COMPANY REGISTRATION NUMBER: 2855091 CHARITY REGISTRATION NUMBER: 1044344

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# The Angelou Centre Company Limited by Guarantee Unaudited Financial Statements 31 August 2018

**CENSIS** 

Chartered accountant Exchange Building 66 Church Street Hartlepool TS24 7DN

# Company Limited by Guarantee

# **Financial Statements**

# Year ended 31 August 2018

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## Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report)

# Year ended 31 August 2018

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 August 2018.

#### Reference and administrative details

Registered charity name

The Angelou Centre

Charity registration number

1044344

Company registration number 2855091

Principal office and registered 17 Brighton Grove

office

Fenham

Newcastle Upon Tyne

Tyne & Wear NE4 5NS

#### The trustees

Shamsa Bashey Fazeelat Iqbal Margrate Idika Ezz Maya Anita Wan

Stephanie A A Edusei Odeth Richardson Motrani Ismahane Parmjit Kaur Mattu

(Appointed 9 May 2018) (Appointed 9 May 2018) (Resigned 9 May 2018) (Resigned 9 May 2018)

Company secretary

Ezz Maya

Co Opted Trustees

Pat Garret

Hannah McDonald

**Accountants** 

Censis

Chartered accountant **Exchange Building** 66 Church Street

Hartlepool **TS24 7DN** 

# Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

# Year ended 31 August 2018

## Structure, governance and management

The Nature of the Governing Document

The Angelou Centre is a registered charity (charity number 1044344) and a company limited by guarantee (company number 2855091). It is governed by its Memorandum and Articles of Association.

The Recruitment and Appointment of new Trustees

Membership of the charity is open to any woman aged 18 years and over who is interested in promoting the objects of the organisation. Trustees are elected from the membership at the annual general meeting. The trustees retire after three years by rotation with one-third standing down every year. A retiring trustee may however be re-elected.

The Induction and Training of Trustees

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles, the Management Board and decision making processes, the business plan and the recent financial performance of the charity. During this induction day they meet staff and other trustees. Trustees are encouraged to attend appropriate training events which will facilitate efficiency and effectiveness in undertaking their roles.

The Organisational Structure of the Charity

The Management Board is made up of at least 3 and not more than 10 trustees. It meets monthly and is responsible for providing strategic direction to the charity. There are sub-committees covering personnel issues, finance and fundraising, general activities and programmes which meet more regularly. An Executive Director is appointed by the Board to manage the day to day operations of the charity.

**Risk Management** 

The trustees have identified the major strategic, business and operational risks which the charity faces and confirm that systems have been established to enable regular reports to be produced so that essential action is taken to minimise those risks.

A risk management plan has been introduced as part of the formal risk management process in order to assess organisational risk and implement appropriate strategies.

The plan takes into account the types of risk faced by the charity, prioritising them in terms of impact and likelihood of occurrence, and identifying means of mitigating the risks.

## Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

## Year ended 31 August 2018

## Objectives and activities

"Your belief and your work will speak for you." Maya Angelou

#### INTRODUCTION

The Angelou Centre is a black-led (by and for) women's centre based in Newcastle upon Tyne offering a range of holistic women-only services for black and minority women across the North East. The organisation remains unique as one of the few remaining black-led women's organisations in the North East of England, providing specialist support for black and minority women and children. Over the last year the Angelou Centre has provided a range of services that meet the needs of black and minority women and children in three distinct areas:

- 1. Training & Employment
- 2. Violence Against Women and Girls
- 3. Social & Creative Activities

2017-18 has proven to be an incredibly busy and successful year, which has seen an increase in staffing and a higher number of women and children accessing Angelou Centre services. The Angelou Centre has invested a substantial amount energy in staff development and reviewing its safeguarding frameworks; improving trauma informed support for women and children (including the provision of the first black and minority specialist sexual violence worker (ISVA) in the North East; an increased range of training opportunities and the provision of in-house accredited training and recovery programmes.

Whilst continuing to respond to the changing needs of black and minority women and children, in 2017-18 the Angelou Centre developed services that further met the core values and ethos of the organisation. This included the expansion of services to support women who are destitute and without recourse to public funds (NRPF) through refuge accommodation, advocacy support and training. Economic independence, safety and economic inclusion remain a focus of our work, but in accordance with the expansion of of the Angelou Centre's VAWG services, the refuge accommodation and other areas of service development, a proposed extension of Objects will be overseen by the Trustees and Senior Management team in 2018-19.

The organisation has continued to forge its strategic influence strengthening its relationships with both the statutory and voluntary sector locally, regionally and nationally. We remain committed to supporting women with disabilities and LBTQI women and have seen an increase in the number of women with additional and diverse needs in the last year. The Angelou Centre is wheelchair accessible and now has safe external boundaries and fencing, completed in 2018. We believe our ethos of care and the level of support for black and minority women and children (both in and out of hours) provided is unparalleled.

## Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

## Year ended 31 August 2018

## Objectives and activities (continued)

#### **OUR OBJECTS**

To advance the education of women, in particular those women who find it difficult to obtain employment because of disadvantages of age, race or gender.

#### **OUR MISSION**

To advance economic independence for black and minority women, children and young people through services and activities that enable them to overcome barriers (including abuse and violence), thus empowering them to achieve their full potential.

