



WOMEN FOR REFUGEE WOMEN

ANNUAL REPORT 2018-2019 AND FINANCIAL STATEMENTS

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Women for Refugee Women is a charitable incorporated organisation, registered charity number 1165320, with its registered office at 52-54 Featherstone Street, London, EC1Y 8RT



Our vision is a society in which women's human rights are respected and in which they are safe from persecution.

Our mission is to ensure that women and children seeking asylum in the UK are treated with justice and dignity.

Our purpose is to challenge the injustices experienced by women and children who have sought asylum in the UK. We aim to empower women who seek refuge here to speak for themselves wherever possible and to use the media, public events and lobbying opportunities to communicate their experiences.

Our values:

- *We believe that women and children seeking refuge here are entitled to human rights and to be treated with dignity and respect.*
- *We believe that these women and children deserve a fair hearing by the public, media and policy makers.*
- *We believe that these women and children should be empowered to tell their stories.*
- *We want to work in partnership with existing organisations in the refugee sector, the women's sector, and the human rights sector, adding value to their work rather than replicating it.*
- *We aim to work in creative ways to communicate effectively to different audiences.*

We aim to create a bridge from the least powerful women in our society to the more powerful.

Trustees' Report for the year ended 31 March 2019

The trustees of Women for Refugee Women (WRW) present their annual report and independently audited accounts for the year ending 31 March 2019 and confirm they comply with the requirements of the Charities Act 2011, the charity's constitution and the Charities SORP (FRS102).

1. Objectives

The objects of Women for Refugee Women as set out in the constitution are:

i. To advance the education of the public in general about the issues relating to refugees and those seeking asylum

Women for Refugee Women educates the public by bringing the stories of women who seek asylum to wide audiences through public events, the arts, and working with the media.

ii. To advance education and relieve financial hardship among women seeking asylum and women granted refugee status, including by the provision of advice

Women for Refugee Women provides direct support to women seeking asylum, enabling them to learn English and access advice about their rights, and also creates opportunities for refugee women to build their confidence and find ways of telling their stories and joining the work of the organisation.

iii. To promote equality and diversity for the public benefit, particularly by the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion, in London and elsewhere.

Women for Refugee Women promotes equality and diversity by raising awareness of the particular experiences of asylum seekers who are women, aiming to eliminate discrimination on the grounds of gender in the asylum process and in the services which women receive, by publishing research and advocating for fair treatment for asylum seeking women.

In setting our objectives and planning our activities our Trustees consider the best ways to advance these objects, and have given careful consideration to the Charity Commission's public benefit guidance.

Our key objectives for the year were:

- Providing direct support to women asylum seekers and refugees in London, through English classes, advice and other activities;
- Increasing the confidence of women asylum seekers and refugees through performing arts workshops, and educating the public through their performances;

- Supporting refugee women to advocate and speak out for the causes that concern them through campaigning and media training;
- Supporting women in Yarl's Wood detention centre and ensuring that they can access legal representation;
- Developing greater understanding of the impact of destitution among refugee and asylum seeking women through discussion groups and research;
- Improving public understanding of refugee women's experiences through publishing research, working with the media and the arts, and organising and participating in public events;
- Working for a fairer asylum process through informing politicians and policy makers about the experiences of women who seek asylum, including the impact of detention.

2. Activities

a. Activities to support refugee and asylum-seeking women

London:

Women for Refugee Women provides support to women in London who are seeking asylum and who are refugees, through regular activities in a supportive women-only environment. This group grows year on year, with an average 112 women attending every Monday in term time over this year and a total of 378 individual women accessing the drop in at least once in the course of the year.

On Mondays our Women Asylum Seekers Together (WAST) drop-in day starts with a gentle yoga session for up to 25 women, and a group for mothers and toddlers in which mums can learn English alongside their pre-school children with an emphasis on play and singing. We then run English classes at three levels, taught by qualified volunteer teachers. In the afternoon we also offer a discussion class on intersectional feminism, which was taught all year by Dr Shola Mos-Shogbaminu, who led lively discussions on everything from sexual harassment to menstruation. We were also able to offer a writing class this year, led by author Lucasta Miller, in which small groups of women developed their skills in writing, and a book group, which was supported by Hachette publishers.

