

COMPANY NUMBER 04943395
REGISTERED CHARITY NUMBER 1105976

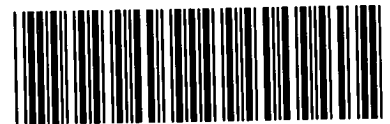
IMKAAN

(Company Limited by Guarantee without Share Capital)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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IMKAAN

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FOR THE YEAR ENDED 31 MARCH 2022

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IMKAAN

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees presents their report and financial statements for the year ended 31 March 2022, 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	Resigned 18 October 2022
Kaveri Sharma	Treasurer
Kafayat Okanlawon	Resigned 6 May 2021
Rina Mehta	
Mandana Hendessi	
Jean-Ann Ndow	
Nafisa Gudal	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2021-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

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

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 2021 and remain relevant to the charity's purpose. Period reviews will be done in line with a review of all governance frameworks.

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 know the organisation. Trustees can also join sub-committees and with groups organised by Imkaan addressing specific themes of the work that is delivered.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

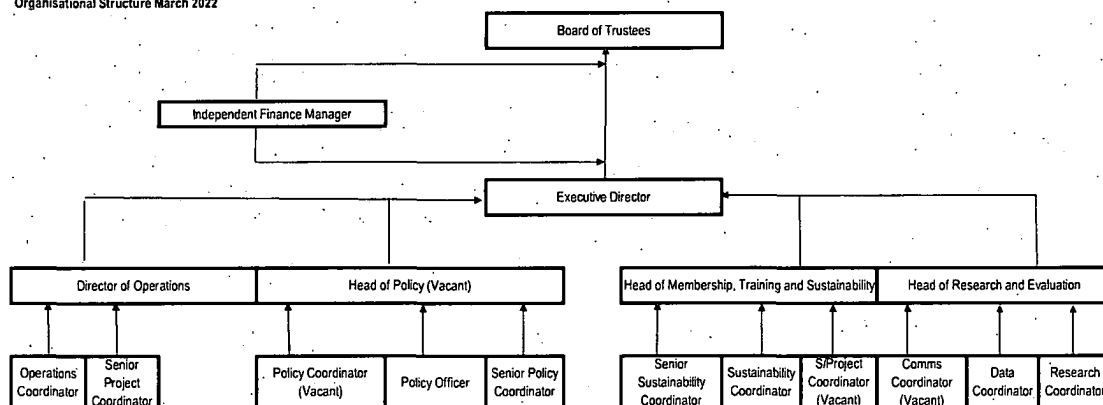
FOR THE YEAR ENDED 31 MARCH 2022

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.

Organisational Structure March 2022



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

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.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

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 does this by elevating the voices of Black and minoritised women and girls in policy, research and advocacy spaces.

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. Imkaan uses the term minoritised to indicate that global majority women are subjected to minority status in the UK through immigration status, race, country of origin regardless their current citizenship and through the ways in which they are subjected to structures of oppression.

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.

IMKAAAN

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

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.

The need for Imkaan's work as a second-tier umbrella 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 participated in the CSW Core Group to input content to the SW country report and submitted supporting evidence. We also participated at CSW65 presenting the paper called The Dual Pandemic: The Impact of COVID 19 and Violence on Black and Minoritised Women and Girls. At the start of CSW65, the UK government announced that it would not endorse collective rights. These rights cover issues such as indigenous land rights and interpret human rights as individual rights. The government's stance is also gender neutral as it will not support women's rights as such rights, in their view, undermine men's rights. While the UK government has ratified CEDAW, it has now taken a stand against CEDAW. This is understood as an indication that the government will be pulling out of IC as some right-wing European governments have done. Later in June, Imkaan provided evidence to the CEDAW People's Tribunal, again submitting the Alternative Bill as evidence, to help build a case for a Women's Bill of Rights incorporating CEDAW into domestic legislation.

Imkaan held the first Legal Justice Fund roundtable on and have commitment from Centre for Women's Justice, Public Law Project and Matrix Law to work with Imkaan to challenge commissioning decisions. The new strategy as agreed with the group of lawyers, barristers and QCs is to start the legal challenge at the start of a commissioning process, rather than after the outcome. The scope of any potential challenge will be expanded to include examples where organisations had been excluded from strategic meetings where commissioning decisions were made.

The new Policy Unit has launched with the following work programme: housing policy analysis, mapping microaggressions, structural inequalities, human rights, IC, Victim's Bill, DA Act 2021, Brexit and COVID recovery and recession, gender neutrality and funding.