#### **OUR AIMS AND OBJECTIVES**

- To develop projects and services facilitating economic inclusion for black and minority women;
- To build the capacity of women and enable them to fulfil their potential by removing barriers to their economic independence;
- To engage in strategic partnerships and networks to ensure access progression, voice and choice for women.

## Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

# **Company Limited by Guarantee**

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

## Year ended 31 August 2018

## Achievements and performance

#### **ANGELOU CENTRE PROJECTS & ACTIVITIES**

In 2017-18 the Angelou Centre further embedded our innovative projects and activities that enable women, children and young people from across the region to better fulfil their potential. In the last year the Angelou Centre has responded to black and minority women's educational/work aspirations, safety and access to justice as well as supporting them with their recovery needs and increasing their social support and networks. The Angelou Centre continues to operate around the three core areas of women and children's development (as above) in line with the centre's anti-discriminatory commitment to social justice and the furthering of women's social and economic autonomy. In all three areas of support the Angelou Centre, in 2017-18, has been successful in meeting targets and delivering agreed funding outcomes, often exceeding the original outputs and creating additional opportunities for women and children to participate in activities and develop their skills

## 1. TRAINING, EMPLOYMENT & ECONOMIC INCLUSION

"The course helped me enhance my skills to find a job and to help me set my future vision"

"The course helped me set goals which I started to put in practice and clarified my purpose in life"

"The course is really excellent and I learned to how to deal with others and evaluate myself"

Angelou Centre Learners, from Evaluations 2017-18

The Angelou Centre provides a wide spectrum of training courses, most of which are accredited and we work in partnership with a range of organisations including Westgate College, Newcastle City Learning and WEA. Promoting economic independence is crucial to empowering black and minority women to fulfil their potential and be self-reliant. Participatory learning practices and ensuring that multi-lingual black and minority women are able to access our courses remain a priority. Courses and training programmes are adapted to support women with basic and advanced skills and have an emphasis on integration and human rights. Women in 2017-18 have participated in and achieved accreditation in 15 courses throughout the year.

In 2017-18 the Angelou Centre focused on the delivery of its in house accredited recovery courses for women who have experienced violence and abuse or wish to develop mentoring and volunteering skills. These were developed by course tutors and are overseen by our onsite Internal Verifier through One Awards (formerly NOCN). Surviving to Thriving, Community Champions and Ma Palna Parenting course have all been well attended, with every course having maximum attendees. The Angelou Centre continued to to deliver a range of ESOL courses that are accredited and have now fully integrated human rights into our voluntary and conversation ESOL classes. There is an increase in the number of women without recourse to public funds (NRPF) who are being supported through our volunteer led courses, which is run by a group of dedicated trained volunteers, and the general feedback from learners about this class has been excellent.

## Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

# Year ended 31 August 2018

## Achievements and performance (continued)

## Training, Employment & Economic Inclusion Achievements:

The target in 2017-18 was to support 100 new learners (a number of learners continue their studies year after year), deliver 3 ESOL and 2 vocational courses through partnerships and to deliver 144 hours of voluntary ESOL classes in addition to Education and Skills Funding Agency course delivered by our partners. The centre ran 15 courses throughout the year (some repeatedly), of the 185 that attended courses, 137 were new learners. Other achievements included:

- 185 women regularly attended 15 different courses (some attending more than one course), 6 of which are accredited courses and 6 of which were vocational courses that will aid employability prospects in areas such as admin, health and social care and beauty;
- 48 women were successful in passing pre-entry ESOL and are now enrolled onto higher level courses at the Angelou Centre;
- 31 women have achieved a qualification whilst attending an Angelou Centre accredited recovery course programme;
- 121 women have attended vocational courses that will improve their chances of employability;
- 830 hours of voluntary time was given to support ESOL and other training at the centre.

Specialist and bespoke Recovery Training: Surviving to Thriving, Recovery Toolkit & Community Champions (Funded by Tampon Tax, Henry Smith Foundation, Reaching Communities) empowered 63 women survivors (including mothers and carers) to lead independent lives free from abuse. This educational programme includes advice and guidance, a knowledge of human rights, skills such as managing money and budgeting, and the impact of domestic violence on women and children. 312 hours of additional one to one support outside of the classroom was provided by project workers and tutors to support these programmes.

## Onsite Creche and Childcare Support (core/cost recovered)

The lack of appropriate childcare, especially for women without recourse to funds, remains a major barrier to women's participation in training and work. The Angelou Centre's onsite and offsite specialist, multi-lingual crèche provides support to black and minority women's projects throughout the North East whilst also enabling hundreds of women to access our holistic services and training. In addition to regular on- site childcare we delivered crèche at Durham Diverse Women's Network, Nunsmoor Nursery. JET Project and worked in partnership with local nurseries such as Footsteps. In 2017-18

- 90 Children under 8 years of age registered for onsite and mobile crèche support and attended 448 creche places;
- 56 Mobile crèche places were provided.

