to	<p>Staff report a more supportive internal culture which nurtures inclusion, innovation and personal development as feminists</p>	<p>At least 80% of staff report a more supportive internal culture</p> <p>PCM Manual institutionalised</p>

embrace change, innovate and speak with a bold, confident feminist voice	The Project Cycle Management Manual is institutionalised	
5. Strengthen, <i>increase and diversify Womankind's predictable financing base</i> in a complex, competitive and rapidly changing environment (unrestricted income targets are adapted for economic downturn and the cancellation of fundraising events e.g. London Marathon and Gala in the wake of the Covid-19 crisis)	<p>Year on year growth in total unrestricted income</p> <p>Ratio of restricted income to restricted costs in the funded project portfolio</p> <p>Year on year growth in total restricted income</p>	<p>15% decrease in total unrestricted income</p> <p>At least 80% of full costs recovered</p> <p>At least 200% increase in total restricted income</p>

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 4 times in 2019-20. 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

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 year, this has 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. 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 will be reviewing its current governance arrangements against the updated Governance code 2020 and will address any issues raised where required in 2021.

There are opportunities for trustees to accompany staff on country visits from time to time, to gain experience in support of their governance role. This year, Chair Maggie Baxter, worked with a team visiting Nepal and was able to bring rich experience back to the Board.

Remuneration policy

Pay for all staff, is reviewed annually based on cost-of-living data. In 2016-17, 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 which consists of Chief Executive Officer and Senior Management Team. This benchmarking exercise was repeated during 2019-20 to ascertain whether Womankind's salaries had remained fair, and adjustments to our pay scales were made accordingly. This benchmarking exercise will be repeated again in 2022.

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 has recently reviewed its Business Continuity Plan to support mitigation of this risk. The Senior Management Team planned and executed a rapid but orderly transition to a virtual organisation and committed to flexibility and adaptive planning, and to supporting each team member on a one to one, bespoke basis. Operational plans are continuously reviewed in the light of the situation in the UK, in focus countries and globally. Subsequently, during 2020, Womankind has executed four phases of flexible Resilience Grants to support our partner women's rights organisations in 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 is being 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. This approach continues as Womankind and our partners adapt our work to the realities of the Corona virus situation.

3. UK economy slows in the medium term. This could lead to reduced tax revenue, thus reduced value of the 0.7% of GNI currently spent on overseas development aid. Reduced discretionary income at the household level could also lead to reduction in individual givers' donations.

As part of our strategy, we continue to engage in strong messaging to influence UK government and the public about the importance of prioritising international work on women's rights.

4. Political context in the UK post Brexit reduces income from traditional funding sources.

To mitigate this risk, we monitor the situation on an ongoing basis, including through sector networks, and continue to implement our medium-term Financing Strategy, for which the 2019-20 year was the second year. A key plank of the strategy is further diversification of Womankind's funding base, including attracting greater support from major donors and US foundations. We also explore alternative sources of bilateral donor funding, for example through the Netherlands, whilst continuing to advocate on the imperative to fund international women's rights work. The Financing Strategy will be revisited in the light of new organisational strategy, to be developed during 2020-21.

5. 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.

6. Inability to recruit, retain and motivate staff across all teams. This could lead to unacceptably high turnover, having adverse impact on the quality and efficiency of our operations, and on staff morale.

Whilst overall we have a strong, committed and stable workforce, some specific staff positions have remained stubbornly challenging to recruit and retain. This risk has been mitigated by the use of skilled temporary expertise.

7. 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 will be reviewed in depth as part of our strategy development process in 2020.

8. Risk that the merger of DFID and the FCO results in a reduction in grant funding available.

We are monitoring the situation and working with other bodies to ensure continuation of UK Government funding, as well as seeking other opportunities for grant funding.

Grant Making Policy

Womankind's grants to partners are normally from restricted funds where there is an agreed framework and budget in place following detailed assessments of the projects. On occasion, for example on receipt of a large legacy, Womankind may make grants from unrestricted funds, and in such a case the trustees will make this decision based on advice from the Senior Management Team.

Before making a grant, Womankind completes an appraisal of the project and the proposed partner organisations, including in relation to due diligence. These ensure 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 and well-designed project, 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 recognised 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.

Overall, we received 10 complaints about our fundraising, representing 0.003% of contact with supporters, all of which we followed up fully.

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 2020 we did not work with any fundraising agencies but did work with ten 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 2019/20 we received sponsorship for our 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, 2015;
- 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 24 March 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 'charitable company') for the year ended 31 March 2020 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 charitable company's affairs as at 31 March 2020, 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 charitable company 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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.