In the middle of the day we break for a warm lunch, cooked and served by Beatrice and Helene, refugees from the DR Congo who first came to Women for Refugee Women as service users and now give back to our community of women.

On Mondays we also welcome the Rainbow Sisters to our activities. The Rainbow Sisters are a group of lesbian and bisexual asylum seeking women, facilitated by campaigner Sarah Cope, who support one another through their asylum journeys and have developed performance skills together.

We continue our partnership with Notre Dame Refugee Centre which enables us to host caseworker Heike Langbein at our centre, to see around 5 women every week for advice on everything from immigration to housing. During this year Heike saw more than 100 women for advice over 36 sessions.

For the first time this year we also offered a group specifically for those women who have refugee status or other leave to remain, and so are beginning to be able to access mainstream education and employment. While some women find this transition straightforward, other women find it very challenging. A volunteer, Tamanna Ali, worked with 23 of these women in group and one to one sessions, trying to encourage even those who find it most challenging to take up opportunities beyond Women for Refugee Women.

We also organised a number of other outings and activities over the year, including visits to the Museum of London, Tate Modern, and the National Portrait Gallery. We organised a summer picnic in July 2018 and a huge Christmas party attended by 145 refugee women, with donated gifts, in December 2018.

Other activities were aimed at building women's confidence and skills, including Telling Your Story with a Purpose (reaching 10 women), delivered by Ginger Public Speaking and two short courses of computer classes (reaching 25 women) with the support of Birkbeck College London. In June and July four refugee women were trained as facilitators, to lead a workshop at a conference organised by Trust for London on including people with lived experience in campaigns for social justice.

Every month we also organise meetings for the women in our network with a key speaker on a subject of interest or concern; this year the meetings included Phyll Opoku-Gymiah of UK Black Pride who spoke about her journey and LGBT issues, speakers from Bloody Good Period on menstrual health, and from the Starfish Project at Bede House on domestic violence. The general meetings also provide space for refugee women to share their achievements. For example at one meeting eight of the women who had completed the course with Ginger Public Speaking told their stories, while at another meeting a panel of refugee women including our former trustee Rahela Sidiqi shared their journey to empowerment.

We continued our drama project hosted by the Southbank Centre and facilitated by community theatre director Rebecca Laughton, and this grew so that now over 20 women attend weekly in two groups, building their creativity and confidence in performance. We also enabled regular meetings of our advocacy group of 6-12 refugee women, the London Refugee Women's Forum, which benefited from training on advocacy and media work.

Beyond London:

Women for Refugee Women is also building our partnerships and activities with groups outside London. Through a joint application to the Paul Hamlyn Foundation, we have enabled WAST Manchester to take on their first paid worker and we are building joint work around destitution with this group. We have also carried out a number of focus groups with Women with Hope Birmingham and Coventry Asylum Seeker and Refugee Action Group (CARAG) on the impact of destitution on women. In February 2019, we held the 'Building the Future' retreat in Manchester for 14 refugee women from Coventry, London, Birmingham, Manchester and Bury. Over the four days, different training activities were held, including how to carry out research, campaigning, communication, story-telling and lobbying.

b. Activities to advance the education of the public

Events: Over this year we participated in over 20 events in order to bring the voices and experiences of refugee women to a number of different audiences. We receive a high volume of requests for speakers and prioritise those where we can reach potentially sympathetic audiences with the potential for activism or support. This year these included the Commonwealth People's Forum, the King's College London conference on Security and Development, an art auction organised by Her Stories, the Women's March and a gathering of funders and philanthropists organized by the Oak Foundation and the NoVo Foundation. A number of women participated in our two drama sharing events, in June and in December

2018 at the Royal Festival Hall, where they performed their own poetry and songs, and the Rainbow Sisters group spoke and performed at UK Black Pride.

Arts: Collaborations with arts projects are vital to building women's creativity and reaching new audiences. During this year we collaborated on the arts project PROCESSIONS, a celebration of the centenary of women's suffrage, in which women in our network were enabled to create a banner with the artist Jess de Wahls and participate in the march in June 2018.