A review is underway of all members focusing on the definition of by and for. The review could have a number of implications for the current membership including reduction of membership where members have not met the by and for criteria. The review will consider the following: by and for definition, membership categories relating the definition, membership growth and benefits.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

An evaluation of Ascent of the LVAWGC has been completed. The findings will help inform Black and minoritised leadership development in funded programmes in other words, supporting organisations to lead bids.

The Shadow Rape Review is coming to end with evidence to be submitted to the Home Affairs Select Committee on rape prosecution and conviction.

The evaluation of sexual violence work with northern members led by the Angelou Centre is ongoing.

The evaluation of the WGN-led project called Courageous which focuses on young women and experiences of sexual violence is ongoing.

Imkaan produced the following briefings over the year: Joint Briefing on the Police, Crime, Sentencing and Courts Bill with Rights of Women, EVAW, and LAWRS; Section 4 Statutory Duty Guidance; VAWG Sector Call on Gender Neutrality.

Work has started on the creation of a national Imkaan database which will support evidence collection activities that can be used in funding, strategy and policy influencing work. Data gathering work is also being done with Bristol University.

Overall research capacity has increased 50% with experienced research and database coordinators in post.

Imkaan has representation on the National Housing Steering Group focusing on domestic violence refuge provision chaired by the Minister of DLUHC. The group meets quarterly to monitor the implementation of the Statutory Duty contained in Section 4 of the Domestic Abuse Act 2021. This duty covers composition of partnership boards, commissioning plans and strategies and local needs assessments feeding into commissioning frameworks. As part of this work, we have begun policy analysis on the intersection of race, class, gender and disability. Women's disability is a key priority of the work of this group. Our input will focus on race, gender, class and disability intersections. Our intervention has also focused on elevating the National Standard of Expectations to inform commissioning best practice and upcoming commissioning legislation in addition to making representations on behalf of our members. We are developing our own inclusive commissioning framework that will be fed into the group in addition to other work.

Imkaan participated in events bringing commissioners and funders to the table to shift the funding landscape and to support by and for services as follows: (1) DLUHC organised an event with 90 commissioners across the country focusing on commissioning outcomes for BME sector. The aim was to highlight the concerns we had and to advocate for change in commissioning frameworks ahead of the Green Paper Transforming Public Procurement. (2) Organised an event through the ACF VAWG group attended by 16 funders to highlight funding inconsistencies and how these might be addressed. The aim was to work towards a shift in funding landscapes. (3) Participated in the TSIP series to highlight concerns with regards to grassroots funding. TSIP allocated the BME grassroots funds to by and for organisations. It was a concern that two-thirds of the grassroots BME recipients were led by white women. This remains a going concern and will be discussed with MOPAC which is the source of the fund.

Imkaan holds the fund for the ARWG. Over the last 12 months the Anti-racism Working Group where Imkaan is a member delivered a 12-month anti-racism charter workshop delivery plan focusing on specific elements of the charter at each workshop. This work will be published once the workshop programme is completed before the end of Year 2 of the grant. This publication will document all of the learning in a handbook that will serve as the legacy of the project as well as the implementation framework for the charter. To date, we have held 8 anti-racism working group meetings, 7 communication and policy sub-group meetings, 3 membership sub-group meetings, and 6 development sub-group meetings.

Fundraising Standard Information.

Imkaan has received £55,329 (2021 - £56,072) 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.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

Financial review

In April 2020 Imkaan launched a major fundraising drive with a target of £5 million: -

As of September 2022 funding and other grant commitments of £4.61 million has been secured covering the period April 2020 to March 2026. 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, Lankelly Chase, Chanel Foundation, WAFE(CAF) and statutory funders such as the London Council and The Department for Digital, Culture, Media & Sports.

Imkaan has secured a further £1.74 million for onward grants payments focusing on the sustainability of Black and minoritised women and girls sector and crisis management during COVID. As well as Imkaan's Margin to Centre Fund covering Scotland and England to support BME women's organisations in the delivery of frontline work and to look at small-scale initiatives addressing sustainability

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

Total income for the year ended March 2022 was £2,156,146 an increase of 548,645 from the March 2021 figure of £1,607,501. Total expenditure to March 2022 was £1,004,294 a decrease of £339,488 from expenditure of £1,343,782 (March 2021). The surplus of £1,151,852 is an increase of £888,133 over the surplus of £263,719 (March 2021). At 31 March 2022 general unrestricted reserves totalled £566,773 and restricted reserves were £1,099,920.