WOMANKIND WORLDWIDE

Independent Auditor's Report to the members of Womankind Worldwide (continued)

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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' annual 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual report.

We have nothing to report in respect of the following matters 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; 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' annual report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement Trustees' annual report, 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.

WOMANKIND WORLDWIDE

Independent Auditor's Report to the members of Womankind Worldwide (continued)

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.

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.



Sudhir Singh FCA (Senior Statutory Auditor)
For and behalf of MHA MacIntyre Hudson
Chartered Accountants and Statutory Auditors
6th Floor
2 London Wall Place
London EC2Y 5AU

Date: 30 March 2021

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

	Note	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Income from:							
Donations and legacies	2	2,258,861	446,821	2,705,682	4,601,808	422,467	5,024,275
Charitable activities	3a	-	218,911	218,911	-	-	-
Other trading Activities	3b	177,500	-	177,500	172,000	-	172,000
Investments	4	4,379	-	4,379	2,855	-	2,855
Total income		2,440,740	665,732	3,106,472	4,776,663	422,467	5,199,130
Expenditure on:							
Raising funds	5	962,161	-	962,161	1,134,211	-	1,134,211
Charitable activities							
Eliminating Violence against Women	5	348,873	527,120	875,993	578,956	309,154	888,110
Increasing Women's Civil & Political Participation	5	867,955	217,381	1,085,336	581,502	55,051	636,553
Economic Empowerment	5	167,670	314,094	481,764	58,618	136,026	194,644
Total expenditure		2,346,659	1,058,595	3,405,254	2,353,287	500,231	2,853,518
Net income / (expenditure) for the year	7	94,081	(392,863)	(298,782)	2,423,376	(77,764)	2,345,612
Net movement in funds		94,081	(392,863)	(298,782)	2,423,376	(77,764)	2,345,612
Transfer between funds	17			-	(51,110)	51,110	-
Reconciliation of funds:							
Total funds brought forward		3,199,446	71,220	3,270,666	827,180	97,874	925,054
Total funds carried forward		3,293,527	(321,643)	2,971,884	3,199,446	71,220	3,270,666

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 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Intangible assets	12		-		-
Tangible assets	13		<u>6,362</u>		<u>13,505</u>
			6,362		13,505
Current assets:					
Debtors	14	1,060,646		2,442,356	
Cash at bank and in hand		2,824,745		1,315,835	
Cash at bank Women at Risk		6,084		5,766	
			<u>3,891,475</u>	<u>3,763,957</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(925,953)		(506,796)	
Net current assets			<u>2,965,522</u>		<u>3,257,161</u>
Total net assets			<u><u>2,971,884</u></u>		<u><u>3,270,666</u></u>
The funds of the charity:					
Restricted income funds	17		(321,643)		71,220
Unrestricted income funds:					
Designated funds	17		2,593,062		2,200,203
General funds	17		700,465		999,243
Total unrestricted funds			<u>3,293,527</u>		<u>3,199,446</u>
Total charity funds			<u><u>2,971,884</u></u>		<u><u>3,270,666</u></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 24th March 2021 and signed on their behalf by:



Maggie Baxter
Chair



Jenny Jones
Treasurer

Statement of cash flows

	Note	2020		2019	
		£	£	£	£
Cash flows from operating activities	18				
Net cash provided by operating activities			1,504,849		358,191
Cash flows from investing activities:					
Interest from investments		4,379		2,855	
Purchase of fixed assets		<u>-</u>		<u>-</u>	
Net cash provided by investing activities			4,379		2,855
			<u> </u>		<u> </u>
Change in cash and cash equivalents in the year			1,509,228		361,046
Cash and cash equivalents at the beginning of the year			<u>1,321,601</u>		<u>960,555</u>
Cash and cash equivalents at the end of the year	19		<u><u>2,830,829</u></u>		<u><u>1,321,601</u></u>

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 to 31st March 2022 and have taken account of pressures on donations as well as income levels received to date in the financial year 2020-2021. 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 Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern and consider that the Covid19 pandemic will not have a significant impact on the charity's core funding. 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

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from legacies is accounted for on a receivable basis and once entitlement has been determined, there is sufficient evidence that receipt is probable, and the amounts of the legacy receivable can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Voluntary income is received by way of donations and gifts and is included in the Statement of Financial Activities when receivable. Volunteer time is not included in the financial statements.