In autumn 2018 we worked closely with Her Stories, a women's collective that aimed to raise awareness and fundraise through women's art. We benefited from their fundraising and were also able to tell women's stories at a number of related events, including an art auction where 'Gabby', one of the women in our network, read a poem that she had written.

Our collaboration with Caroline Walker, the painter who created a series of paintings, 'Home', showing refugee women in their homes, continued in this year as the exhibition went to the University of Essex where we joined a panel of speakers with Caroline. Over Refugee Week 2018, we published the stories of five refugee women involved in this project on our blog. Caroline then kindly donated one of the paintings, "Joy", to Women for Refugee Women.

Media: We worked with varied media channels to reach wide audiences, including Sunday Times, Guardian, Independent, Elle, Stylist Magazine, Refinery29, Open Democracy, New Statesman and BBC news. Particularly, we worked with the Guardian to expose the detention of Chinese trafficked women in Yarl's Wood detention centre.

Online media: We completed a redesign of our website, with more vibrant visual material and continuous updates. In February 2019, to mark five years of campaigning to #SetHerFree, we carried out a Twitter takeover of the Everyday Sexism account (which has over 300,000 followers), telling the stories of three women who had been detained in Yarl's Wood, which generated interest and donations. We also engaged with our influential supporters, who shared messages of solidarity with asylum-seeking women who are locked up in detention across their social media accounts. On International Women's Day 2019, we worked with grassroots groups across the country to share photographs of refugee women sharing their dreams for a better world across our social media.

c. Activities to move towards a fairer asylum process

We continued to work closely with Parliamentarians and others to build support for a fairer asylum process and particularly to challenge the routine use of immigration detention. WRW continues to visit and support women who are held in immigration detention and uses the knowledge gained in this way to inform our advocacy and communications work on detention. For instance, we accompanied Caroline Lucas MP on a visit to Yarl's Wood in summer 2018. Following this visit we provided telephone support and/or visits to almost 100 women detained at Yarl's Wood and particularly increased our engagement with Chinese women in detention. We briefed a number of MPs including Jess Phillips and Afzal Khan for

a Westminster Hall debate on the detention of vulnerable people, and brought evidence to the Joint Committee on Human Rights inquiry into detention.

Women for Refugee Women also worked with a number of key partners on a joint campaign for a 28-day time limit on immigration detention. These actions included supporting Tulip Siddiq's ten minute rule bill on a time limit to immigration detention, and bringing a number of ex-detainees to Parliament on the day of her debate to meet with members of Parliament including Harriet Harman MP and Andrew Mitchell MP.

Volunteers and Supporters

We could not carry out our work without the tremendous contributions of our many volunteers and supporters. They are involved in a wide range of activities including planning and teaching English classes, assisting with the drama workshops, providing office support and organising events. We estimate that the total volunteer time we benefited from during the year amounted to over 2,200 hours.

Thank you to:

Aida Abbashar	Holly Smelt	Nour-Ani Sisserian
Alice Ding	Inger Lise Øllgaard	Rachel Hacking
Amanda Blackhurst	Irene Nakajiri	Rafsa Begum
Anna Manning	Jane Coles	Ruby Nightingale
Daniela Vasquez	Jimena Mancilla	Sandra Jones
Delia Remy	Laura Mosedale	Sue Brewer
Dr Shola Mos-Shogbaminu	Lucasta Miller	Tamanna Ali
Elaine Foster	Mariam Yusuf	Vania Milkova
Francesca Brooks	Meghan McKie-Smith	Viki Zaphiriou-Zarifi
Helen Brown	Nicky Bashall	Wendy Weiss
Helen Mayer	Antonia Coker	Zeena Elhassan
Henrietta Cullinan	Nell Barlow	Zoey Cooper

3. Achievements and performance

a. Achievements on supporting refugee women:

Case study: Rebecca

This is Rebecca's story. Rebecca (not her real name) comes to our intermediate English class every Monday:

'I joined Women for Refugee Women's network less than two years ago. In that time, my confidence has really grown.

