

COMPANY NUMBER 04943395
REGISTERED CHARITY NUMBER 1105976

IMKAAN

(Company Limited by Guarantee without Share Capital)

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

IMKAAN

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FOR THE YEAR ENDED 31 MARCH 2021

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IMKAAN

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees presents their report and financial statements for the year ended 31 March 2021, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

Company number 04943395

Charity number 1105976

Registered office and operational address
Tindlemanor, 3rd Floor
52-54 Featherstone Street
London
EC1Y 8RT

Directors and Trustees

The Board of Trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows :

Anber Raz	Co .Chair
Ruth Atkinson	Co Chair and Secretary
Jahnine Davis	Appointed 1 April 2020
Kaveri Sharma	Appointed 13 January 2021, Treasurer
Kafayat Okanlawon	Resigned 6 May 2021
Rina Mehta	Appointed 13 October 21
Mandana Hendessi	Appointed 13 October 21
Jean-Ann Ndow	Appointed 18 October 21
Nafisa Gudal	Appointed 15 January 2022

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2020-Nil), nor have any beneficial interest in any contract with the charity.

Senior Management : Baljit Banga Executive Director

Bankers
The Co-operative Bank PLC
P.O. Box 250
Skelmersdale
WN8 6WT

Statutory Auditors :
Barcant Beardon Limited
Chartered Accountants & Statutory Auditors
8 Blackstock Mews
Islington
London N4 2BT

IMKAAN

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated in 1999 as a joint initiative by Newham Asian Women's Project and Brent Asian Women's Resource Centre. The company is governed by its Memorandum of Association. It was registered as a charity with the Charity Commission on 22nd September 2004. In the event of the company being wound up, all members present and 12 months past are required to contribute an amount not exceeding £1.

As aspects of the organisation's work have continued to evolve since its inception, the charity will be periodically reviewing its governance documents to ensure that the governance frameworks are fit for purpose and reflective of the current landscape. These documents were last reviewed March 2014 and remain relevant to the charity's purpose.

Recruitment and Appointment of Members

The Directors of the company are also charity trustees for the purposes of Charity Law and under the company's Articles are known as members. Imkaan recruits potential Trustees through a variety of methods. Recruitment follows Charity Commission guidelines which include 'word of mouth', advertisements which are placed on Imkaan's own website and publications which are sent to Imkaan's key stakeholders including refuges, statutory, voluntary and community-based agencies, funders and other key agencies. Imkaan may also advertise in national newspapers to recruit Trustees.

Imkaan has a strong public profile within the sector and therefore potential members are also attracted through referral through partner agencies, through Imkaan's involvement and representation at external events, conferences, and strategic meetings. Imkaan's Trustees are able to contribute a wealth of skills and expertise to the organisation in the areas of men's violence against women, the needs of Black and minoritised communities, social and economic justice, development of international rights-based work addressing the needs of diaspora communities, leadership, and organisational development.

All Trustees applying to join the board are asked to submit an up-to-date CV and complete a Board of Trustees skills audit. Imkaan complies with due diligence in the appointment of Trustees by taking up references, attending a comprehensive induction on the policies, governance framework and work of the organisation, and by completing the data protection and confidentiality statement.

Member Induction and Training

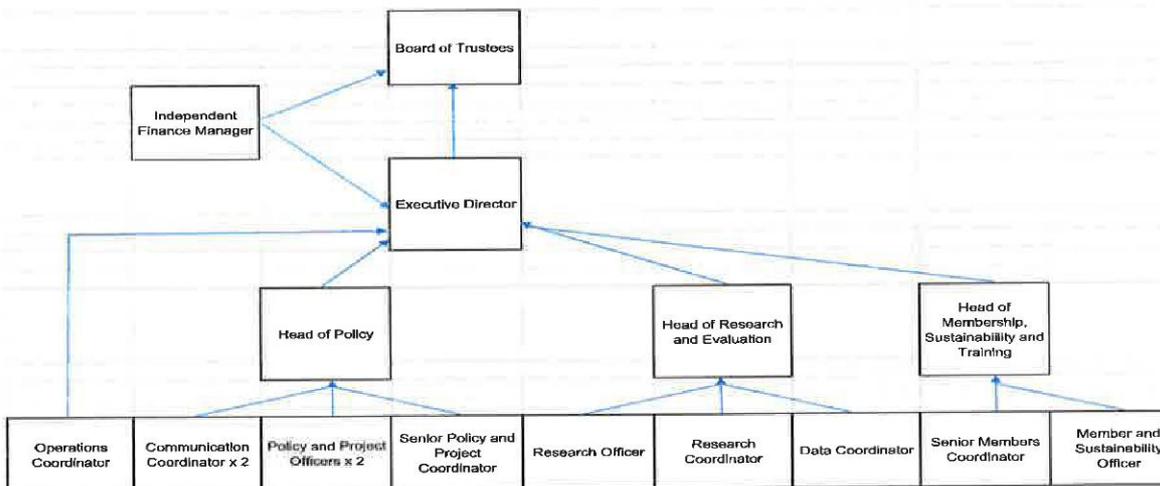
The existing Trustees approve new Trustees and appointments are reviewed on a rolling basis. Trustees are appointed for the skills and experience that they bring and their ability to assist Imkaan to meet its charitable objectives. All new Trustees must undergo an induction with the Executive Director who covers the history, vision, mission, purpose of organisation and its everyday operations. All new Trustees are provided with copies of Imkaan's annual report, accounts, publications and documents that explain Imkaan's history. All new Trustees also receive a copy of the Charity's operational policies and procedures as well as guidance material published by the Charity Commission on the responsibilities of being a Trustee. Trustees must sign the organisation's confidentiality agreement before attending the first meeting. Trustees also have the opportunity of accessing on-going support and mentoring from existing Trustees as they get to how the organisation. Trustees can also join sub-committees and with groups organised by Imkaan addressing specific themes of the work that is delivered.