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.

f) 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.

g) Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which is irrecoverable. Expenditure is allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based on an estimate of staff time attributable to each activity. Support costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements and governance.

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

• Eliminating Violence against Women	22%
• Increasing Women's Civil & Political Participation	29%
• Economic Empowerment	13%
• Fundraising costs	21%
• Governance costs	4%
• Support costs	11%

Support and governance costs are re-allocated to each of the activities on the following basis, which is an estimate, based on staff time, of the amount attributable to each activity:

• Eliminating Violence against Women	23%
• Increasing Women's Civil & Political Participation	22%
• Economic Empowerment	6%
• Cost of Raising Funds	49%

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.

h) 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

i) 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.

j) Grants payable

Grants payable are included in the Statement of Financial Activities as expenditure once they have been approved by two members of the senior management team and a contract has been signed with our partner and a constructive obligation exists. Not all terms attaching to a funding commitment create a condition that gives the Charity discretion to withdraw from its funding obligation. The programmes which are funded by the grants are regularly reviewed and monitored. SMT retain the right to terminate the grant commitments if they are not satisfied with the progress of the programmes during the monitoring process. The liability would only be derecognised (reversed) if a future event requires the funding offer to be rescinded.

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors and provisions

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

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.

n) 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.

o) 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

p) Operating Leases

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

q) 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	2020	2019
	£	£	Total	Total
	£	£	£	£
Gift Aid	199,619	-	199,619	137,499
Legacies	508,640	-	508,640	2,274,806
Donations Women at Risk	22,000	-	22,000	59,205
Individual Giving	1,164,368	-	1,164,368	1,129,428
Community and Events	65,890	38,562	104,452	77,220
Corporates	223,385	129,579	352,964	266,576
Comic Relief	12,600	-	12,600	186,958
Statutory	-	178,281	178,281	-
Major Donors	12,513	40,599	53,112	139,428
Trusts and Foundations	48,721	59,800	108,521	752,538
Others	1,125	-	1,125	617
	<u>2,258,861</u>	<u>446,821</u>	<u>2,705,682</u>	<u>5,024,275</u>

3a Income from other Charitable Activities

	Unrestricted	Restricted	2020	2019
	£	£	Total	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>	<u>-</u>

UK Government (FCDO) - for two projects:

- i) Participation and Voice for Excluded Women in Nepal (PAVE), which is a three-year project with a maximum grant amount of £679,93. During the financial year 2019-20, Womankind received £80,462 towards this project. This project is continuing into the next financial year.
- ii) Empowering displaced women in Uganda (POWER) which is a two-year project with a maximum budget of £218,79, £48,225 was received against this grant in the current financial year. Womankind received.

ING Foundation: (WAG Building Bridges), designed to strengthen the women's movement in Zimbabwe. During the year £86,624 was received.

There were no unfulfilled conditions relating to these grants.

3b Income from Trading Activities

	Unrestricted	Restricted	2020	2019
	£	£	Total	Total
	£	£	£	£
GALA Event	177,500	-	177,500	172,000
	<u>177,500</u>	<u>-</u>	<u>177,500</u>	<u>172,000</u>
	<u><u>177,500</u></u>	<u><u>-</u></u>	<u><u>177,500</u></u>	<u><u>172,000</u></u>
	Unrestricted	Restricted	2020	2019
	£	£	Total	Total
	£	£	£	£
4. Investment Income	4,379	-	4,379	2,855
	<u>4,379</u>	<u>-</u>	<u>4,379</u>	<u>2,855</u>
	<u><u>4,379</u></u>	<u><u>-</u></u>	<u><u>4,379</u></u>	<u><u>2,855</u></u>

NOTE: See Note 22 for comparative analysis of Prior year income and expenditure

5. Analysis of expenditure

	Charitable activities						2020 Total £
	Cost of raising funds	Eliminating Violence	Political Participation	Economic Empowerment	Governance costs	Support costs	
	£	£	£	£	£	£	
Staff costs (Note 8)	419,778	198,842	187,795	55,235	44,187	198,842	1,104,679
Direct Charitable Staff costs (Note 8)	66,632	31,276	29,917	8,158	-	-	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		-
Total expenditure 2020	962,161	875,992	1,085,336	481,764	-	-	3,405,254
Total expenditure 2019	1,134,211	888,110	636,553	194,644	-	-	2,853,518

Of the total expenditure, £2,346,660 was unrestricted (2019: £2,353,287) and £1,058,595 was restricted (2019: £500,231).