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 2022/23 is £2,008,532, however, of this figure £1,029,853 is for onward grant awards, and not part of Imkaan's day to day expenditure. Of the reduced figure of £978,676 the reserves target is between £244,669 and £489,338. 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 £545,159 have exceeded the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

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 Esmée 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 2022, 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.

IMKAAAN

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

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.

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 21/12/22 and signed on its behalf by :

Ruth Atkinson
Co Chair and Secretary

Kaveri Sharma
Treasurer

Signed Ruth Atkinson
22/12/22

Signed K Sharma
22/12/22

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

We have audited the financial statements of Imkaan for the year ended 31 March 2022 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 2022 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

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.

23.12.2022 Date

**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 2022

		Unrestricted funds	Restricted funds	Year Ended 31 March 2022 Total funds	Year Ended 31 March 2021 Total funds
	Notes	£	£	£	£
Incoming resources					
Donations & Legacies	2	500,410	1,594,916	2,095,326	1,532,082
Charitable activities	3	57,717	-	57,717	72,417
Investment income		-	-	-	-
Other trading activities		-	-	-	-
Other Incoming resources	3a	3,103	-	3,103	3,002
Total incoming resources		<u>561,230</u>	<u>1,594,916</u>	<u>2,156,146</u>	<u>1,607,501</u>
Resources expended					
Charitable activities					
Charitable Activities		126,429	848,652	975,081	1,315,104
Governance costs		22,865	6,348	29,213	28,678
Total resources expended	4	<u>149,294</u>	<u>855,000</u>	<u>1,004,294</u>	<u>1,343,782</u>
Net (Expenditure)/Income for the year		<u>411,936</u>	<u>739,916</u>	<u>1,151,852</u>	<u>263,719</u>
Net movement in funds for the year		<u>411,936</u>	<u>739,916</u>	<u>1,151,852</u>	<u>263,719</u>
Funds brought forward	13	<u>144,837</u>	<u>360,004</u>	<u>504,841</u>	<u>241,122</u>
Funds carried forward	13	<u>556,773</u>	<u>1,099,920</u>	<u>1,656,693</u>	<u>504,841</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 2022

			Year Ended 31 March 2022	Year Ended 31 March 2021
	Note	£	£	£
Tangible fixed assets	8		21,613	<u>6,206</u>
Current assets				
Debtors	10	782,317		66,032
Cash at bank and in hand		<u>1,002,978</u>		<u>948,244</u>
		1,785,295		1,014,276
Creditors :				
Amounts falling due within one year	11	<u>(150,215)</u>		<u>(515,641)</u>
Net current assets			<u>1,635,080</u>	<u>498,635</u>
Net assets/ (liabilities)			<u>1,656,693</u>	<u>504,841</u>
 The funds of the charity:				
Restricted funds	13		1,099,920	360,004
Unrestricted funds	13		<u>556,773</u>	<u>144,837</u>
Total funds	13		<u>1,656,693</u>	<u>504,841</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 21/12/22 and signed on its behalf by :

Kaveri Sharma - Treasurer

Signed 

22/12/22

Ruth Atkinson - Co Chair and Secretary

Signed 

22/12/22

The notes on pages 16 - 31 form part of these financial statements.
Company No. 04943395

Imkaan

Cash Flow Statement

For the year ended 31 March 2022

	Notes	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	18	77,131	797,118
<i>Cash flow from investing activities</i>			
Purchase of tangible fixed assets		(22,397)	(3,684)
Net cash (used in)/provided by investing activities		(22,397)	(3,684)
<i>Net increase in cash and cash equivalents in the year</i>		54,734	793,434
<i>Cash and cash equivalents at the beginning of the year</i>		948,244	154,810
<i>Cash and cash equivalents at the end of year</i>		1,002,978	948,244
<i>Analysis of cash and cash equivalents</i>			
Cash at bank and in hand		1,002,978	948,244
<i>Cash and cash equivalents at the end of year</i>	18.1	1,002,978	948,244

1. Accounting policies

Imkaan is a private company limited by guarantee with no share capital incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are 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 does this by elevating the voices of Black and minoritised women and girls in policy, research and advocacy spaces.

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

- a) The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

- b) All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.
- c) For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

- d) Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying services in order to raise funds and is recognised when entitlement has occurred.
- e) Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.
- e) Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.
- f) Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'. Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.
- g) Other income includes other income such as gains on disposals of tangible fixed assets.
- h) 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.
- i) Unrestricted funds are donations and other income received or generated for charitable purposes.