Structure, Governance and Management

Organisational structure

Imkaan's Board of Trustees is responsible for the overall direction and strategic focus of the organisation. This involves overseeing the organisation's progress, addressing personnel issues that require Trustee input, and deal with financial matters that may have a substantial impact on the organisation. Trustees meet as a full board six times each year and additional meetings are held as and when required. The Board of Trustees is responsible for the overall governance and strategic development of the organisation. The Board of Trustees delegates strategic development and operational delivery to the Executive Director of the organisation. She delegates operational delivery to the Senior Management team. The Executive Director reports to the board through a series of reports highlighting performance and progress of work, risks arising, financial considerations, HR considerations and emerging issues. The organisation's risk register, policy review framework covering governance, and strategic plan goals and priorities are reported annually to the board. The board receives the management accounts on a six-monthly basis and a report on income and expenditure on a two-monthly basis.

Imkaan Organisational Structure Financial Year End March 2021



In addition, the organisation has employed specific project staff throughout the year to work on a sessional, part-time and/or temporary basis.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

Risk management

The Board is aware of its responsibility to identify and review the major risks to which the organisation is exposed and to implement systems, to mitigate those risks. Risks are reported to the board in two ways: on the highlight report which is received by the board every two months covering project and organisational risk and on the risk register reported every six months covering overall risks to Imkaan and its operations. The report highlights the top ten risks to the organisation every two months alongside a risk mitigation plan addressing how risks have been managed through risk mitigation strategies implemented by the organisation. The report enables the Board to assess the direction of risk and adopt strategies as needed to address risk. Through this process, the Board regularly conducts a review of the major risks to which the charity is exposed. Trustees will review Imkaan's position, risks and opportunities every two months and on an annual basis with the aim of supporting Imkaan to access further resources to support the charity's future expansion and development. Internal control risks are minimised through the implementation of appropriate financial management procedures.

Objectives and Activities

The organisation's mission and vision were reviewed at our strategic planning day with board and team members in January 2014 and following consultation with members.

Our Vision

Imkaan's Vision is Self Determination and Autonomy for every **Black Woman and Girl**.

Our Mission

Imkaan works to end violence against **Black Women** and **Girls** by amplifying our diverse voices.

Imkaan Membership

Imkaan membership is open to organisations led by and for black and minority ethnic (BME) women, working towards ending violence against women and girls. Imkaan currently has 41 members across England, Scotland and Wales, based in Birmingham, Blackburn, Bradford, Cardiff, Coventry, Darlington, Durham, Edinburgh, Glasgow, Huddersfield, Ipswich, Leicester, Liverpool, London, Manchester, Merthyr Tydfil, Middlesbrough, Newcastle, Newport, Rochdale, Rotherham, Sheffield, Swansea and Wrexham.

Our Values

- Equality
- Authenticity
- Black feminist
- Integrated approach to violence against women and girls
- Empowering
- 'Voice'
- By Black women for Black women
- Human Rights approach
- Social justice
- Aspiration / vision

Imkaan is a UK-based, black feminist organisation dedicated to ending violence against women and girls. As a second-tier umbrella human rights organisation with national membership, Imkaan represents the expertise and perspectives of frontline specialist women's services that work to prevent and respond to violence against women and girls.

Imkaan's work is focused on the needs and aspirations of black and minority ethnic women and girls. Imkaan uses the term Black in the political sense, to encompass all women whose herstories originate from Africa, Asia, the Caribbean and Latin America, including the indigenous peoples of Australasia, the Americas and the islands of the Atlantic, Indian and Pacific Oceans.

Our approach is rooted in an understanding not only of men's violence against women and girls, but also the way intersecting factors such as race, age, class, caste, ethnicity, sexual orientation and disability can affect girls and women's journeys and experiences. As such we actively promote the leadership, autonomy and self-determination of black and minority ethnic women and girls.

At Imkaan, we recognise that violence against women and girls (VAWG) is a fundamental violation of our human rights and one that has implications within a range of human rights frameworks. We are committed to utilising (and expanding) existing human rights approaches in our work to end violence against women and girls. Imkaan aims to create safe spaces for black and minority ethnic women and girls, to define our perception of human rights, identify our own priorities and to strengthen our voices at national and international levels.

The organisation initially set out to provide services for refugees working with South Asian women and children. Since our consultation with stakeholders in December 2005, Imkaan provides advice, information and practical assistance including networking forums, capacity building and training to Black and minoritised women's organisations and services in England, Scotland and Wales. Imkaan was first established in direct response to an expressed need by front-line refuge staff and local second-tier service providers.

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The need for Imkaan's work as a second tier infrastructure organisation is documented through continuous consultation with our members who provide up-to-date information on the issues and concerns they experience on the frontline of service delivery. Imkaan is clear in its vision to elevate voices of Black and minoritised women and girls and ensure their representation in spaces where policy, funding and service delivery concerns are addressed. Strategic advocacy therefore forms a critical part of the work they connects Imkaan to the members and frames issues ensuring the narratives of Black and minoritised women and girls are moved from the margin to the centre of the work.

Imkaan holds extensive experience with knowledge in the following areas: violence against women and girls (including so-called honour-based violence, sexual abuse and exploitation, sexual harassment including other areas of VAWG), human rights (international and regional convention and national law, black feminism (theory and practice), legal knowledge (family, housing, equality, welfare rights, migrant women's issues and migration, and other related fields), legal justice covering commissioning law and local authority practices (focusing on the public sector equality duty) social policy expertise and social justice (from social policy administration to race, gender and class inclusion in the reform of welfare systems), influencing work, Charities law, social development policy, among other related areas. Imkaan has skills in the following areas: qualitative research and evaluation methodology and epistemic thought, black feminist research in theory and application, assessment and quality assurance and use of participatory frameworks, management and governance, advocacy, organisation and movement building, capacity building, networking, specialist VAWG training and training for trainers accreditation, policy analysis and development, among other related areas.