Staff costs include £135,983 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.

WOMANKIND WORLDWIDE
FOR THE YEAR ENDED 31 MARCH 2020

6 Grant making	Charitable Activities					2020 £	2019 £
	£	£	£	£	£		
Eliminating Violence	Political Participation	Economic Empowermen t	Total	Support costs			
All grants are paid to insitutions							
Cost							
Zimbabwe							
Zimbabwe Women's Lawyers Association	-	-	-	-	-	-	15,724
SA Consortium: Evidence and Collaboration							12,164
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	18,668
FEMPRIST	2,474	-	-	2,474	2,570	5,044	16,940
PAKISIPITI	-	-	-	-	5,703	5,703	18,526
WIPSU/WCoZ	-	29,984	-	29,984	22,337	52,321	50,003
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	44,368
FEMNET, Federation of Women Lawyers	-	6,901	-	6,901	9,487	16,388	103,922
Polycom	9,627	-	-	9,627	4,930	14,557	-
Uganda							
FARUG	-	-	-	-	-	-	13,760
ISIS	-	-	-	-	-	-	100,010
WIPC	-	71,900	-	71,900	32,468	104,368	-
NAPE & NAWAD	-	96,341	96,340	192,681	15,472	208,153	-
Ethiopia							
Siiqqee Women's Development Association	-	-	-	-	-	-	29,811
Association of Women's Sanctuary and Development	-	-	-	-	-	-	197,405
Setaweet	23,190	5,797	-	28,987	48,750	77,737	213,471
CAWEE	-	-	6,784	6,784	3,117	9,901	24,904
Addis Continental Institute of Public Health	-	-	-	-	-	-	18,800
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	-	-	-	-	-	-	41,599
Nepal							
LOOM, Nepal	7,640	987	-	8,627	10,892	19,519	10,010
Mitini, Nepal	-	1,550	-	1,550	1,866	3,416	13,814
Nepal Disabaled Womens' Association	-	-	-	-	-	-	11,029
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	11,457
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	1,268,497	275,952	1,544,449	966,385

Any grants due and payable in the Financial Year which were not paid before the end of the year have been accrued for.

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):

		2020	2019
		£	£
Amortisation		-	8,246
Depreciation		7,140	8,061
Trustees' reimbursed expenses		3,320	4,095
Operating lease rentals:	Property	70,534	69,351
	Other	8,980	9,178
Auditors' remuneration (excluding VAT):		30,000	20,900
Foreign exchange (gains) or losses		(32,703)	16,432
		<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:

	2020	2019
	£	£
Salaries and wages	955,168	822,312
Direct Charitable Staff Costs	135,983	121,203
Social security costs	98,586	89,159
Employer's contribution to defined contribution pension schemes	50,925	47,235
	<u><u>1,240,662</u></u>	<u><u>1,079,909</u></u>

Termination payments were not made in the current year.

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

	2020	2019
	No.	No.
£60,000 -£69,999	1	1
£70,000 -£79,999	1	1
£80,000 - £89,999	<u><u>-</u></u>	<u><u>-</u></u>

£3,860 (2019; £3,618) in pension contributions were paid for the one member of staff earning in the bracket £70,000-£79,999.

£4,467 (2019; £4,354) in pension contributions were paid for the one member of staff earning in the bracket £80,000-£89,999.

Remuneration of Key Management Personnel	2020	2019
---	-------------	-------------

	£	£
Remuneration	335,991	293,632

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 £3,320 (2019: £4,095) relates to travel for two (2019: 2) trustee(s). The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No trustees were paid for any services in 2020 (2019: nil).

Staff numbers

9

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

	2020	2019
	No.	No.
Raising funds	8.5	8.6
Eliminating Violence Against Women	4.1	4.0
Increasing Women's Civil & Political Participation	4.2	3.9
Economic Empowerment	1.1	1.1
Support	4.9	4.2
Governance	1.0	1.0
	23.8	22.8

10 Related party transactions

Trustees have donated unrestricted £15,450 during the year. (2019: £12,143). Other related party transactions are remuneration of Key Management Personnel and reimbursement of expenses of Key Management Personnel's as 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	2020 Total £	2019 Total £
Cost or valuation		
At the start of the year	-	32,981
Additions in year Intangibles	-	-
At the end of the year	-	32,981
Amortization		
At the start of the year	-	24,735
Charge for the year	-	8,246
At the end of the year	-	32,981
Net book value		
At the end of the year	-	-
At the start of the year	-	8,246