## Company Limited by Guarantee

## Trustees' Annual Report (Incorporating the Director's Report) (continued)

## Year ended 31 August 2018

#### Achievements and performance (continued)

## 2. VIOLENCE AGAINST WOMEN & GIRLS: Support for Women & Children Survivors of Abuse

"I have come so far with help from the Angelou Centre and all the workers, I am not alone when I'm here, they are my family and my support...before I came here it was like I had a longing and knew that what was happening was not right and I shouldn't have to end my life to end the abuse, but police and other services refused to help me because of my immigration (NRPF) and the abuse got worse. Police then took me to a community members house and I was a sexually abused there so went back to my husband...it was only when I came to the Angelou Centre and the refuge that my life began."

Arab Survivor, 2018

The Angelou Centre remains the only black led feminist organisation working to support regional and national survivors of domestic and sexual abuse, harmful practices (including FGM, Forced Marriage and Domestic Slavery) and longer-term abuse recovery support. The Angelou Centre provides culturally competent multi-lingual support for women and children specific to their needs and the only specialist black women's refuge and accommodation specifically for women without recourse to public funds. The Angelou Centre is also part of national VAWG campaigns and networks and is fully committed to the struggle to end Violence Against Black Women and Girls. The Angelou Centre's VAWG services include:

- Building Positive Lives: IDVA, ISVA (domestic and sexual violence advocacy) and outreach;
- Angelou Haven: Safe Refuge Accommodation for women and children fleeing violence and the only refuge for women without recourse to public funds in the region;
- MA Simba: Recovery project for parents/carers and children survivors of domestic and sexual violence that includes training, activities and therapy for children;
- Specialist Therapeutic Care: a multi-lingual counselling project for BME women survivors of domestic and sexual violence;
- Survivors Networks: BME Women's Network (Saheli) and Children's Network (Simba), integral to the development of Angelou Centre's VAWG services and the promotion of voice and choice for women and children survivors at a community and strategic level.

# Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

# Year ended 31 August 2018

## Achievements and performance (continued)

# INDEPENDENT DOMESTIC VIOLENCE ADVOCACY & OUTREACH SUPPORT (Funded by PCC & DCLG)

"His whole family made me feel worthless...it wasn't just my husband it was my mother in law and my brother in law and his wife, they abused me and then said it was my fault. When I told the doctor and he told the police, they didn't understand the way that his family would abuse my family in Pakistan even if I didn't live with him and I stayed in the UK. It's very complicated and stressful, you have to keep explaining over and over... unless people know our culture they cannot help us"

Pakistani Survivor, 2018

The Angelou Centre provided advocacy support from crisis to recovery through its PCC funded IDVA and newly appointed ISVA. The ISVA (Independent Sexual Violence Advocate) provides specialist sexual violence support to women who have primarily experienced this form of violence from a partner, family member, community member or someone they do not know. As the first specialist BME ISVA in the North East, the project has been able to influence an increase in reporting and supporting survivors through the criminal justice process, advocating at both an individual and institutional level. This is an area of much needed development in the North East.

Building Positive Lives reduces repeat victimisation through multilingual and culturally intelligent advocacy support, across the Northumbria Police Force Area. The advocacy service increases access to criminal and civil justice for black and minority women survivors through partnership and interagency working. The projects targets were to support 170 new women from crisis to recovery in 2017-18, including 60 sexual violence survivors.

In April 2018, the Angelou Centre was able to extend its DCLG post for an additional 12 months, providing continued outreach advocacy across 6 local authorities supporting women with complex issues and housing needs. The project exceeded its targets of 40 women with complex housing needs over a 12-month period, additionally providing integrated support for children who were also affected by these issues. The project was successful in supporting 12 women with complex immigration issues or NRPF to access funding and have their status secured.

In 2017-18 Building Positive Lives reached over 240 BME women at risk of harm and death and achieved the following:

- 196 black and minority women received intensive advocacy support and journeyed from crisis into recovery and training support;
- 246 black and minority women and 53 agencies, regionally and nationally received advice and guidance regarding access to services in relation to domestic and sexual violence;
- 56 women received outreach advocacy for complex housing needs support without accessing Angelou Haven refuge. This included 23 women who originally had no recourse to public funds;
- 47 women without recourse to public funds and 92 women without secure immigration status accessed Building Positive Lives support and advocacy services;
- 137 black and minority women were supported through the criminal justice and civil justice system including court advocacy support;
- 85 Civil Orders (Non-molestation orders, Occupation Orders, Prohibited Steps Orders) were supported with advocacy and evidence;
- 131 children and young people had their risk of harm reduced through direct advocacy support for their parents/carers.

## Company Limited by Guarantee

## Trustees' Annual Report (Incorporating the Director's Report) (continued)

## Year ended 31 August 2018

#### Achievements and performance (continued)

**ANGELOU HAVEN** (Funded by Women and Girls Initiative (Big Lottery), Henry Smith Charity, Tampon Tax Fund)

'They (a national local authority) told me that I had to go back to a country I could have been murdered in, they didn't ask me about the abuse, they didn't care. They bought me a ticket to a place in Europe I was not from, putting me and my children and my sisters in danger. They told me that me and all my children had to be abused because they wouldn't give us protection and didn't believe me...when you saw my children's behaviour-they were terrified they cried all day and night, they went through so so much abuse themselves. But they ignored it and then told me if I didn't do what they wanted, me and my children were on the streets. Then they threatened to take my children from me if I didn't move to another country- I had no choices, either lose my children or me and my children would face danger in another country. If the Angelou Centre had not fought for my rights, given us a roof over our heads, given us food, given us safety, given us money, where would I be?... But Angelou Centre refuge gave me and my children so much more, they were kind and caring- we have friends and support, we have a life, I've started training, my children have their own support worker, there is no place like this home."