Impact Of Imkaan's Work Over the Year

Imkaan's work in policy, strategic advocacy, member representation and support, sustainability and research is measured in a number of ways. Ultimately, we work to end violence against women and girls and the way we address focuses on collaboration, collective working and solidarity building. Through research, we are able to establish an evidence base that is informed by frontline practice impacting how services should be designed and delivered in our sector. Through support to members we maintain a clear line of communication, interaction and exchange which enhances our ongoing learning about the needs of women and girls and the challenges faced by member organisations in meeting their goals and objectives. We glean useful insight to relationships of members to local authorities, commissioners, and other decision makers that directly impact their work, sphere of influence and strategic participation. This information shapes our own strategies and approaches. Through policy we are able to understand diverse narratives and bring the lived experiences of Black and minoritised women and girls into national discussions, to inform social policy thinking and encourage more transformative processes that address deep-rooted inequalities and structural disadvantage.

Imkaan views its achievements as part of a continuous and ongoing struggle for transformative change to achieve equality for Black and minoritised women and girls addressing their intersectional realities. The achievements below should be understood as part of continuous struggle and with each phase of the strategic plan, we aim to create the foundation for change towards the vision we uphold.

We believe that 'build back better' means structural, institutional, social and economic change that has a transformative impact for women and girls. The last three-year strategic plan provided a vital framework for Imkaan to develop and continue its work. we were able to use the plan to ensure that the health pandemic was not addressed in isolation of the wider inequalities.

Key Highlights

- In 2018, we produced the first ever VAWG Bill called From the Margin to the Centre – An Alternative Bill addressing Violence against Women and Girls[1] mapping a vision for a comprehensive response to VAWG through intersectional approaches in rights and resources. In 2021, the Violence against Women's and Girls Sector drafted the VAWG Principles[2] in response to government consultation on the dual strategy based on Imkaan's Alternative Bill. Later that year, Imkaan's Alternative Bill was submitted as evidence to the CEDAW People's Tribunal, viewed as critical evidence for an alternative policy narrative. The tribunal was organised to establish a Bill of Women's Rights in the UK.
- Published 'Reclaiming Voice – Minoritised Women and Sexual Violence' calling for the urgent need to focus on the experiences of sexual violence of Black and minoritised women within a policy informing context.[3] This research centred the voices of Black and minoritised women and girls to inform wider policy and strategy. In 2021, the research was used to inform the Shadow Rape Review calling for changes to the criminal justice system to address victims/survivors of rape and the low rates of prosecution.
- Working in coalition with Rape Crisis England and Wales, End Violence against Women and Girls Coalition and the Centre for Women's Justice, published 'Decriminalisation of Rape: What the Justice System is Failing Rape Survivors and What Needs to Change'.[4] The report focused on the systemic issues leading to low prosecution and conviction rates suggesting that this situation effectively decriminalised rape and sexual abuse.

- Published 'The Dual Pandemic – The Impact of COVID 19 and Violence against Women and Girls on Black and Minoritised Women and Girls' identifying the intersections of the dual pandemic with wider structural inequalities and calling for a funding strategy addressing long-term recovery.[5]
- Continued work to introduce specific amendments to the Domestic Abuse Bill[6] working in coalitions with sector-wide specialist by and for organisations. Specific areas of work included amendments to the statutory duty, support to amendments regarding migrant women, support to the safe reporting amendment to introduce a firewall, and co-drafted the VAWG principles based on the Alternative Bill to respond to the dual strategy approach taken by Home Office.
- Launched work on gender neutrality and race erasure as significant risks posed by the Domestic Abuse Act 2021. This work will conclude at the end of the year with a publication addressing gender neutrality in policy and practice.
- Developed internal capacity to give evidence in local committees, select committees and in national fora including making presentations to the Home Affairs Select Committee, the London Assembly Police and Crime Committee, the Public Bill Committee, and expert groups highlighting gaps in provision to Black and minoritised women and girls in the context of addressing wider structural inequalities.
- This year also marked a landmark year for Imkaan as it put in place the infrastructure for a policy thinking space dedicated to the lived experiences and material realities of Black and minoritised women and girls. This space will enable Imkaan to develop policy expertise, respond to social policy challenges and create a sector-wide learning and exchange space.
- Imkaan made strategic links with parliamentary groups such as the Gender Equality Policy Hub to ensure race and gender intersection in the work of policy making. Likewise, Imkaan established relationships with the local and national Victims' commissioners and the DA commissioners to continue the development of its advocacy role among other groups and representations.
- Developed and delivered Black Feminist Leadership Programme aimed at senior management teams of member organisations and the Ending Violence Programme for frontline staff of member organisations. These programmes provided unique training opportunities to learners/participants enabling them to use the knowledge to strengthen strategic vision of the work of the sector.
- The Legal Justice Fund (LJF) was launched to support frontline Black and minoritised women's organisations challenging local commissioning under the PSED which resulted in the decommissioning of services. The aim of the fund is strategic litigation to change public procurement law and to create fair and just funding systems. In parallel with the work of this fund, Imkaan continues to advocate strongly for the removal of women's specialist provision from the public procurement regime and for the government to provide ring-fenced grant funding as part of the settlement in the comprehensive spending review.
- Continued work with the Anti-Racism Working Group with the VAWG sector and published the Anti-Racism Charter along with the Ways of Working Guide which will impact the funding landscape, partnerships and collaborations and reshape work around anti-racism principles. This work addresses systemic racism which has led to race erasure in the VAWG sector. Alongside these publications, the Feministo was published to represent support for the Anti-Racism Charter of Black and minoritised women and girls' organisations and individual women working across sectors.

[1] Imkaan, 2018, From Margin to Centre – An Alternative Bill addressing Violence against Women and Girls, London, Imkaan.

[2] Joint Principles for the Violence against Women and Girls' Strategy 2021 to 2024.

[3] Thiara, R and S, Roy, 2021, Reclaiming Voice – Minoritised Women and Sexual Violence, London, Imkaan.