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

13 Fixed assets	2020 Total £	2019 Total £		
	Furniture and Fittings £	Computer equipment £	Total £	Total £
Cost or valuation				
At the start of the year	24,325	13,094	37,419	53,505
Additions for the year	-	-	-	-
At the end of the year	24,325	13,094	37,419	53,505
Depreciation				
At the start of the year	14,595	9,322	23,917	31,939
Charge for the year	4,865	2,275	7,140	8,061
Disposals for the year	-	-	-	-
At the end of the year	19,460	11,597	31,057	40,000
Net book value				
At the end of the year	4,865	1,497	6,362	13,505
At the start of the year	9,730	3,772	13,502	21,657

All of the above assets are used for charitable purposes.

14 Debtors

	2020	2019
	£	£
Other debtors	17,490	17,083
Accrued income	1,033,683	2,391,357
Prepayments	9,473	33,916
	1,060,646	2,442,356

15 Creditors: amounts falling due within one year

	2020	2019
	£	£
Taxation and social security	58,692	27,385
Trade creditors	59,219	146,012
Accruals		
Accruals - Partners Advances	706,273	286,483
Accruals- Others	101,769	46,916
	925,953	506,796

16 Analysis of net assets between funds 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)
Net assets at the end of the year 2020	700,465	2,593,062	(321,643)	2,971,884

Analysis of net assets between funds (prior year 2019)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	-	13,505	-	13,505
Current assets	1,506,039	2,186,698	71,220	3,763,957
Creditors: amounts due within one year	(506,796)	-	-	(506,796)
Net assets at the end of the year 2019	999,243	2,200,203	71,220	3,270,666

WOMANKIND WORLDWIDE

FOR THE YEAR ENDED 31 MARCH 2020

17 Movements in Funds Current year	At the start of the year	Income	Expenditure	At the end of the year
	£	£	£	£
Restricted funds:				
<u>Corporate and Institutions</u>				
a) Postcode Equality Trust (Gendershops)	63,528	-	(63,528)	-
b) Anonymous Major Donors; (FemPrist Another Chance)	-	10,000	-	10,000
c) Anonymous Major Donors ; Voice Fund; (New Generation FGM, FIDA Kenya)	-	25,007	-	25,007
d) Anonymous Major Donors ; Voice Fund; (New Generation FGM, NAWOU, Uganda)	-	25,035	-	25,035
e) Anonymous Major Donors; (Voices Of Women Media, Nepal)	-	30,863	(29,893)	970
f) Anonymous Major Donors; (Equipping Slum Girls, Kenya)	-	22,175	(14,557)	7,618
g) Multiple Donors (Amplifying Voices VAWG, Zimbabwe)	-	16,500	-	16,500
<u>Trusts and Foundations</u>				
h) Sir Halley Stuart Trust (CAWEE, Women Business Partnership, Ethiopia)	3,074	22,475	(23,042)	2,507
i) ING Foundation (WAG Building Bridges)	-	86,624	(87,438)	(814)
j) Evan Cornish Foundation Amplifying Voices (WWD)	-	13,991	(14,511)	(520)
k) Staples Trust	-	10,000	(10,000)	-
l) New Venture Trust; (Kenya Convening)	4,072	13,334	(17,406)	-
<u>Statutory</u>				
m) DFID/Christian Aid	-	12,508	(12,508)	-
n) Comic Relief (Collective Action to Realise Equality -CARE))	-	165,773	(106,782)	58,991
<u>Government Grants</u>				
o) DFID (Empowering Displaced Women in Uganda - POWER)	-	48,225	(208,154)	(159,929)
p) DFID (Participation and Voices of Women in Nepal - PAVE)	-	84,062	(420,488)	(336,426)
<u>Others</u>				
q) The Big Give 2018 (WWD in Key sectors)	-	38,561	(34,614)	3,947
r) The Big Give 2019 (AWSAD: Rebuilding Lives After Violence)	-	40,599	(15,674)	24,925
s) Trustees Travel	546	-	-	546
Total restricted funds	71,220	665,732	(1,058,595)	(321,643)
Unrestricted funds:				
t) Designated funds:	2,186,698	400,000	-	2,586,698
Fixed Assets	13,505	-	(7,141)	6,364
Total designated funds	2,200,203	400,000	(7,141)	2,593,062
General funds	999,243	2,040,740	(2,339,518)	700,465
Total unrestricted funds	3,199,446	2,440,740	(2,346,659)	3,293,527
Total funds 2020	3,270,666	3,106,472	(3,405,254)	2,971,884

Purposes of restricted funds

- a) Postcode Equality Trust (Gendershops, Ethiopia): This is a two-year Gendershops pilot project which aimed to challenge traditional gender roles and expectations and create personal change in students as they navigate and develop their gendered roles. The project ended in October 2019.
- b) Anonymous Major Donors (AMD) (FemPrist Another Chance) - This project was set up to facilitate the reintegration and financial independence of ex-women prisoners in Zimbabwe.