Before joining Women for Refugee Women I was very shy and I had lost all hope of living a normal life. I was very lonely and hopeless. I had been waiting for a decision on my asylum claim for a long time and I felt that everyone in this country had rejected me. I had no friends, no one to turn to for help. Nothing was working out the right way for me and it was very hard for me to fit in with society.

This all changed for me when I met Women for Refugee Women because I have had opportunities and training.

I was introduced by a friend to one of the drop in sessions. I joined the English language class and came back every week. There is a lot I have learnt about the history and culture of the UK. These classes have opened me up further to be able to feel included in society. I have excelled in that class and I even got an award for being the Star Pupil.

After that I was invited to join the drama group. Every Friday we have drama sessions at the Southbank Centre, where we write poetry about our experiences and create performances together. This has improved my mental wellbeing tremendously. I have got new skills and my self-confidence has improved tremendously. I now feel bold enough to share my experience and represent other refugee and asylum-seeking women on different platforms.

Now I feel that I am not just a number but a valued person who can contribute and share my experience with wide audiences to increase understanding about the experiences of refugees. It is important that people can speak from their own experience, because if you have gone through it personally you can portray a better picture of what it is like to seek safety.

I am so grateful for the total support of Women for Refugee Women. I would not have been able to achieve any of this without the travel expenses that they always provide. I know that when I come, I am assured of a warm meal or snacks. It's not just about creating opportunities but also enabling women to take part. We are now a family and we support one another when we meet.

Of course there have been challenges along the way. For me, the biggest challenge has been destitution. It has been a very big problem for me. I'm still waiting for my decision from the Home Office but at the moment I'm waiting from a different perspective. Before I joined Women for Refugee Women I had lost all hope but now I have regained my confidence. Now I know where to go and what to do.

Women for Refugee Women carried out an evaluation of our activities with refugee and asylum seeking women in summer 2019, comprising questionnaires, focus groups and one to one interviews regarding women's experiences of our activities during this period. This showed that of the women who come to the English classes: 92% agree they are satisfied with the teaching; 84% say that they have improved their English; 89% say they communicate more using English and 83% say that activities have helped them to gain a better understanding of British culture.

The value of attending Women for Refugee Women's activities also goes beyond just improving language skills. For the women who come to our centre, the value is also about combating isolation and improving wellbeing. 96% state that they feel happier since coming to these activities and 90% state that they feel more confident since joining these activities.

Since joining Women for Refugee Women...



8 in 10 women strongly agree or agree that they have learnt more about their rights as women seeking asylum in the UK



9 in 10 women strongly agree or agree that they have become more empowered

It is particularly important to see the value of the classes we run for mothers to learn alongside their pre-school children. These women tell us, for instance, that, *'The thing I like about this group is that the volunteers play one to one with the kids. We can see the kids are happy and we are happy too,'* and that, *'Other organisations exclude mothers and we can't do English classes [elsewhere] with our kids.'*

About the English teaching, women have said: *'With the English teachers I learn a lot. Every Monday I will be happy to come here. It's like a family. Mondays I like to come here.'* *'I study English. I am so happy I learn English. I'm so happy. I have learned a lot and I'm so happy. They helped me for my paper and my interview.'* They also speak of the warm welcome that they receive. One woman said: *'I enjoy all the services and kindness and love and I come here because I'm welcomed.'*

Women who attend our English classes speak particularly of how the teachers introduce them to information about British society which is useful for them to integrate and also think about moving into citizenship. *'The intermediate teacher teaches us the English culture and life and everything, that really helps us when we are going to sit for the Life in the UK test.'* *'We go to museums, galleries, stuff like that - to see so many things. It's really, really inspiring.'*

They also speak highly of the attitudes they encounter from staff and volunteers. One user said: *'The staff and volunteers really respect us. They really listen to you and if someone gives you that small window of listening to you, that is what I call respect.'* Another said: *'The volunteers have been my mentors in many things. I have been able to approach any at any time for any information and I have got that information. So it has been a very safe environment for me. I have got what I wanted - all the support I wanted - from the volunteers.'*

