

REFUGEE WOMEN'S ASSOCIATION
FINANCIAL STATEMENTS
31 MARCH 2016

Charity Number 1058459

BAPTISTE & CO
Chartered Certified Accountants
23 Austin Friars
London
EC2N 2QP

REFUGEE WOMEN'S ASSOCIATION

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2016

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REFUGEE WOMEN'S ASSOCIATION

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2016

The trustees, who are also directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2016.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name Refugee Women's Association

Charity registration number 1058459

Company registration number 3001560

Registered office Print House
18 Ashwin Street
London
E8 3DL

THE TRUSTEES

The trustees who served the charity during the period were as follows:

Fatima Seedat
Elika Nasiri
Sanaz Roohi
Ingrid Babcock

Secretary S. Azimi

OBJECTIVES AND ACTIVITIES

The objectives of the charity is to empower refugee women, be committed to providing the best possible advice, guidance and advocacy regarding education, training, employment, health and social care. To provide vocational training such as ESOL classes to refugee and migrant women. To raise public and decision-makers' awareness of the needs of refugee women, place refugee women's issues firmly on the agenda of policy makers and provide a model of good practice, showing a way of overcoming difficulties between different groups and people of different backgrounds.

One of the significant activities have been undertaken in the year is to develop the charity's strategic and business plan which captures the aims, objectivise, action plan and the charity's activities. We reviewed some of the charity's major policies and procedures in accordance with legal requirement. Another significant activity is the development of our social media to build a better link with our clients and public and use the medium as a tool for raising unrestricted funds and donations. We also introduced new projects to provide workshops in leadership and resilience for refugee and migrant women

ACHIEVEMENTS AND PERFORMANCE

During the year, the Refugee Women's Association provided advice and guidance to 734 individual refugee, migrant and asylum seeking women on education, training, employment and integration opportunities in the office and on outreach basis. We also provided advice and support on housing, immigration and welfare issues to our clients. All the advice and support was provided in accordance

REFUGEE WOMEN'S ASSOCIATION

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2016

with the OISC requirements.

Due to 2 projects coming to an end in 2015, we have had to reduce the number of ESOL Skills for Life classes that we have been running. We have however raised some funds to increase our classes in 2016/17 and hold them in different parts of London

The Book Club for refugee women doctors and health professionals which we set up in 2009 is continuing to flourish beyond the funding period (6 months). The Book Club session is held once a month and the number of participants is growing steadily. One of the impacts of this Book Club is the members have made excellent progress in their speaking and listening, have begun to take up reading as a regular life activity, have moved on to higher education and have found employment.

We have provided specialist job search training for refugee and migrant women to help them in their pathway to employment. As part of our work in partnership with other organisations, we have overachieved our target of finding sustainable employment for unemployed refugee and migrant women.

During the year we further developed our networking and partnership with voluntary, statutory and private sector organisations to increase our funds, create further employment and training opportunities for refugee and migrant women and put their needs and aspiration on the agenda of policy makers. We actively increased our partnership with the Housing Associations and new organisations during the year to increase work experience and employment opportunities for our clients and have developed collaboration with refuges to house women who have suffered from Domestic Violence.

We have increased our collaboration with Social Services on issues of child protection, fostering and adoption in relation to refugee families.

We have increased our network with policy makers including the Greater London Authority, police and the Home Office to create better opportunities for migrants and refugee women to integrate in this society.

FINANCIAL REVIEW

The year to 31 March 2016 was another difficult year for voluntary and community organisations including RWA. The main issues which have affected RWA in the year ended 31 March 2015 continued to affect us in the year to 31 March 2016. The first one being the delays in receiving funds, often up to 6 months after delivering the projects which have caused cash-flow and the collapse of some prominent charity organisations and the introductions of the new policies and regulations by the Central Government for the Charity sector has put more pressure on the voluntary and community organisations to justify their existence

However despite all the difficulties RWA managed to partner with some organisations to deliver new projects which resulted in us increasing our income and activities. We have tried during the difficult time to show resilience, continued operational activities, delivered programmes and gradually reduced the debts to organisation. We have turned the corner in the past year next 2 years through partnership work and increasing unrestricted funds through social, cultural and employment activities.

PLANS FOR FUTURE PERIODS

REFUGEE WOMEN'S ASSOCIATION

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2016

We are planning to review the charity's strategic and business plan in accordance with the aims and objectives of the charity particularly in relation to our vision, mission, values and fundraising plan. We will be holding 2 staff/Trustees Away Day and consult with our service users to plan the future work of the charity particularly entering new field of work in response to the new clients. We will develop new partnership projects to expand our services to the refugee, migrant and asylum seeking women and to increase the level of our grants.

We are anticipating that volunteers will feature noticeably in some of the extra activities we wish to take on.

REFUGEE WOMEN'S ASSOCIATION

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2016

INDEPENDENT EXAMINER

Baptiste & Co has been re-appointed as independent examiner for the ensuing year.