- c) New Generation FGM, FIDA Kenya, and NAWOU, Uganda – This was a multi-country 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.
- d) Anonymous Major Donors for the project Amplifying Voices in Uganda on New Generation FGM.
- e) Voices Of Women Media, Nepal – This project worked with young girls between the ages of 14-25 to provide them with computer and digital media training.
- f) Anonymous Major Donors (AMD) (Equipping Slum Girls, Kenya) _ this project worked to equip slum girls in Kenya to overcome all forms of physical and mental violence.
- g) Anonymous Major Donors for the project Amplifying Voices in Zimbabwe.
- h) Sir Halley Stewart Trust: This Women to Women Business Partnership project was part funded by the Sir Halley Stewart Trust and unrestricted funds. The project finished in January 2020.
- i) ING Foundation (WAG Building Bridges)- This is a two-year programme designed to strengthen the women's movement in Zimbabwe.
- j) Evan Cornish Foundation Amplifying Voices (WWD) – The aim of this project was to empower women with disabilities in Zimbabwe to participate more fully in democracy, community development and policy formulation.
- k) Funded by The Staples Trust funded, this project was set up to use the proven FOCS methodology to strengthen and support EWDNA to bring about transformative social change in Ethiopia.
- l) New Venture Fund (Kenya Convening)- This project allowed the convening of young feminists in Kenya and was crucial in creating a space to empower 50 young Kenyan women between 16-30 years of age to share their vision of the women's rights agenda in Kenya.
- m) Christian Aid (Building Civil Society, Zimbabwe): 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 September 2019
- n) Comic Relief (Ending violence against women and girls (VAWG), Ethiopia) The total project cost is £682,651 over 36 months. The project ended in December 2018. This project aims at ending violence against women and girls (VAWG) by strengthening services and responses for women and girls in Addis Ababa.
- o) POWER: this relates to funds received from FCDO for empowering displaced women in Uganda. There is a negative fund balance against this project this is due to due to grant commitments to the partners for the year 2020/21 were accrued in the current financial year. Income from FCDO to cover the payment to the partners is not accrued in the current financial year. Payment from FCDO in the future year will cover the accrued grants payable to the partner.
- p) PAVE: this relates to funds received from FCDO for projects around participation and voices of women in Nepal. There is a negative fund balance against this project this is due to due to grant commitments to the partners for the year 2020/21 were accrued in the current financial year. Income from FCDO to cover the payment to the partner is not accrued in the current financial year. Payment from FCDO in the future year will cover the accrued grants payable to the partner.

- q) The Big Give 2018: These grants were used for Transforming Cooperatives to commence group Income Generating Activities (IGA) in Ethiopia
- r) The Big Give 2019: These grants were used for Transforming Self Help Groups (SHGs) into cooperatives in Ethiopia
- s) Trustee ravel is the fund used for trustees to visit womankind projects and any other womankind related work.

Designated Funds

- t) 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.

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

	2020	2019
	£	£
Net (expenditure) / income for the reporting period		
(as per the statement of financial activities)	(298,782)	2,345,612
Depreciation charges	7,140	
Amortisation Charges	-	8,061
Depreciation on Asset disposal	-	8,246
Interest and Investment	(4,379)	(2,855)
Decrease in debtors	1,381,709	(2,200,493)
(Increase) in creditors	419,161	199,618
Net cash provided by operating activities	1,504,849	358,191

19 Analysis of cash and cash equivalents

	At 1 April 2019	Cash flows	At 31 March 2020
	£	£	
Cash at bank and in hand	894,944	1,504,849	2,399,793
Notice deposits (less than three months)	426,657	4,379	431,036
Total cash and cash equivalents	1,321,601	1,509,228	2,830,829

20 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases are as follows for each of the following periods

	Property		Equipment	
	2020	2019	2020	2019
	£	£	£	£
Less than one year	71,384	69,351	8,608	9,178
Two to five years	36,563	116,768	-	6,268
	107,947	186,119	8,608	15,446