[4] CWJ, EVAW, Imkaan and RCEW, 2021, Decriminalisation of Rape: What the Justice System is Failing Rape Survivors and What Needs to Change, London.

[5] The Dual Pandemic: The Impact of COVID 19 and Violence against Women and Girls on Black and Minoritised Women, London, Imkaan.

[6] The Domestic Abuse Bill 2018 became the Domestic Abuse Act 2021 after receiving royal assent in June.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

- Imkaan elevated its participation in regional and international fora by holding a seat on the WAVE board and working with WAVE to address the backlash against women's services and attack on women's rights advocates and defenders.
- Imkaan joined as member of CSW (Commission on the Status of Women) through NAWO (National Alliance of Women's Organisations) and held a seat on the core group to advocate on behalf of the membership. Within this group Imkaan is the lead on the VAWG Working Group. Imkaan continued its presence and participation at CSW65 holding a workshop on the impact of the global health pandemic and structural inequalities on Black and minoritised women and girls in the UK.
- Imkaan participated in a UN Women sponsored project delivering a series of workshops on Intersectional Approaches on the Value of Specialist By and For Organisations for the Balkan states and Turkey convening in Bosnia in 2019.
- Imkaan developed its fund management and onward grant-making structure during the global health pandemic allocating close to £1 million in resources to Black and minoritised women and girls' organisations, establishing bursaries for members to access specialist training and other resources and participated in grant assessment and decision panels as experts. This experience helped us to develop the grant management infrastructure at Imkaan, gain from experience of assessing grants, manage high sums of the grant resources into Imkaan's accounts, develop grant allocation processes and monitor grants to produce the data needed.
- We used our experience to influence funder roundtables in an advisory capacity representing the needs of Black and minoritised women and girls' sector and hold in-house expertise in matters relating to funding for the sector we represent.
- During the last strategic plan, Imkaan transitioned to a new Executive Director and underwent staffing changes. The Executive Director, Head of Training and the Training project delivery team ended their tenure at Imkaan. The staffing complement reduced from 10 to 7 before the end of the strategic plan 2017 to 2020. Staffing changes created other opportunities for Imkaan's development such as coordinating member services with training and creating a new Head of Service. The current plan outlines further growth and development opportunities.

Fundraising Standard Information.

Imkaan has received £56,070 in public donations during the financial year. These were unsolicited donations, and Imkaan does not currently employ the services of a professional fundraiser.

Imkaan has received no complaints regarding its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not:

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Financial review

In this period Imkaan launched a major fundraising drive with a target of £5 million: -

As of September 2021 funding and other grant commitments of £3.76 million has been secured covering the period April 2020 to December 2025. Imkaan now has a broad range of sources including trusts and foundations such as The Oak Foundation, Comic Relief, The Big Lottery Fund, Esmée Fairbairn, Unbound Philanthropy and statutory funders such as the London Council.

Income generating activities include training for voluntary and statutory bodies, consultancy and research contracts, and other events.

Total income for the year ended March 2021 was £1,607,501. This compares to the last financial year's income of £388,768 (March 2020, a six month period, on an annualised basis this equated to £777,536 for 12 months. Total Expenditure to March 2021 was £1,343,782. This compares to the last financial year's expenditure £284,858 (March 2020 a six month period, on an annualised basis this equates to £569,716 for 12 months. The surplus of £263,719 to March 2021, compares to a surplus of £103,910 for the previous financial year. At 31 March 2021 general unrestricted reserves totalled £144,836 and restricted reserves were £360,005.

Owing to the short term nature i.e. one to two year funding, agreements, the charity continues to submit relevant bids, as well as diversify its funding sources, to maintain its current level of activity. Both the board of trustees and the senior management team are well placed to respond to the challenges ahead.

Reserves Policy

The Trustees has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended. This budgeted expenditure for 2021/22 is £805,000 therefore the reserves target is between £201,250 and £402,500. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the Trustees feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding.

At present, the free reserves which amount to £138,630 have fallen short of the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Although the strategy is to continue to build reserves through planned operating surpluses the Trustees are well aware that it is unlikely that the target range can be reached for another year.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

Pay Policy

The Trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators

Principal Funding Sources

Imkaan's core funders for the period were Oak Foundation that provided the core funding to the organisation, the ROSA Fund that funded the communications functions, and London Councils that funded training and development working with the London VAWG Consortium. By financial year end, funding had been awarded by Esmee Fairbairn to come on line the following year to support policy development, advocacy and member sustainability and support activities. Other income came from revenue generated from research and evaluation work and training.

How expenditure in the year has supported the key objectives of the charity

Funding for the year ended March 2021, has supported Imkaan to deliver on all aspects of its programme objectives including community-based research, training, policy-work and sustainability support for specialist BME led women's services.

Plans for Future Periods

- Continued development work with members expanding the accreditation and member training programmes.
- Expansion of members' involvement in forum and learning events.
- Increase of core membership.
- Increase and diversify funding strategy.
- Development of Imkaan's Policy Unit.
- Development of the Legal Justice Fund.
- Completion of the research on sexual violence called Reclaiming Voice and undertaking research launch and awareness raising activities.
- Development of Imkaan's Social Justice Project focusing on addressing structural inequality.
- Developing an effective communications strategy.
- Ensuring that the organisation is financially secure for the next 3-5 years.

Statement of the Trustees Responsibilities

The trustees, who are also the directors of Imkaan for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

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 company at the balance sheet date and of the income and expenditure of the company for the financial year. In preparing those financial statements, the Board is required to :

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK 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 on that basis.

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware :

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and Public Benefits".

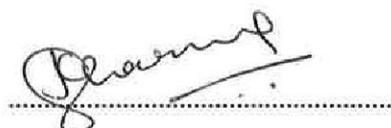
These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This report was approved by the Trustees on 30 March 2022 and signed on its behalf by :



Ruth Atkinson

Co Chair and Secretary



Kaveri Sharma

Treasurer

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

We have audited the financial statements of Imkaan for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet 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 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement 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

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

- adequate accounting records have not been kept, 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 directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

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

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

Other matter

The comparative financial statements are unaudited.