African Survivor, 2018

Angelou Haven provides specialist refuge accommodation and holistic support for black and minority survivors of domestic and sexual violence, including women and children without recourse to public funds. Angelou Haven's refuge accommodation is now in its second year and is a resource that is nationally in demand, all spaces are continually full and there is also a waiting list. Angelou Haven can evidence that there remains a national shortage of refuge spaces for some of the most vulnerable groups of of women and children, who are being left at risk by local authorities who refuse to pay for accommodation.

There are currently two refuge sites and the Angelou Centre will be developing a more sustainable partnership with a local housing provider in 2019, which may enable the organisation to meet the current demand for refuge accommodation. Angelou Haven 1 supports 5 families (women and children) and Haven 2 accommodates 5 single women. Each refuge offers intensive support for women and children, access to recovery support, training and therapy as well as independent living skills development and advocacy and play support for children.

Since opening in May 2017, the refuge has continually met and exceeded its targets of supporting up to 30 survivors in refuge and follow on accommodation, in 2017-18 Angelou Haven achieved the following:

- Safe: women and children provided with safe accommodation and supported to remain safe
  - 23 women and 14 children, including 5 babies and children under the age of 3 accommodated and supported. 14 women without recourse to funds have been supported into other refuge accommodation. 11 women were supported into secure follow on accommodation.
- Healthy: improved health and well being
  - 37women and children's health and wellbeing evidenced to be 'greatly' improved, 20 women and 8 children have accessed therapeutic support, 2 babies have been born whilst women are living at refuge.
- Autonomous: increased financial control and stability
  - 14 women and 4 children without recourse to funds at entry to Angelou Haven now have access to funding, universal services and accommodation.
- Achieving: develop skills/knowledge for independent living
  - 23 women who accessed refuge accommodation engaged in accredited recovery training and skills for independent living

# Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

# Year ended 31 August 2018

## Achievements and performance (continued)

- Active and Connected: increase social support and reduce isolation
  - 37 women and children participated in social activities, trips and cultural outings to increase social networks.
- Included: survivors exercise right to equality and justice
  - 37 women and children accessed legal aid and were supported through civil and criminal court
    cases, 11 women were supported with child contact and protection/safeguarding issues. 17
    women in Angelou Haven refuge accommodation and 19 women who were supported to
    access other housing provision had support to regularize their immigration status.
- Respected: survivors have voice and influence within the project
  - 11 women participated in Voice and Choice development activities including 6 external consultations and 2 campaigns. 8 women participated in media awareness raising activities.

MA-SIMBA (Funding Reaching Communities, Big Lottery Fund, therapeutic support in partnership with Barnardos)

"Thank you so much, I feel more confidence than before I started this programme and I also learn so much in parenting and I look forward to use what I learn to my children. My life is changed than before and I have learned how to be more assertive which I don't know before. Thank you so much for your support and words of encouragement" Indian Survivor & Mother, 2018

"I just feel loads better, I didn't like being in foster care. The social worker has said my mams worked really hard and that's why we've gone back"

Young African Survivor, 2018

Ma Simba provides support for black and minority children survivors of domestic and sexual violence and their parents/carers with a focus on cultural and therapeutic arts based activities, parenting training and individual advocacy and therapeutic support. 2017-18 has focused on increasing the capacity of Parenting training delivery (Ma Palna programme) and Therapeutic placements to increase the capacity of the therapeutic support for children and young people. Social and cultural activities have been at fully subscribed, with the project running a number of additional day trips. The project continues to have additional volunteer support for activities.

The targets for Ma Simba in 2017-18 included; improvement in the mental health and wellbeing of 60 parents/carer survivors, 40 women survivors receiving one to one support, 80 children and young people participating in cultural and social activities and 32 accessing specialist therapeutic intervention.

Ma-Simba, continued to exceed targets successfully achieving the following:

- 68 black and minority women survivors who were parents/carers received one to one advice and support, 28 women attended a 14-week bespoke parenting recovery programme;
- 72 black and minority mothers/carers showed an improvement in their mental health and wellbeing since attending activities in more than three areas;
- 94 Children and young people attended more than 4 cultural and social activities;
- 34 children and young people accessed therapeutic support;
- 6 qualified therapists fulfilled voluntary placements, 2 supported mothers/carers, 6 parents received specialist therapeutic interventions.

## **Company Limited by Guarantee**

## Trustees' Annual Report (Incorporating the Director's Report) (continued)

## Year ended 31 August 2018

#### Achievements and performance (continued)

#### **VOICE & CHOICE**

'Being involved in marches and in having a voice has lit my fire! I feel for the first time since I came out of abuse that I have power and that I can use my experiences to empower and support other women and children who have gone through this hell."