Registered office:
Print House
18 Ashwin Street
London
E8 3DL

Signed by order of the trustees

S ROOHI
Director
28 December 2016

REFUGEE WOMEN'S ASSOCIATION
INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF
REFUGEE WOMEN'S ASSOCIATION
YEAR ENDED 31 MARCH 2016

I report on the accounts of the charity for the year ended 31 March 2016 which are set out on pages 7 to 13.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The trustees (who are also the directors of Refugee Women's Association for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

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

REFUGEE WOMEN'S ASSOCIATION
INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF
REFUGEE WOMEN'S ASSOCIATION *(continued)*
YEAR ENDED 31 MARCH 2016



Baptiste & Co
Independent examiner

23 Austin Friars
London
EC2N 2QP
28 December 2016

REFUGEE WOMEN'S ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2016

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £	Total Funds 2015 £
INCOMING RESOURCES					
Incoming resources from generating funds:					
Voluntary income	2	<u>12,808</u>	<u>296,740</u>	<u>309,548</u>	<u>273,865</u>
TOTAL INCOMING RESOURCES		<u>12,808</u>	<u>296,740</u>	<u>309,548</u>	<u>273,865</u>
RESOURCES EXPENDED					
Charitable activities	3/4		(253,213)	(253,213)	(258,449)
Governance costs	5	<u>(1,034)</u>	<u>—</u>	<u>(1,034)</u>	<u>(899)</u>
TOTAL RESOURCES EXPENDED		<u>(1,034)</u>	<u>(253,213)</u>	<u>(254,247)</u>	<u>(259,348)</u>
NET INCOMING RESOURCES FOR THE YEAR/NET INCOME FOR THE YEAR		11,774	43,527	55,301	14,517
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>32,481</u>	<u>(215,148)</u>	<u>(182,667)</u>	<u>(197,184)</u>
TOTAL FUNDS CARRIED FORWARD		<u>44,255</u>	<u>(171,621)</u>	<u>(127,366)</u>	<u>(182,667)</u>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 10 to 13 form part of these financial statements.

REFUGEE WOMEN'S ASSOCIATION

BALANCE SHEET

31 MARCH 2016

	Note	2016 £	£	2015 £	£
FIXED ASSETS					
Tangible assets	7		–		–
CURRENT ASSETS					
Debtors	8	5,265		–	
Cash at bank		9,663		4,146	
		<u>14,928</u>		<u>4,476</u>	
CREDITORS: Amounts falling due within one year	9	<u>(68,158)</u>		<u>(113,337)</u>	
NET CURRENT LIABILITIES			(53,230)		(109,191)
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>(53,230)</u>		<u>(109,191)</u>
CREDITORS: Amounts falling due after more than one year	10		<u>(74,136)</u>		<u>(74,136)</u>
NET LIABILITIES			<u>(127,366)</u>		<u>(182,667)</u>
FUNDS					
Restricted income funds	12	(171,621)		(215,148)	
Unrestricted income funds	13	42,455		32,481	
			<u></u>		<u></u>
TOTAL FUNDS			<u>(127,366)</u>		<u>(182,667)</u>

For the year ended 31 March 2016 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The Balance sheet continues on the following page.

The notes on pages 10 to 13 form part of these financial statements.

REFUGEE WOMEN'S ASSOCIATION

BALANCE SHEET *(continued)*

31 MARCH 2016

These financial statements were approved by the members of the committee and authorised for issue on the 28 December 2016 and are signed on their behalf by:

S ROOHI
Director

Company Registration Number: 3001560

The notes on pages 10 to 13 form part of these financial statements.

REFUGEE WOMEN'S ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2016

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), and the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005).

Fixed assets

All fixed assets are initially recorded at cost.

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £	Total Funds 2015 £
Donations				
Donations	12,808	–	12,808	8,621
Grants receivable				
Daphne/EU – IKWRO - Youth in Mentoring	–	8,282	8,282	–
Daphne/EU –IKWRO - A-Z to Safety	–	25,693	25,693	–
Home Office/EU – IKWRO -Journey to Integration	–	87,439	87,439	57,044
Home Office/EU – IKWRO- Life Transformation	–	45,525	45,525	–
Erasmus/EU - Professionals and Youth in Partnership	–	12,691	12,691	91,031
BLF – BRS – Lifting the Bar	–	19,754	19,754	9,000
NHS – BRS - Health First	–	2,250	2,250	–
London Councils –Hopscotch -	–	95,106	95,106	21,435
Women into employment	–	–	–	84,534
The TWIST Partnership	–	–	–	2,200
	<u>12,808</u>	<u>296,740</u>	<u>309,548</u>	<u>273,865</u>

REFUGEE WOMEN'S ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016

3. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Restricted Funds £	Total Funds 2016 £	Total Funds 2015 £
	<u>254,113</u>	<u>253,213</u>	<u>258,449</u>
Beneficiary expenses	43,387	43,387	53,364
Wages & Salaries	170,428	170,428	167,255
Rent	15,033	15,033	14,952
Insurance	1,326	1,326	894
Legal & professional - Other	1,520	1,520	1,761
Telephone	5,019	5,019	3,027
Office expenses	10,175	10,175	10,398
Donations	6,323	6,323	6,798
	<u>253,211</u>	<u>253,211</u>	<u>258,449</u>