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.



Date 30th March 2022

**Mukesh Khatri
Senior Statutory Auditor
for and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors**

**8 Blackstock Mews
Islington
London N4 2BT**

Imkaan
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	Year Ended 31 March 2021 Total funds £	Six Month Period ended 31 March 2020 Total funds 6 Months £
Incoming resources					
<i>Incoming resources from generated funds</i>					
Donations	2	59,074	-	59,074	10,626
Investment income		-	-	-	-
Income from Training & Consultancy	2	72,417	-	72,417	35,326
<i>Incoming resources from charitable activities</i>	3	155,000	1,321,010	1,476,010	342,816
Other Incoming resources		-	-	-	-
Total incoming resources		<u>286,491</u>	<u>1,321,010</u>	<u>1,607,501</u>	<u>388,768</u>
Resources expended					
<i>Charitable activities</i>					
Charitable Activities		149,479	1,165,625	1,315,104	281,565
Governance costs		13,557	15,121	28,678	3,293
Total resources expended	4	<u>163,036</u>	<u>1,180,746</u>	<u>1,343,782</u>	<u>284,858</u>
Net (Expenditure)/Income for the year		123,455	140,264	263,719	103,910
Transfers between funds	13	-	-	-	-
Net movement in funds for the year		123,455	140,264	263,719	103,910
Funds brought forward	13	<u>21,382</u>	<u>219,740</u>	<u>241,122</u>	<u>137,212</u>
Funds carried forward	13	<u><u>144,837</u></u>	<u><u>360,004</u></u>	<u><u>504,841</u></u>	<u><u>241,122</u></u>

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 13 to the financial statements.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Imkaan
Company Limited by Guarantee

Balance Sheet

31 March 2021

	Note	Year Ended 31 March 2021		Six Month Period ended 31 March 2020
		£	£	£
Tangible fixed assets	8		6,206	<u>5,816</u>
Current assets				
Debtors	10	66,032		107,630
Cash at bank and in hand		<u>948,244</u>		<u>154,810</u>
		1,014,276		262,440
Creditors :				
Amounts falling due within one year	11	<u>(515,641)</u>		<u>(27,134)</u>
Net current assets			<u>498,635</u>	<u>235,306</u>
Net assets/ (liabilities)			<u>504,841</u>	<u>241,122</u>
The funds of the charity:				
Restricted funds	13		360,004	219,740
Unrestricted funds	13		<u>144,837</u>	<u>21,382</u>
Total funds	13		<u>504,841</u>	<u>241,122</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the Trustees on 30 March 2022 and signed on its behalf by :


.....

Ruth Atkinson
Co Chair and Secretary


.....

Kaveri Sharma
Treasurer

The notes on pages 19 - 32 form part of these financial statements.
Company No. 04943395

Imkaan

Cash Flow Statement

For the year ended 31 March 2021

	Notes	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	18	797,118	50,646
<i>Cash flow from investing activities</i>			
Purchase of tangible fixed assets		(3,684)	-
Net cash (used in)/provided by investing activities		(3,684)	-
<i>Net increase in cash and cash equivalents in the year</i>		793,434	50,646
<i>Cash and cash equivalents at the beginning of the year</i>		154,810	104,164
<i>Cash and cash equivalents at the end of year</i>		948,244	154,810
<i>Analysis of cash and cash equivalents</i>			
Cash at bank and in hand		948,244	154,810
<i>Cash and cash equivalents at the end of year</i>	18.1	948,244	154,810

1. Accounting policies

Imkaan Limited is a private company limited by guarantee incorporated in England and Wales. The registered address is Tindlemanor, 3rd Floor, 52 - 54 Featherstone Street, London EC1Y 8RT.

The following are the more important policies adopted by the charity.

- a) The financial statements have been prepared under the historical cost convention and in accordance with the company's constitution and applicable accounting standards. They follow the recommendations in the Accounting and Reporting by Charities : Statement of Recommended Practice, applicable to Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The company is a Public Benefit Entity as defined by FRS 102.
- b) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when received or receivable, whichever is earlier.
- c) Revenue 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.
- d) Contractual income is recognised as an incoming resource to the extent that the charity has provided the services. If incoming resources are received in advance of the services being provided, they are deferred until the charity is entitled to them.
- e) Gifts in kind represent assets or services donated for distribution or use by the charity. Assets given for distribution are recognised as incoming resources only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.
- f) Grants for the purchase of fixed assets are recognised in full in the statement of financial activities in the year in which they are receivable.
- g) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.
- h) Unrestricted funds are donations and other income received or generated for charitable purposes.

1. Accounting policies (continued)

- i) Staff costs and expenditure which are directly attributable to activities have been charged to them in full. Other staff costs and overhead expenses are allocated to activities on a basis to reflect the time spent on their activities. An income based method is used, giving the following percentages in each year:

	Year Ended 31 March 2021 %	Six Month Period ended 31 March 2020 %
W.R.C - London Council Ascent Project	2.26	4.74
Lloyds Foundation	-	4.93
Standing Together	-	8.55
Comic Relief	32.35	-
Oak Foundation	8.97	50.90
Oak Foundation - Tallawah Project	-	-
United Nations	-	20.36
Rosa Fund	24.54	-
Esmee Fairbairn Foundation	5.60	-
Paul Hamlyn Foundation Grant	1.24	-
Sonal Patel - God my Silent	1.87	-
Solberga Foundation	0.93	-
Domestic Abuse Strategic Learning Partnership (DASLP)	0.80	-
London Council - NRPF	1.87	-
Open Society Foundation	2.68	-
Unbound Philanthropy	7.47	-
Treebeard Trust	1.24	-
Training ,Conferences &	4.50	7.80
General Fund	3.68	2.72

- ii) Fixed assets are for use by the charity in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets at rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office Equipment(incl Computers)	5 years straight line (20%)
Fixtures, Fittings & Equipment	5 years straight line (20%)
Building Work and Renovations	2 years straight line (50%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

At each reporting date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss(if any).