Iranian Survivor, 2018

Women and children survivor's voices are central to the development of the Angelou Centre's VAWG services and they work with staff and volunteers at the Angelou Centre to address the systemic inequality and discrimination that many black and minority survivors face through social justice campaigning, national work, conferences, seminars and wider professional training. 2017-18 has seen the Angelou Centre engage more survivors and women in consultations, campaigning and national activism. They have participated in the national Migrant Women Step Up campaigns being led by sister organisations Latin American women's Rights and Southall Black Sisters. 69 women 23 Children and young people participated in consultations, research and activist related activities including national media campaigns.

# 3. SOCIAL AND CREATIVE ACTIVITIES

"I love the parties and the trips for me and my children, they wouldn't get to make friends and do exciting things like go to the zoo and big museums, on big buses, have picnics, go to the seaside, go to big parties at Christmas and Eid...my children and me have friends here (the Angelou Centre) before we came here I was scared to trust people, I wasn't allowed to go out by myself... we feel safe around other mothers and children and the staff here. At other refugee and family projects I've felt rejected as a single mother because this isn't accepted in my culture and didn't feel safe around the men there because of my experiences."

Black and minority women and children are often isolated due to barriers of race and gender, providing culturally appropriate activities and access to a women-only safe and supportive environment is a crucial part of the services we offer. Social and Creative Activities plant the seeds for long-term recovery, stability and socio-economic independence, helping to keep women engaged in further training and self-development. Most of our projects include an element of social or creative activity and we hold events and activities across the region, often in partnership with smaller women's organisations. In 2017-18 the Angelou Centre has engaged over 400 women and children in celebration events, social activities, cultural trips, and activities.

Alongside social activities through our survivor's networks, we support women to participate in regular celebration events such as Eid and Diwali and activities around International Women's Day, the Angelou Centre ensures that our social and creative activities remain culturally relevant and are informed by women and children through evaluations and consultations. Alongside group and sessional activities, the Angelou Centre provides regular therapeutic arts and crafts activities for women and children, both in-house and in partnership with other organisations that generously provided free resources and in-kind support.

# Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

# Year ended 31 August 2018

## Achievements and performance (continued)

Saheli, Simba Network & Community Champions (Reaching Communities, Big Lottery Fund, Tampon Tax, Northumbria PCC & Core)

The Saheli and Simba networks meet and participate in activities on a regular basis, informing development work, focus groups, consultations, activism and campaigning and many have been through accredited recovery training. The network offers mentoring, training and cultural outings and activities for women survivors as well as mutual support, helping women to avoid social and cultural isolation and loneliness when they escape abuse.

- 79 black and minority women survivors participated in regular network activities and accessed training:
- 31 black and minority supported and completed peer to peer evaluations of the VAWG services they received;
- 41 black and minority women and 29 children attended 12 consultation events, 4 focus groups and 4 external research meetings.

# Arts, Heritage & Community Events (Newcastle University and Core Funding)

The Angelou Centre's weekly arts sessions remain unique in the North East as a black led creative space that in addition to skills based arts and crafts activities aids wellbeing and recovery. In 2017-18 the Angelou Centre worked in partnership D6 Arts on an environmental arts project as well as a Civil Rights creative writing arts project with Newcastle University that focused on political and social justice.

- 67 black and minority women participated in intergenerational heritage and arts activities
- 27 women and children accessed trips and activities as a result of participating in arts activities through the centre
- 15 women helped to design a digital heritage app
- 21 women participated in creative writing activities

## Mahila Mandal (Funded by core & Northumbria University):

Mahila Mandal are a black and minority women's group that have been meeting on a regular basis for over 20 years, many of the women who meet on a weekly basis are over the age of 70 and have restricted mobility issues. Staff and volunteers support the group who participate in social and recreational activities and trips as the participants are often isolated or unable to access mainstream provision. This year saw the completion of a mobility action research project with Northumbria University, exploring the barriers that elder black and minority women face accessing further support and a Tyne and Wear Museums Wellbeing Project.

- 33 black and minority women over the age of 70 participated and attended the project on a weekly basis:
- 33 black and minority women over the age of 70 attended 3 trips to museums and Bradford.

## Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

## Year ended 31 August 2018

#### Achievements and performance (continued)

#### STRATEGIC INFLUENCE:

In 2018, the Angelou Centre worked in partnership with Latin American Women's Aid and Southall Black Sisters to support campaigns around the rights of migrant women who are experiencing domestic and sexual violence as well as our own bespoke campaign that raised awareness of harmful practices within a local context. The Angelou Centre has also worked with Northumbria Police and the Police and Crime Commissioner in consultation to raise awareness about the multiple barriers black and minority face when trying to access support and protection.