Imkaan

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies (continued)

- i) 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) 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 2022 of £535,160 and at that date had net current assets of £1,635,080

The Board of Trustees having looked at the latest management accounts for 2022/23, together with the budget estimates for 2023/24 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.

n) 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)

- o) 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.
- p) 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.
- q) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.
- r) 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.

Key Assumptions.

Staff Costs, are allocated in accordance with staff time, research & development fees, payments to partner organisations, bad debts written off and hire of premises are allocated on a direct basis on usage, all other costs are allocated based on usage.

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.

- s) 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.

Imkaan

Notes to the financial statements

For the year ended 31 March 2022

t) 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.

Imkaan

Notes to the financial statements

FOR THE YEAR ENDED 31 MARCH 2022

2. Donations & Legacies

	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Golden Giving - Donations	55,329	-	55,329	56,072
Chanel Foundation	-	426,212	426,212	-
Comic Relief	-	-	-	520,000
Department for Digital, Culture, Media and Sport	-	167,079	167,079	-
Domestic Abuse Strategic Learning Partnership	-	39,565	39,565	12,935
Esmee Fairbairn Foundation - Covid 19	-	-	-	30,000
Esmee Fairbairn Foundation - Main Grant	120,000	-	120,000	60,000
Esmee Fairbairn No 1	54,000	-	54,000	-
GMSP Foundation	33,500	-	33,500	30,000
Joseph Rowntree	-	115,181	115,181	-
London Council - NRPF (AWRC)	-	-	-	30,000
London Councils - Ascent Project	-	36,285	36,285	36,284
Oak Foundation - Core Funding	-	-	-	115,222
Oak Foundation - Core Funding (No 2)	-	116,356	116,356	28,975
Oak Foundation - Covid 19 Emergency Funding	-	-	-	385,000
Open Society Foundation	-	-	-	43,144
Paul Hamlyn Foundation Backbone Grant	200,000	-	200,000	-
Paul Hamlyn Foundation Grant	-	-	-	20,000
Rosa Fund	-	9,450	9,450	9,450
Solberga Foundation	-	-	-	15,000
Sony Pictures	29,581	-	29,581	-
Tallawah Project - Other	-	3,000	3,000	-
Tallawah Project - Kiawah Trust	-	15,000	15,000	-
Tallawah Project - Oak Foundation	-	321,825	321,825	-
Tallawah Project - Panorama Global	-	29,429	29,429	-
Tides Foundation	-	71,128	71,128	-
Treebeard Trust	-	-	-	20,000
Trust for London	-	13,250	13,250	-
Trust for London WAHA	8,000	-	8,000	-
Unbound Philanthropy	-	-	-	120,000
WAFE -CAF Funding	-	231,156	231,156	-
	500,410	1,594,916	2,095,326	1,532,082

Of The £1,532,082 recognised in 2021, £211,072 was unrestricted funds and £1,321,010 was restricted funds

GMSP Foundation granted Imkaan £33,500 (2021 - £30,000) of which £28,828 (2021 - 28,681) was spent on salaries and operating costs.

3. Income from charitable activities

Training & Consultancy

	57,717	-	57,717	72,417
	57,717	-	57,717	72,417
3a Other Incoming resources	3,103	-	3,103	3,002
	3,103	-	3,103	3,002

Imkaan
Notes to the accounts
FOR THE YEAR ENDED 31 MARCH 2022
4. Analysis of Expenditure on Charitable Activities

<i>Current Year</i>	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Govern- ance £	Year Ended 31 March 2022 Total £	Year Ended 31 March 2021 Total £
Cost directly allocated to activities						
Staff costs	Staff time	465,966	67,290	-	533,256	351,165
Sessional Staff						
Research & Development Fees	Direct	231,859	15,430	-	247,289	30,715
Payments to Partner Organisations	Direct	48,515	-	-	48,515	848,322
Hire of Premises	Direct	264	-	-	264	0
Catering/Subsistence	Usage	-	-	-	-	35
Accreditation Costs	Usage	650	-	-	650	650
Project Costs	Usage	10,931	438	-	11,369	2,522
Bad Debts Written Off	Direct	-	5,062	-	5,062	11,275
IT Database	Direct	11,268	-	-	11,268	-
Staff Training & Recruitment	Direct	3,005	3,017	-	6,022	4,142
Staff travel & Accommodation	Usage	1,745	1,587	-	3,332	2,388
Bursaries & Other Beneficiary payments	Direct	31,517	-	-	31,517	-
Legal fees	Direct	-	-	-	-	13
Trustees' expenses	Direct	-	-	-	-	-
Accountancy & Professional Fees	Direct	-	-	19,613	19,613	16,665
Auditor's Fees	Direct	-	-	9,600	9,600	12,000
Support costs allocated to activities						
Premises costs	Usage	13,410	18,800	-	32,210	22,418
Insurance	Usage	881	919	-	1,800	1,329
Telephone	Usage	8,730	4,984	-	13,714	12,660
Office & general expenses	Usage	13,921	7,902	-	21,823	24,189
Depreciation	Direct	5,990	1,000	-	6,990	3,294
Allocated to projects		6,348	22,865	(29,213)	-	-
Total resources expended		855,000	149,294	-	1,004,294	1,343,782