21 Legal status of the charity

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

2**2 Comparative notes of Income and Expenditure for Prior Year****22.1 Income: 'Donations and legacies (Note 2)**

	Unrestricted	Restricted	2019 Total
	£	£	£
Gift Aid	137,499	-	137,499
Legacies	2,274,806	-	2,274,806
Donations/Individual Giving	1,129,428	-	1,129,428
Community and Events	77,220	-	77,220
Corporates	266,576	-	266,576
Donations Women at Risk	59,205	-	59,205
Comic Relief	15,725	171,233	186,958
Statutory	-	-	-
Major Donors	124,164	15,264	139,428
Trusts and Foundations	516,568	235,970	752,538
Others	617	-	617
	4,601,808	422,467	5,024,275

22.2 Income from other trading activities for prior year (Note 3)

	Unrestricted £	Restricted £	2019 Total £
Policy and Advocacy	-	-	-
Other trading activities from GALA Event	172,000	-	172,000
	<u>172,000</u>	<u>-</u>	<u>172,000</u>

22.3 Income from investments for prior year (Note 4)

	Unrestricted £	Restricted £	2019 Total £
Investment Income	2,855	-	2,855
	<u>2,855</u>	<u>-</u>	<u>2,855</u>

22.4 Analysis of Expenditure for prior year (Note 5)

	Charitable activities					
	Cost of raising funds £	Eliminating Violence £	Political Participation £	Economic Empowerment £	Governance costs £	Support costs £
Staff costs (Note 8)	299,007	234,851	162,601	44,673	85,739	253,038
Direct costs -Grant Payable	-	334,758	263,658	53,326	-	-
Direct costs - Others	503,524	163,622	64,134	55,421	-	-
Staff Related costs	6,838	-	-	-	-	118,069
Premises and Other costs	24,493	13,441	10,484	2,957	2,987	30,377
Organisational Development	20,803	11,416	8,905	2,511	2,537	10,148
Gains and Losses on Forex	-	-	-	-	-	16,431
Audit and Accountancy	-	-	-	-	31,889	4,570
Depreciation	-	-	-	-	-	16,310
	<u>854,665</u>	<u>758,088</u>	<u>509,782</u>	<u>158,888</u>	<u>123,152</u>	<u>448,943</u>
Support costs	207,575	96,547	94,133	26,550	24,138	(448,943)
Governance costs	71,971	33,475	32,638	9,206	(147,290)	
Total expenditure 2019	1,134,211	888,110	636,553	194,644	-	-

22.5 Grant making for prior year (Note 6)

	Charitable Activities		2019
	Grants to institutions	Support costs	
	£	£	£
Cost			
Zimbabwe			
Zimbabwe Women's Lawyers Association	15,714	10	15,724
CA Consortium: Evidence and Collaboration	1,806	10,358	12,164
Deaf Women Included	13,231	5,437	18,668
FEMPRIST	14,042	2,898	16,940
PAKISIPITI	14,788	3,738	18,526
WIPSU	50,000	3	50,003
Kenya			
FIDA	35,710	8,658	44,368
FEMNET, Federation of Women Lawyers	84,665	19,257	103,922
Uganda	-	-	-
National Association of Women's Organisation	10,022	3,738	13,760
FARUG	100,000	10	100,010
Ethiopia			
Siiqqee Women's Development Association	23,779	6,032	29,811
Association of Women's Sanctuary and Development	149,358	48,047	197,405
Setaweet	169,079	44,392	213,471
CAWEE	23,455	1,449	24,904
Addis Continental Institute of Public Health	18,800	-	18,800
Tanzania			
Women's Legal Aid Centre	37,092	4,507	41,599
Nepal			
LOOM, Nepal	10,000	10	10,010
Mitini, Nepal	10,086	3,728	13,814
Nepal Disabled Womens' Association	4,341	6,688	11,029
Multi-Country Programme			
Stronger Together Workshop	9,461	1,996	11,457
At the end of the year	<u>795,429</u>	<u>170,956</u>	<u>966,385</u>