REFUGEE WOMEN'S ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2016

4. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Delivery of services £	Total Funds 2016 £	Total Funds 2015 £
Beneficiary expenses	43,387	43,387	53,364
Wages & Salaries	170,428	170,428	167,255
Rent	15,033	15,033	14,952
Insurance	1,326	1,326	894
Legal & professional - Other	1,520	1,520	1,761
Telephone	5,019	5,019	3,027
Office expenses	10,175	10,175	10,398
Donations	6,323	6,323	6,798
	<u>253,211</u>	<u>253,211</u>	<u>258,449</u>

5. GOVERNANCE COSTS

	Unrestricted Funds £	Total Funds 2016 £	Total Funds 2015 £
Accountancy fees	1,020	1,020	899
Bank charges and interest payable	14	14	—
	<u>1,034</u>	<u>1,034</u>	<u>899</u>

6. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2016 £	2015 £
Wages, salaries and social security	170,428	167,255
	<u>170,428</u>	<u>167,255</u>

Particulars of employees:

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

2016 No.	2015 No.
5	6

No employee received remuneration of more than £60,000 during the year (2015 - Nil).

REFUGEE WOMEN'S ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2016

7. TANGIBLE FIXED ASSETS

	Equipment £	Fixtures & Fittings £	Total £
COST			
At 1 April 2015 and 31 March 2016	<u>42,686</u>	<u>1,123</u>	<u>43,809</u>
DEPRECIATION			
At 1 April 2015 and 31 March 2016	<u>42,686</u>	<u>1,123</u>	<u>43,809</u>
NET BOOK VALUE			
At 31 March 2016	<u>—</u>	<u>—</u>	<u>—</u>
At 31 March 2015	<u>—</u>	<u>—</u>	<u>—</u>

8. DEBTORS

	2016 £	2015 £
Other debtors	<u>5,265</u>	<u>—</u>

9. CREDITORS: Amounts falling due within one year

	2016 £	2015 £
Bank loans and overdrafts	986	6,989
Trade creditors	66,153	67,944
Other creditors	—	37,504
Accruals and deferred income	1,019	900
	<u>68,158</u>	<u>113,337</u>

10. CREDITORS: Amounts falling due after more than one year

	2016 £	2015 £
Other long term loans	<u>74,136</u>	<u>74,136</u>

12. RESTRICTED INCOME FUNDS

	Balance at 01 April 15 £	Incoming £	Outgoing £	Balance at 31 March 16 £
Restricted Funds	<u>(215,148)</u>	<u>296,740</u>	<u>(253,213)</u>	<u>(171,621)</u>

13. UNRESTRICTED INCOME FUNDS

	Balance at 01 April 15 £	Incoming £	Outgoing £	Balance at 31 March 16 £
Restricted Funds	<u>32,481</u>	<u>12,808</u>	<u>(1,034)</u>	<u>42,455</u>

REFUGEE WOMEN'S ASSOCIATION

MANAGEMENT INFORMATION

YEAR ENDED 31 MARCH 2016

The following pages do not form part of the statutory financial statements which are the subject of the independent examiner's report on pages 5 to 6.

REFUGEE WOMEN'S ASSOCIATION
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2016

	2016 £	2015 £
INCOMING RESOURCES		
VOLUNTARY INCOME		
Donations	12,808	8,621
Small grants	8,282	–
A-Z Safety	25,693	–
IKWRO	87,439	57,044
Life Transformation EU / Home Office	45,525	–
Professioanls and Youth in Partnership	12,691	91,031
Barnet Refugee Service	22,004	9,000
Hopscotch	95,106	21,435
Women into employment	–	84,534
The TWIST Partnership	–	2,200
	<u>309,548</u>	<u>273,865</u>
TOTAL INCOMING RESOURCES	<u>309,548</u>	<u>273,865</u>
RESOURCES EXPENDED		
CHARITABLE ACTIVITIES		
Beneficiary expenses	43,387	53,364
Wages & Salaries	170,428	167,255
Rent	15,033	14,952
Insurance	1,326	894
Legal & professional - Other	1,520	1,761
Telephone	5,019	3,027
Office expenses	10,175	10,398
Donations	6,323	6,798
	<u>253,211</u>	<u>258,449</u>
GOVERNANCE COSTS		
Accountancy fees	1,022	899
Bank charges and interest payable	14	–
	<u>1,036</u>	<u>899</u>
TOTAL RESOURCES EXPENDED	<u>254,247</u>	<u>259,348</u>
NET INCOMING RESOURCES FOR THE YEAR	<u>55,301</u>	<u>14,517</u>

REFUGEE WOMEN'S ASSOCIATION
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2016

	2016 £	2015 £
CHARITABLE ACTIVITIES		
Delivery of services		
<i>Activities undertaken directly</i>		
Beneficiary costs	43,387	53,364
Wages & Salaries	170,428	167,255
Rent	15,033	14,952
Insurance	1,326	894
Legal & professional - Other	1,520	1,761
Telephone	5,019	3,027
Office expenses	10,175	10,398
Donations	6,323	6,798
	<u>253,211</u>	<u>258,449</u>