1. Accounting policies (continued)

- k) All leases of equipment are operating leases, and rentals are charged to the statement of financial activities on a straight line basis over the length of the lease. No assets are held under hire purchase agreements.
- l) Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements. Cost of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.
- m) The accounts are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.
- n) These accounts for the 12 months ended 31 March 2021 are prepared in accordance with FRS 102. The date of transition to FRS102 was 1 April 2015. The reported financial position and financial performance for the previous period are not affected by the transition to FRS102.
- o) **Going Concern**

The financial statements have been prepared on a going concern basis. The trustees have considered a period of one year from the date of approval of the financial statements. The charity had a surplus on unrestricted funds in the 12 month period ended 31 March 2021 of £144,836 and at that date had net current assets of £498,635

The Board of Trustees having looked at the latest management accounts for 2021/22, together with the budget estimates for 2022/23 are confident that the current level of grants will be sustained, and that the training and consultancy work will achieve a surplus on unrestrictive funds, thereby increasing those funds positive balance.

The trustees consider it appropriate to prepare the financial statements on a going concern basis because measures are being put in place which they consider will enable the charity to operate at a surplus and pay liabilities as they fall due. Additional funding is being actively sought.
- p) Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1. Accounting policies (continued)

q) The charity 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.

r) The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

s) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

t) In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

u) Debtors are recognised by the Charity when invoices issued by Imkaan for work that has been completed, as well as upon the signing of a grant agreement, or an amount that has been paid in advance for goods or services. Debtors also include amounts receivable on grant funding to which the charity is entitled.

Creditors are recognised by the Charity when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charity is committed.

v) Bad Debt Provision

At each quarter-end and the end of the each financial year the Trustees review overdue / outstanding balances based on the aged debtor's analysis of debts by Project .

At the end of each year trustees will be presented with a finance report regarding the likelihood of collecting these debts, based on previous experience. The result is either a decrease or an increase in the provision of this debt and will be reflected in Projects accounts.

FOR THE YEAR ENDED 31 MARCH 2021

2. Training and Other Income	Year Ended 31 March 2021	Six Month Period ended 31 March 2020
	£	£
Unrestricted Income		
Other Income	3,002	8,423
Golden Giving - Donations	56,072	2,203
Income from Training & Consultancy	72,417	35,326
	131,491	45,952
3. Incoming resources from charitable activities	Year Ended 31 March 2021	Six Month Period ended 31 March 2020
	£	£
Included within income relating to charitable activities		
Unrestricted Grants		
Esmee Fairbairn Foundation - Covid 19	30,000	-
Esmee Fairbairn Foundation - Main Grant	60,000	-
Paul Hamlyn Foundation Grant	20,000	-
Sonal Patel - God my Silent Partner	30,000	-
Solberga Foundation	15,000	-
Total Unrestricted Grants	155,000	-
Restricted Grants		
Oak Foundation - Core Funding	115,222	-
Oak Foundation - Core Funding (No 2)	28,975	-
Oak Foundation - Legal Defence Fund	-	195,000
Oak Foundation - Covid 19 Emergency Funding	385,000	-
Oak Foundation - Tallawah Project	-	78,000
London Councils - Ascent Project	36,284	18,142
Rosa Fund	9,450	18,900
Comic Relief	520,000	-
Domestic Abuse Strategic Learning Partnership	12,935	-
London Council - NRPF (AWRC)	30,000	-
Open Society Foundation	43,144	-
Unbound Philanthropy	120,000	-
Standing Together - Tampon Tax	-	32,774
Treebeard Trust	20,000	-
Total Restricted Grants	1,321,010	342,816
	1,476,010	342,816

Imkaan

Notes to the accounts

FOR THE YEAR ENDED 31 MARCH 2021

4. Analysis of Expenditure on Charitable Activities

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Governance £	Year Ended 31 March 2021 Total £	Six Month Period ended 31 March 2020 Total £
Cost directly allocated to activities						
Staff costs	Staff time	271,009	80,156	-	351,165	145,959
Sessional Staff						
Research & Development Fees	Direct	15,050	15,665	-	30,715	27,384
Payments to Partner Organisations	Direct	829,822	18,500	-	848,322	48,346
Hire of Premises	Direct	-	-	-	-	4,380
Catering/Subsistence	Usage	35	-	-	35	-
Accreditation Costs	Usage	650	-	-	650	1,437
Project Costs	Usage	617	1,905	-	2,522	-
Bad Debts Written Off	Direct	-	11,275	-	11,275	-
IT Database	Direct	-	-	-	-	7,326
Staff Training & Recruitment	Direct	3,374	768	-	4,142	1,305
Staff travel & Accommodation	Usage	813	1,575	-	2,388	20,192
Volunteers Expenses		-	-	-	-	-
Legal fees	Direct	-	-	13	13	13
Trustees' expenses	Direct	-	-	-	-	-
Accountancy & Professional Fees	Direct	-	-	16,665	16,665	780
Auditor's Fees	Direct	-	-	12,000	12,000	2,500
Support costs allocated to activities						
Premises costs	Usage	14,587	7,831	-	22,418	9,201
Insurance	Usage	930	399	-	1,329	-
Telephone	Usage	10,103	2,557	-	12,660	5,488
Office & general expenses	Usage	17,168	7,020	-	24,188	9,268
Depreciation	Direct	1,467	1,827	-	3,294	1,279
Allocated to projects		15,121	13,557	(28,678)	-	-
Total resources expended		1,180,746	163,036	-	1,343,782	284,858

Imkaan
Notes to the accounts
FOR THE YEAR ENDED 31 MARCH 2021

4.