Imkaan
Notes to the accounts
FOR THE YEAR ENDED 31 MARCH 2022

4. Analysis of Expenditure on Charitable Activities - Continued					Year Ended	Six Month
Previous year	Basis of allocation	Restricted Funds	Unrestricted Funds	Governance	31 March 2021	Period ended
		£	£	£	Total	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	-	-	-	0	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	-	24,189	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 financial statements

For the year ended 31 March 2022

5. Net incoming resources for the year

This is stated after charging:

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Depreciation	6,990	3,294
Trustees' expenses (note 15)	-	-
Auditor's Fees	9,600	14,400
Operating lease rentals (note 16):		
▪ Leasehold Property	-	21,918
▪ Office Equipment	-	1,588

6. Staff costs and numbers

Staff costs were as follows:

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Salaries and wages	486,445	316,953
Social security costs	38,006	28,220
Employer Pension contributions	8,805	5,992
	<u>533,256</u>	<u>351,165</u>

6.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000, (2021 Nil)

6.2 The average monthly head count was 15 (2021 - 9.25) 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 2022 No.	Year Ended 31 March 2021 No.
Management	1.00	1.00
Project workers	11.20	6.50
Administration	1.40	1.00
	<u>13.60</u>	<u>8.50</u>

6.3 The total amount of employee benefits received by key management personnel is £56,606 (Year ended March 2021 - £56,426). The company considers its key personnel to comprise its Senior Management Team.

Imkaan

Notes to the financial statements

For the year ended 31 March 2022

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	37,921	8,094	50,715
Additions in year		13,957	8,440	22,397
At the end of the year	<u>4,700</u>	<u>51,878</u>	<u>16,534</u>	<u>73,112</u>
Depreciation				
At the start of the year	4,700	31,715	8,094	44,509
Charge for the year	-	5,302	1,688	6,990
At the end of the year	<u>4,700</u>	<u>37,017</u>	<u>9,782</u>	<u>51,499</u>
Net Book Value				
At the end of the year	<u>-</u>	<u>14,861</u>	<u>6,752</u>	<u>21,613</u>
At the start of the year	<u>-</u>	<u>6,206</u>	<u>-</u>	<u>6,206</u>

9. Financial instruments

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	<u>1,785,295</u>	<u>1,014,121</u>
Carrying amount of financial liabilities		
Measured at amortised cost	<u>111,927</u>	<u>483,180</u>

10. Debtors

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Grants Receivable	759,594	40,595
Trade Debtors	22,723	20,375
Other debtors	-	4,907
Prepayments	-	155
	<u>782,317</u>	<u>66,032</u>

Imkaan

Notes to the financial statements

For the year ended 31 March 2022

11. Creditors : amounts falling due within one year

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Taxation and social security	12,717	8,579
Trade Creditors	37,979	3,837
Other creditors	2,517	1,533
Deferred Grant	-	448,731
Accruals	97,002	52,961
	<u>150,215</u>	<u>515,641</u>

Deferred income comprises grants received in advance for work taking place after the year end date. During the course of the year no grants were deferred, (2021 - £448,731) there were deferred grants of £448,731 brought forward, there are no deferred grants that we will carry forward into the next accounting period.

12. Retirement benefit schemes

The charitable company contributes to a defined contribution pension scheme for all qualifying employees, operated by NEST Pensions.

The charge to income and expenditure account in respect of defined contribution schemes was £8,805 (2021 - £5,992).