The Angelou Centre is committed to ensuring that the voices of survivors inform policy and practice at all levels. As well as frontline support we also work at strategic and national levels ensuring the voices of black and minority women are represented and heard. Survivors and service users continue to be represented at a number of local, regional and national levels. In 2017-18 we supported had the following strategic influence locally and regionally:

- Crown Prosecution Service (CPS), VAWG Scrutiny Panel
- Northumbria PCC Domestic Abuse Panel
- Multi Agency Sexual Exploitation and Trafficking (MSET) Strategy Group
- Newcastle City Council- Safeguarding Children's Board
- Newcastle FGM Pathways Group
- Northumbria PCC- HBV Group & Gender Advisory Group
- Operation Sanctuary Joint Serious Case Review Panel
- Safe Newcastle VAWG Strategic Group
- CPS FGM Regional Communities Forum
- Northumbria University: Community Heritage Panel
- Newcastle Community Engagement Forum

#### The Angelou Centre also participated in national meetings:

- Forced Marriage Unit Partnership Board (Foreign and Commonwealth Office)
- Home Office FGM Unit Stakeholder Group
- IMKAAN Partnership Network
- National DA Bill Consultations, IMKAAN and North East events
- House of Lords Commission into domestic and sexual violence, substance use and mental health (organised by AVA)
- No Recourse to Public Funds Network & Campaign
- House of Lords-Launch of Report-Unequal Regard, Unequal Protection

## Partnerships and Training for Professionals

The Angelou Centre increased its training delivery to professionals in 2017-18 training over 400 statutory and voluntary agency professionals, including health, the police and foster care workers. The Angelou Centre has recently been awarded a 2-year training contract with a local council and workforce development training is an area of potential future revenue for the organisation. Interagency training is an important element of the Angelou Centre's VAWG delivery as it builds the capacity of universal statutory and voluntary agencies to deliver equitable service to black and minority women and children.

Staff & Volunteers contributed over 4794 voluntary hours in 2017-18

## Company Limited by Guarantee

# Trustees' Annual Report (Incorporating the Director's Report) (continued)

# Year ended 31 August 2018

#### Financial review

The Statement of Financial Activities shows total incoming resources of £650,859 (2017 - £539,127). Outgoing resources of a revenue nature of £616,442 (2017 - £459,340) giving a surplus of £34,417 (2017 - £79,7870).

## Reserves policy

The trustees believe that the minimum level of reserves should be the equivalent of three months operating costs, potential redundancy costs, plus property repair costs. At 31st August 2018 this was estimated to be £85,000. Actual "free" reserves at that date totalled £102,575.

The trustees' annual report and the strategic report were approved on 28 November 2018 and signed on behalf of the board of trustees by:

Anita Wan Trustee

## **Company Limited by Guarantee**

## Independent Examiner's Report to the Trustees of The Angelou Centre

## Year ended 31 August 2018

I report to the trustees on my examination of the financial statements of The Angelou Centre ('the charity') for the year ended 31 August 2018.

#### Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

## Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

- 1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- the financial statements do not accord with those records; or
- 3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- 4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

# Company Limited by Guarantee

# Independent Examiner's Report to the Trustees of The Angelou Centre (continued)

# Year ended 31 August 2018

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Consis

CENSIS Chartered accountant

Exchange Building 66 Church Street Hartlepool TS24 7DN

# **Company Limited by Guarantee**

# Statement of Financial Activities (including income and expenditure account)

# 31 August 2018

		Unrestricted	2018 Restricted		2017
	Note	funds £	funds	Total funds £	Total funds £
Income and endowments Donations and legacies Charitable activities Investment income	5 6 7	55,196 8,370 90	507,253 79,950 –	562,449 88,320 90	493,624 45,483 20
Total income		63,656	587,203	650,859	539,127
Expenditure Expenditure on charitable activities Total expenditure	8	90,296	526,146 526,146	616,442 616,442	459,340 459,340
Net income		(26,640)	61,057	34,417	79,787
Transfers between funds		40,302	(40,302)	_	_
Net movement in funds		13,662	20,755	34,417	79,787
Reconciliation of funds Total funds brought forward		316,821	133,505	450,326	370,539
Total funds carried forward		330,483	154,260	484,743	450,326

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# Company Limited by Guarantee

# Statement of Financial Position

# 31 August 2018

		2018 £	2017 £
Fixed assets Tangible fixed assets	13	227,908	235,068
Current assets Debtors Cash at bank and in hand	14	7,319 279,164 286,483	64,118 208,098 272,216
Creditors: amounts falling due within one year Net current assets	15	29,648 256,835	56,958 215,258
Total assets less current liabilities Net assets		484,743 484,743	450,326 450,326
Funds of the charity Restricted funds Unrestricted funds Total charity funds	17	154,260 330,483 484,743	133,505 316,821 450,326

For the year ending 31 August 2018 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

#### Directors' responsibilities:

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

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 28 November 2018, and are signed on behalf of the board by:

Anita Wan Trustee

The notes on pages 20 to 29 form part of these financial statements.

# **Company Limited by Guarantee**

# **Statement of Cash Flows**

# Year ended 31 August 2018

	2018 £	2017 £
Cash flows from operating activities  Net income	34,417	79,787
Adjustments for: Depreciation of tangible fixed assets Other interest receivable and similar income Accrued expenses/(income)	7,160 (90) 19,489	6,832 (20) (19,249)
Changes in: Trade and other debtors Trade and other creditors	37,430 (27,430)	4,866 33,586
Cash generated from operations	70,976	105,802
Interest received	90	20
Net cash from operating activities	71,066	105,822
Cash flows from investing activities Purchase of tangible assets	_	(28,941)
Net cash used in investing activities	_	(28,941)
Net increase in cash and cash equivalents Cash and cash equivalents at beginning of year	71,066 208,098	76,881 131,217
Cash and cash equivalents at end of year	279,164	208,098

The notes on pages 20 to 29 form part of these financial statements.