**Analysis of Expenditure on
Charitable Activities - Continued**

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Govern- ance £	Six Month Period ended 31 March 2020 Total £	Year Ended 31 March 2019 Total £
Cost directly allocated to activities						
Staff costs	Staff time	100,723	45,236	-	145,959	433,226
Sessional Staff		-	-	-	-	2,545
Research & Development Fees	Direct	24,305	3,079	-	27,384	10,416
Payments to Partner Organisations	Direct	48,346	-	-	48,346	-
Hire of Premises	Direct	3,180	1,200	-	4,380	4,750
Catering/Subsistence	Usage	-	-	-	-	3,650
Accreditation Costs	Usage	910	527	-	1,437	2,416
Project Costs	Usage	-	-	-	-	1,640
Bad Debts Written Off	Direct	-	-	-	-	-
IT Database	Direct	6,326	1,000	-	7,326	3,362
Staff Training & Recruitment	Direct	1,005	300	-	1,305	1,444
Staff travel & Accommodation	Usage	7,394	12,798	-	20,192	41,571
Volunteers Expenses		-	-	-	-	-
Legal fees	Direct	-	-	13	13	249
Trustees' expenses	Direct	-	-	-	-	-
Accountancy & Professional Fees	Direct	-	-	780	780	7,280
Auditor's Fees	Direct	-	-	2,500	2,500	2,500
Support costs allocated to activities						
Premises costs	Usage	8,954	247	-	9,201	21,785
Insurance	Usage	-	-	-	-	1,308
Telephone	Usage	4,174	1,314	-	5,488	11,882
Office & general expenses	Usage	5,421	3,847	-	9,268	14,972
Depreciation	Direct	-	1,279	-	1,279	-
Allocated to projects		3,280	13	(3,293)	-	-
Total resources expended		214,018	70,840	-	284,858	564,994

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Notes to the financial statements

For the year ended 31 March 2021

5. Net incoming resources for the year

This is stated after charging:

	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £ 6 Months
Depreciation	3,294	1,279
Trustees' expenses (note 15)	-	-
Auditor's Fees	12,000	-
Independent Examiner's Fees	-	2,500
Operating lease rentals (note 16):		
▪ Leasehold Property	21,918	43,836
▪ Office Equipment	1,588	3,704

6. Staff costs and numbers

Staff costs were as follows:

	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
Salaries and wages	316,953	130,042
Social security costs	28,220	13,405
Employer Pension contributions	5,992	2,512
	<u>351,165</u>	<u>145,959</u>

6.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 is as follows (2020 Nil)

6.2 The average monthly head count was 9.25 (2020 - 8.2) and the monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	Year Ended 31 March 2021 No.	Six Month Period ended 31 March 2020 No.
Management	1.0	1
Project workers	6.5	5.5
Administration	1.0	1.0
	<u>8.5</u>	<u>7.5</u>

6.3 The total amount of employee benefits received by key management personnel is £56,426 (Six month period 2020 - £27,240). The company considers its key personnel to comprise its Senior Management Team.

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Notes to the financial statements

For the year ended 31 March 2021

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes, under S 466 to 493 CTA 2010

8. Tangible fixed assets

	Building Works £	Office Equipment £	Fixtures & fittings £	Total £
Cost				
At the start of the year	4,700	34,237	8,094	47,031
Additions in year	-	3,684	-	3,684
At the end of the year	<u>4,700</u>	<u>37,921</u>	<u>8,094</u>	<u>50,715</u>
Depreciation				
At the start of the year	4,700	28,421	8,094	41,215
Charge for the year	-	3,294	-	3,294
At the end of the year	<u>4,700</u>	<u>31,715</u>	<u>8,094</u>	<u>44,509</u>
Net Book Value				
At the end of the year	<u>-</u>	<u>6,206</u>	<u>-</u>	<u>6,206</u>
At the start of the year	<u>-</u>	<u>5,816</u>	<u>-</u>	<u>5,816</u>

9. Financial instruments

	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	<u>65,877</u>	<u>107,474</u>
Carrying amount of financial liabilities		
Measured at amortised cost	<u>507,062</u>	<u>20,296</u>

10. Debtors

	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
Grants Receivable	40,595	36,285
Trade Debtors	20,375	66,283
Other debtors	4,907	4,907
Prepayments	155	155
	<u>66,032</u>	<u>107,630</u>

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Notes to the financial statements

For the year ended 31 March 2021

11. Creditors : amounts falling due within one year

	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
Taxation and social security	8,579	6,839
Other creditors	5,370	9,344
Deferred Grant	448,731	-
Accruals	<u>52,961</u>	<u>10,951</u>
	<u><u>515,641</u></u>	<u><u>27,134</u></u>

Deferred income comprises grants received in advance for work taking place after the year end date. During the course of the year grants amounting to £448,731 were deferred, there were no deferred grants brought forward, and we carry forward these grants to the next accounting period.

12. Retirement benefit schemes

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to income and expenditure account in respect of defined contribution schemes was £5,159 (2020 - £2,512).

13. Movements in funds

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	Transfers In/(Out) £	At 31 March 2021 £
Restricted funds - Current Year					
London Councils(Ascent Project)	-	36,284	36,285	-	-
Rosa Fund	-	9,450	9,450	-	-
Oak Foundation - Core Funding	-	115,222	115,222	-	-
Oak Foundation - Core Funding (No 2)	-	28,975	16,975	-	12,000
Oak Foundation - Legal Defence Fund	195,000	-	-	-	195,000
Oak Foundation - Tallawah Project	24,740	-	24,740	-	-
Oak Foundation - Covid 19 Emergency Funding	-	385,000	385,000	-	-
Comic Relief	-	520,000	475,785	-	44,215
London Council - NRPF (AWRC)	-	30,000	30,000	-	-
Open Society Foundation	-	43,144	17,944	-	25,200
Domestic Abuse Strategic Learning Partnership	-	12,935	12,935	-	-
Unbound Philanthropy	-	120,000	39,801	-	80,199
Treebeard Trust	-	20,000	16,610	-	3,390
Total restricted funds	<u>219,740</u>	<u>1,321,010</u>	<u>1,180,746</u>	<u>-</u>	<u>360,004</u>
General Funds	<u>21,382</u>	<u>286,491</u>	<u>163,036</u>	<u>-</u>	<u>144,837</u>
Total funds	<u><u>241,122</u></u>	<u><u>1,607,501</u></u>	<u><u>1,343,782</u></u>	<u><u>-</u></u>	<u><u>504,841</u></u>