13. Movements in funds

	At 1 April 2021 £	Incoming resources £	Outgoing resources £	At 31 March 2022 £
Restricted funds - Current Year				
London Councils(Ascent Project)	-	36,285	(36,285)	-
Chanel Foundation	-	426,212	(44,653)	381,559
Oak Foundation - Core Funding (No 2)	12,000	116,356	(102,358)	25,998
Oak Foundation - Legal Defence Fund	195,000	-	-	195,000
Comic Relief	44,215	-	(44,215)	-
Department for Digital, Culture, Media and Sport	-	167,079	(10,008)	157,071
Trust for London	-	13,250	(13,250)	-
Rosa Fund	-	9,450	(9,450)	-
Joseph Rowntree Foundation	-	115,181	(2,259)	112,922
Domestic Abuse Strategic Learning Partnership	-	39,565	(39,565)	-
WAFE - CAF	-	231,156	(231,112)	44
Open Society Foundation	25,200	-	(21,700)	3,500
Unbound Philanthropy	80,199	-	(61,259)	18,940
Tides Foundation	-	71,128	(21,518)	49,610
Treebeard Trust	3,390	-	-	3,390
Tallawah Project	-	369,254	(217,368)	151,886
Total restricted funds	<u>360,004</u>	<u>1,594,916</u>	<u>(855,000)</u>	<u>1,099,920</u>
General Funds	<u>144,837</u>	<u>561,230</u>	<u>(149,294)</u>	<u>556,773</u>
Total funds	<u>504,841</u>	<u>2,156,146</u>	<u>(1,004,294)</u>	<u>1,656,693</u>

Imkaan

Notes to the financial statements

For the year ended 31 March 2022

13. Movements in funds

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	At 31 March 2021 £
<i>Restricted funds - Previous year</i>				
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	219,740	1,321,010	(1,180,746)	360,004
General Funds	21,382	286,491	(163,036)	144,837
Total funds	241,122	1,607,501	(1,343,782)	504,841

Imkaan

Notes to the financial statements

For the year ended 31 March 2022

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.

Chanel Foundation

Chanel Foundation: Identify the ways BME women are impacted by inequality, work with small women's organisations addressing their needs and strengthening Imkaan member's network.

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.

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.

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.

Department for Digital, Culture, Media & Sport

Onward grant located in Imkaan's Margin to Centre Fund covering Scotland and England to support BME women's organisations in the delivery of frontline work and to look at small-scale initiatives addressing sustainability

Trust for London

This funding is for an project focusing on housing policy addressing the needs of Black and minoritised women leaving violence and facing homelessness and other housing insecurity due to the lack of emergency accommodation and move-on housing options in London.

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.

Imkaan

Notes to the financial statements

For the year ended 31 March 2022

Joseph Rowntree Foundation:

The project monitors the impact of structural inequalities in the policy environment and documents how these inequalities occur, where are the gaps in policy and responses to improved policy outcomes to BME women.

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.

Women's Aid Federation of England - Charities Aid Foundation

Core support covering work with members, capacity building, and training delivery.

Open Society Foundation

A project focused on assessing the impact of the dual pandemics – VAWG and COVID 19 – on Black and Minoritised Women and Girls towards long term sustainability with the following activities: policy analysis, consultation with members, and review of practice.

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.

Tides Foundation

To support the activities of the anti-racism working group for the VAWG sector to deliver a series of workshops on the charter and develop the website.

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 2022 £	Unrestricted funds 2022 £	Total 2022 £
Tangible fixed assets		21,613	21,613
Cash at Bank and in hand	616,555	386,423	1,002,978
Other net current assets/(liabilities)	483,365	148,737	632,102
Net assets at 31 March 2022	1,099,920	556,773	1,656,693

Analysis of net assets between funds - Previous 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

Notes to the financial statements

For the year ended 31 March 2022

15. Trustees members' remuneration and expenses

No trustees and no persons closely connected with them were paid any expenses (2021 -£Nil)

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	
	2022 £	2021 £	2022 £	2021 £
Within one year	-	1,588	-	21,918
Between two and five years	-	-	-	-
	<u>-</u>	<u>1,588</u>	<u>-</u>	<u>21,918</u>

17. Related Party Transactions

There were no related party transactions during the year (2021– none).

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

	Year Ended - 31 March 2022 £	Year Ended 31 March 2021 £
Net Income for the year	1,151,852	263,719
Adjustment for :		
Depreciation	6,990	3,294
(Increase)/decrease in debtors	(716,285)	41,598
Increase/(decrease) in creditors	(365,426)	488,507
	<u>77,131</u>	<u>797,118</u>

18.1 Analysis of Changes in Net Debt

	At 1 April 2021 £	Cash-flows £	At 31 March 2022 £
Cash in bank and in hand	948,244	54,734	1,002,978