# Company Limited by Guarantee

# Notes to the Financial Statements

# Year ended 31 August 2018

#### 1. General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 17 Brighton Grove, Fenham, Newcastle Upon Tyne, Tyne & Wear, NE4 5NS.

## 2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Charities Act 2011.

## 3. Accounting policies

## Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

## Going concern

There are no material uncertainties about the charity's ability to continue.

# Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

#### Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

## Company Limited by Guarantee

## Notes to the Financial Statements (continued)

## Year ended 31 August 2018

## 3. Accounting policies (continued)

#### Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the
  contracted service. This is classified as unrestricted funds unless there is a contractual
  requirement for it to be spent on a particular purpose and returned if unspent, in which case
  it may be regarded as restricted.

#### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, noncharitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking
  activities that further its charitable aims for the benefit of its beneficiaries, including those
  support costs and costs relating to the governance of the charity apportioned to charitable
  activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

#### Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

# Company Limited by Guarantee

# Notes to the Financial Statements (continued)

## Year ended 31 August 2018

## Accounting policies (continued)

## Tangible assets (continued)

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses. except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

## Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property

2% straight line

Fixtures and fittings

20% reducing balance

## Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cashgenerating unit to which the asset belongs.

The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

#### Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or paable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

## Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

## Company Limited by Guarantee

## Notes to the Financial Statements (continued)

## Year ended 31 August 2018

## 3. Accounting policies (continued)

#### Defined contribution plans (continued)

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

## 4. Limited by guarantee

The Angelou Centre is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

## 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Donations			
Donations	25,196	652	25,848
Grants			
Big Lottery Fund - Angelou Haven	<del>-</del>	146,865	146,865
Big Lottery Fund - Reaching Communities	_	87,881	87,881
Northumbria PCC	<del>-</del>	74,749	74,749
Coutts Bank	30,000	-	30,000
Foundation for Women's Health	_	29,561	29,561
Henry Smith Charity	_	44,050	44,050
Newcastle Fairer Housing Unit	=	60,000	60,000
Tampon Tax Fund		63,495	63,495
	55,196	507,253	562,449
	S <del></del>		
	Unrestricted	Restricted	Total Funds
	Funds	Funds	2017
	£	£	£
Donations			
Donations	250	160	410

# Company Limited by Guarantee

# Notes to the Financial Statements (continued)

# Year ended 31 August 2018

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5.	Donations	and	legacies	(continued)
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	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Crants Lloyds Bank Foundation Big Lottery Fund - Angelou Haven Big Lottery Fund - Reaching Communities Northumbria PCC DAPHNE/European Funding Herritage Lottery Fund Community Foundation Foundation for Women's Health Henry Smith Charity Newcastle Fairer Housing Unit Tampon Tax Fund	18,000 - - - - - 8,280 - - - - - 26,530	141,295 112,737 77,763 13,873 32,907 750 18,390 19,850 30,000 19,369 467,094	18,000 141,295 112,737 77,763 13,873 32,907 9,030 18,390 19,850 30,000 19,369 493,624
Charitable activities			
Creche fees Training Consultancy & other income Room hire Housing Benefit/Children's Social Care Service charges	Unrestricted Funds £ 1,911 400 5,180 879 8,370	Restricted Funds £ - 3,604 300 72,313 3,733 79,950	Total Funds 2018 £ 1,911 400 8,784 1,179 72,313 3,733 88,320
Creche fees Consultancy & other income Room hire Housing Benefit/Children's Social Care	Unrestricted Funds £ 5,572 8,865 3,437 — 17,874	Restricted Funds £ - 2,736 - 24,873 27,609	Total Funds 2017 £ 5,572 11,601 3,437 24,873 45,483

# **Company Limited by Guarantee**

# Notes to the Financial Statements (continued)

# Year ended 31 August 2018

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	Unrestricted	<b>Total Funds</b>	Unrestricted	Total Funds
	Funds	2018	Funds	2017
	£	£	£	£
Bank interest	90	90	20	20

# 8. Expenditure on charitable activities by fund type

Expenditure on charitable activities by fund type			
General Fund Northern Rock Foundation - VAWG Big Lottery Fund-WGI-Haven 1 Newcastle Fairer Housing Unit (DCLG)-DV Outreach Project Heritage Lottery Big Lottery Fund - Ma Simba BAM Social/Creative Activities FORWARD (DfE)-FGM Schools Education Domestic Violence Survivors No Recourse to fund arts Tampon Tax Fund-Haven 2 (NRPF)	Unrestricted Funds £ 90,296	Funds £ 19,231 189,284 45,518 61,728 85,017 301 15,610 241 2,478 70,599	Total Funds 2018 £ 90,296 19,231 189,284 45,518 61,728 85,017 301 15,610 241 2,478 70,599
Henry Smith Charity-Haven 1		36,139	36,139
	90,296 Unrestricted	526,146 Restricted	616,442 Total Funds
	Funds £	Funds £	2017 £
General Fund	85,294	_	85,294
Northern Rock Foundation - VAWG Big Lottery Fund-WGI-Haven 1 Newcastle Fairer Housing Unit (DCLG)-DV Outreach	=	17,971 126,887	17,971 126,887
Project Northymbria BCC Building Booitive Lives	_	12,840 65,706	12,840
Northumbria PCC-Building Positive Lives Heritage Lottery	_	25,530	65,706 25,530
Big Lottery Fund - Ma Simba	_	72,705	72,705
BAM Social/Creative Activities DAPHNE/EU Funding-Fatima Project	_	117 1,964	117 1,964
FORWARD (DfE)-FGM Schools Education	_	17,961	17,961
Domestic Violence Survivors	: <del></del>	1,573	1,573
No Recourse to fund arts	-	903	903
Tampon Tax Fund-Haven 2 (NRPF) Henry Smith Charity-Haven 1	, <u> </u>	19,192 10,697	19,192 10,697
Tierry Offilia Offanty-Haven 1	85,294	374,046	459,340