Imkaan

Notes to the financial statements

For the year ended 31 March 2021

13. Movements in funds

	At 1 Oct 2019 £	Incoming resources £	Outgoing resources £	Transfers In/(Out) £	At 31 March 2020 £
Restricted funds - Previous Six Month Period					
London Councils(Ascent Project)	-	18,142	18,142	-	-
Rosa Fund	-	18,900	18,900	-	-
Oak Foundation	29,304	-	29,304	-	-
Oak Foundation - Legal Defence Fund	-	195,000	-	-	195,000
Oak Foundation - Tallawah Project	-	78,000	53,260	-	24,740
MHCLG	61,638	-	61,639	-	-
Standing Together - Tampon Tax	-	32,774	32,774	-	-
United Nations	2,145	-	-	(2,145)	-
Total restricted funds	93,087	342,816	214,018	(2,145)	219,740
General Funds	44,125	45,952	70,839	2,145	21,382
Total funds	137,212	388,768	284,857	-	241,122

Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds.

Transfers from restricted to general funds represent old balances that have already been applied to Imkaan's work in keeping with the purposes for which the funds were originally given.

Imkaan

Notes to the financial statements

For the year ended 31 March 2021

Purposes of restricted funds

London Council

The London Councils' grant contributes towards the development and delivery of training programmes to London-based frontline refuge staff on areas including housing, supporting people and immigration law. It also contributes towards the production of community based research, policy and information bulletins, as well as ensuring that the needs of BAMER women and children are reflected within mainstream service planning and funding policies.

Rosa Fund

The Rosa Fund part supports the salary for the post of Communications Coordinator to deliver work related to awareness raising of racialised sexual harassment and to work with members to develop communications infrastructure.

Oak Foundation

The Oak Foundation is a core grant towards the post of the Executive Director and the Operations Coordinator and to cover any additional core costs of the organisation including overhead.

Oak Foundation - Legal Defence Fund

Oak Foundation Legal Justice Fund is dedicated to strategic litigation in cases where there have been microaggressions and/or breaches of specific duties (Equality Act, Competition Law, Human Rights Law and the Social Value Act) by public authorities in tendering and commissioning. The fund will support organisations to under legal actions where there have been breaches.

Oak Foundation - Tallawah Project

Oak Foundation Tallawah Project establishes a community resource for black and minoritised women creating the foundation for more equitable resourcing and grant management. While the project is independent, it involved Imkaan in the development of the work. Imkaan serves as fiscal host for the project with some governance responsibilities.

Oak Foundation - Covid 19 Emergency

Emergency COVID funding to Imkaan to offer onward grants to Black and minoritised women and girls organisations to address emergencies needs arising from the COVID pandemic including meeting IT needs, backfill and demand for frontline support.

Comic Relief

Awarded to Imkaan to offer onward grants focusing on the sustainability of Black and minoritised women and girls sector and crisis management during COVID.

London Council - NRPF (AWRC)

A partnership led by Asian Women's Resource Centre supporting women with NRPF. Imkaan provided an evaluation of the work delivered by the partnership to highlight ways in which by and for services worked with women with NRPF.

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For the year ended 31 March 2021

Open Society Foundation

Domestic Abuse Strategic Learning Partnership

Awarded to engage in sector-wide work focusing on the coping of women's services during the period of the pandemic and identifying lessons learned towards ways of working.

Unbound Philanthropy

Support the work of the Policy team at Imkaan to deliver a range of activities related to policy responses, analysis and developing policy positions.

Treebeard Trust

To deliver work addressing sector sustainability focusing on strategic issues covering development and planning to identify responses to risks and challenges facing the sector.

14. Analysis of net assets between funds - Current Year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total 2021 £
Tangible fixed assets	-	6,206	6,206
Cash at Bank and in hand	360,004	588,240	948,244
Other net current assets/(liabilities)	-	(449,609)	(449,609)
Net assets at 31 March 2021	360,004	144,837	504,841

Analysis of net assets between funds - Previous Year

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total 2020 £
Tangible fixed assets	-	5,816	5,816
Cash at Bank and in hand	112,110	42,700	154,810
Other net current assets/(liabilities)	107,630	(27,134)	80,496
Net assets at 31 March 2020	219,740	21,382	241,122

15. Trustees members' remuneration and expenses

The trustees' received no remuneration. No costs were incurred for members attending meetings, (2020- £nil)

Imkaan**Notes to the financial statements****For the year ended 31 March 2021****16. Operating leases**

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non cancellable operating leases which fall due as follows :

	Office Equipment		Leasehold Property	
	2021 £	2020 £	2021 £	2020 £
Within one year	1,588	2,116	21,918	21,918
Between two and five years	-	1,588	-	21,918
	1,588	3,704	21,918	43,836

17. Related Party Transactions

There were no related party transactions during the year (2020 – none).

18. Reconciliation of Net Income to Net Cash Flow From Operating Activities

	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
Net Income for the year	263,719	103,910
Adjustment for :		
Purchase of Tangible Assets	(3,684)	-
Depreciation	3,294	1,279
(Increase)/decrease in debtors	41,598	(40,046)
Increase/(decrease) in creditors	488,507	(14,497)
	793,434	50,646

18.1 Analysis of Changes in Net Debt

	At 1 April 2020	Cash-flows	At 31 March 2021
Cash in bank and in hand	154,810	793,434	948,244