22.6 Movements in the 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>					
Christian Aid (Building Civil Society, Zimbabwe)	-	12,164	12,164	-	-
DFID (Community Response to VAWG: Kenya & Tanzania)	-	-	85,534	85,534	-
Comic Relief (Ending VAWG, Ethiopia)	24,424	171,233	197,405	1,748	-
<u>Trusts and Foundations</u>					
Sir Halley Stuart Trust (CAWEE, Women to Women Business Partnership, Ethiopia)	-	27,977	24,903	-	3,074
<u>Statutory</u>					
New Venture Fund (Young Women's Convening, Kenya)	-	107,993	103,921	-	4,072
Postcode Equality Trust (Gendershops, Ethiopia)	24,708	100,000	61,180	-	63,528
<u>Others</u>					
Anonymous Major Donors (Strengthening Capacity & Visibility of WWD, Nepal)	-	3,100	11,029	7,929	-
Multiple Donors (Deaf Women Included, Zimbabwe)	13,991	-	-	(13,991)	-
The Big Give 2018 (Amplifying voices, Ethiopia EWDNA)	30,110	-	-	(30,110)	-
Trustees Travel	4,641	-	4,095	-	546
Total restricted funds	97,874	422,467	500,231	51,110	71,220
Unrestricted funds:					
Designated funds:					
Matched Funding DfID	85,534	-	(85,534)	-	-
Fixed Assets	29,813	-	(16,308)	-	13,505
Total designated funds	115,347	2,186,698	(101,842)	-	2,200,203
General funds	711,833	2,589,965	(2,251,445)	(51,110)	999,243
Total unrestricted funds	827,180	4,776,663	(2,353,287)	(51,110)	3,199,446
Total funds 2019	925,054	5,199,130	(2,853,518)	-	3,270,666

Transfers

- DFID (Community Response to VAWG: Kenya & Tanzania): Transfer of GBP £ 85,534 was made from the unrestricted match funding to complete the project.
- This Comic Relief project (Ending VAWG, Ethiopia) ended in 2018-19 but the final disbursement was received in 2019/20 therefore a transfer of GBP 1,748 was made from unrestricted funds to cover the cost of the project.
- Anonymous Major Donors (NDWA, Nepal) GBP 7,929 was transferred from unrestricted funds to restricted funds to complete the project.
- For The project Multiple Donors (Deaf Women Included, Zimbabwe) GBP 13,991 was transferred during the year from restricted to unrestricted funds because it had been incorrectly classified as restricted in 2017-18.
- For the project Amplifying Voices, Ethiopia EWDNA, GBP 30,110 was transferred from restricted to unrestricted funds following a project review. The project was funded by a combination of restricted and unrestricted funds.

Purposes of restricted funds

- Christian Aid (Building Civil Society, Zimbabwe): This programme will demonstrate a new and innovative approach to building civil society effectiveness in three target countries: Myanmar, Nigeria and Zimbabwe. It will 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 will focus on

Zimbabwe and the remaining countries will be focused by other partners in the consortium. The project finished in September 2019.

2. DFID (Community Response to (Ending violence against women and girls (VAWG)): Kenya & Tanzania): This grant is the part of the Community Response to VAWG: Kenya & Tanzania. These funds were raised and restricted to this project and funding was matched by DFID

3. Comic Relief (Ending violence against women and girls (VAWG), Ethiopia) The total project cost is £682,651 over 36 months. The project ended in December 2018. This project aims at ending violence against women and girls (VAWG) by strengthening services and responses for women and girls in Addis Ababa

4. Sir Halley Stewart Trust: This Women to Women Business Partnership project was part funded by the Sir Halley Stewart Trust and unrestricted funds. The project is due to finish in January 2020.

5. New Venture Fund (NVF): This project was part funded by NVF (£ 107,992) and part funded from unrestricted income. The project finished in July 2019. The project aimed to bring together 50 young Kenyan women from diverse backgrounds who were underrepresented in key conversations and spaces within the women's movement in Kenya. The plan was for this convening to be organised by a national planning committee of young women guided by feminist principles and demonstrating transformative leadership in action.

6. Postcode Equality Trust (Gendershops, Ethiopia): This is a two-year Gendershops pilot project aims to challenge traditional gender roles and expectations and create personal change in students as they navigate and develop their gendered roles. This project aims to challenge the tolerance that has developed in Ethiopian society around violence against women and girls (VAWG). The total budget for the project is £260,497 from which £200,000 is funded by PET and the remaining from unrestricted funding. The project finished in October 2019.

7. Anonymous Major Donors (Nepal Disabled Women's Association, Nepal): This project strengthened the capacity and visibility of women with disabilities in Nepal.

8. Projects with other Major Donors: These grants include the Amplifying Voices project in Zimbabwe with Deaf Women Included.

9. The Big Give: These grants were used for Transforming Cooperatives to commence group Income Generating Activities (IGA) in Ethiopia

10. Trustees travel is the fund used for trustees to visit womankind projects and any other womankind related work.