# Company Limited by Guarantee

# Notes to the Financial Statements (continued)

# Year ended 31 August 2018

9.	Net income		
	Net income is stated after charging/(crediting):	2018	2017
	Depreciation of tangible fixed assets	£ 7,160	£ 6,832 —
10.	Independent examination fees		
		2018 £	2017 £
	Fees payable to the independent examiner for: Independent examination of the financial statements	1,080	1,080
11.	Staff costs		
	The total staff costs and employee benefits for the reporting period are a	nalysed as fol	lows:
		2018 £	2017 £
	Wages and salaries	355,699	268,607
	Social security costs Employer contributions to pension plans	18,312 13,258	17,636 10,033
		387,269	296,276
	The average head count of employees during the year was 26 (2017: 2 of full-time equivalent employees during the year is analysed as follows:	21). The avera	age number
		2018 No.	2017 No.

No employee received employee benefits of more than £60,000 during the year (2017: Nil).

# 12. Trustee remuneration and expenses

Management & administration

Charitable activities

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

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# Company Limited by Guarantee

# Notes to the Financial Statements (continued)

# Year ended 31 August 2018

13	Tang	ible	fixed	assets
10.	ıaııu	INIC	IIACU	assets

13.	l angible fixed assets			
		Freehold property £	Fixtures and fittings £	Total £
	Cost At 1 September 2017 and 31 August 2018	246,821	72,662	319,483
	<b>Depreciation</b> At 1 September 2017 Charge for the year	20,399 4,936	64,016 2,224	84,415 7,160
	At 31 August 2018	25,335	66,240	91,575
	Carrying amount At 31 August 2018	221,486	6,422	227,908
	At 31 August 2017	226,422	8,646	235,068
14.	Debtors			
	Trade debtors Prepayments and accrued income Other debtors		2018 £ 5,742 1,522 55 7,319	2017 £ 41,286 22,787 45 64,118
15.	Creditors: amounts falling due within one year			
	Trade creditors Accruals and deferred income Social security and other taxes Other creditors		2018 £ 13,789 1,380 4,633 9,846 29,648	2017 £ 40,363 1,260 5,657 9,678 56,958

## 16. Pensions and other post retirement benefits

# **Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £13,258 (2017: £10,033).

# Company Limited by Guarantee

# Notes to the Financial Statements (continued)

# Year ended 31 August 2018

# 17. Analysis of charitable funds

Unrestricted funds	At 1 September				At
	2017 £	Income £	Expenditure £	Transfers £	31 August 2018
General funds	316,821	63,656	(90,296)	40,302	330,483
Restricted funds	At				
	1 September 2017 £	Income £	Expenditure £	Transfers £	At 31 August 2018 £
NRF - VAWG	31,049		(19,231)	-	11,818
Big Lottery-WGI-Haven  1 Newcastle Fairer	8,523	146,865	(143,122)	(11,004)	1,262
Housing Unit (DCLG) - DV Outreach Northumbria PCC-	17,160	60,000	(45,518)	(5,278)	26,364
<b>Building Positive Lives</b>	22,698	74,749	(61,728)	(2,769)	32,950
Big Lottery Fund - Ma Simba	17,796	87,881	(85,017)	(15,036)	5,624
Domestic Violence Survivors	3,449	652	(241)	-	3,860
No Recourse to fund arts	2,559	2,654	(2,478)	-	2,735
BAM Social/Creative Activities	2,188	1,250	(301)	-	3,137
FORWARD (DfE)-FGM Schools Education	(4,530)	29,561	(15,610)	(3,215)	6,206
Tampon Tax Fund- Haven2 (NRPF)	177	63,495	(70,599)	_	(6,927)
Henry Smith Charity- Haven 1	7,403	44,050	(36,139)	(3,000)	12,314
Children's Service Haven 1/Housing Benefi	t 25,033	76,046	(46,162)		54,917
	133,505	587,203	(526,146)	(40,302)	154,260

# **Company Limited by Guarantee**

# Notes to the Financial Statements (continued)

# Year ended 31 August 2018

# 18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £	Total Funds 2017 £
Tangible fixed assets	227,908	-	227,908	235,068
Current assets	132,223	154,260	286,483	272,216
Creditors less than 1 year	(29,648)	-	(29,648)	(56,958)
Net assets	330,483	154,260	484,743	450,326