At Women for Refugee Women we encourage women not only to access support from the organisation but also to move forward and build their own confidence and skills in advocacy. We were also glad to see that 82% of women say that they feel more comfortable sharing their opinions since joining us and that 84% say that they have learned more about their rights as a woman seeking asylum since joining us. One woman stated, *'I've got a lot of hope now and I look forward to doing a lot of things. I'm thinking of going back to study. I can now speak for myself. I can now think for myself.'*

We can also see evidence of the empowerment of refugee and asylum seeking women in the contribution that they are making to our advocacy around detention and destitution. Many women spoke in public or to the media or policy-makers about their experiences of detention this year. And more than a dozen women have stepped up to lead the participatory research project on destitution and have accessed training opportunities to ensure that they can carry out this work.

The 'Building the Future' retreat in Manchester in the spring was particularly helpful in enabling women to build their confidence and skills in this growing project on destitution. The retreat enabled the participants to learn new skills, exchange ideas, and form close working relationships. One of the participants said afterwards: *"Just to say big thank you for inviting and welcoming me to the retreat in Manchester. I learned a lot and it gives me some new skills and confidence to express myself in English."*

Over the years we have developed a way of working with refugee women which is rooted in centring the voices of those we work with, and we have found recently that other organisations are becoming more interested in learning from this approach. For instance, this year we were invited by Trust for London with two other organisations, On Road Media and Revolving Doors, to organise a conference led by people with lived experiences of injustice. Four refugee women from our network attended training and delivered two workshops at the conference held on 10th July. We received great feedback from those who attended the workshops run by women from our network. One staff member of Trust for London said: *"The workshop was deep and meaningful. I was blown away how you did that. It was simple but very meaningful."* Another participant said: *"It was incredible. Thank you for this. I feel very blessed."* Following the success of this conference the refugee women were invited to deliver the workshop to a meeting of the Trust for London board of trustees.

This growth in skills and confidence among the refugee and asylum seeking women who come to WRW is very evident among the women who are able to speak in public, including at public events and to the media. We enabled more than 20 women to speak at events

over this year. These included two women who had been detained who spoke on a panel at Birkbeck, and ten members of the Rainbow Sisters who sang a song that they had composed at UK Black Pride. We also enabled women to speak to the media, including 'Gabby', who wrote a first person piece about detention for the Independent in July 2018, 'Voke', who spoke about the impact that indefinite detention had on her mental health for Refinery29 in December 2018 and Agnes, a refugee who told her story of detention and destitution in the UK on Twitter in February 2019.

b. Achievements on educating the public

Women for Refugee Women concentrates on communications work that will reach potentially sympathetic audiences, building empathy and deepening understanding.

During this year we could see consolidation and growth of our followers on social media, who now number over 25,000 across various platforms, and we now have over 4,000 subscribers to our regular e-mail newsletter.

As a result of connecting the voices of refugee women to new audiences in these ways we continued to see strong interest from the public in our work, with increased offers of support and donations that show spikes after events and mainstream media coverage.

We also see sustained engagement from expert audiences with our work, including from universities and lawyers who often cite the evidence we bring on the experiences of asylum seeking women.

c. Achievements on promoting equality and diversity

Several Parliamentarians who have previously expressed their support for women in immigration detention really stepped up their interest during this year, with the support of Women for Refugee Women and other organisations. For instance, Diane Abbott MP, with whom we have previously engaged on this issue, stated that in government Labour would close Yarl's Wood detention centre and put the money saved into supporting vulnerable women. Tulip Siddiq MP, who has previously attended Women for Refugee Women events, put forward a 10 minute rule bill on a time limit on immigration detention. Caroline Lucas MP, who previously supported our campaign for an end to the detention of pregnant women, made a visit to Yarl's Wood detention centre, accompanied by us, and spoke about this visit in Parliament.

We could see that select committees and other bodies responded positively to our evidence on the impact of detention on women. For instance, in March 2018 we had given oral evidence on the detention of vulnerable women to the Home Affairs Committee inquiry into detention, alongside two women who had been detained; when Caroline Nokes MP, the Immigration Minister, appeared before the inquiry a few weeks later, the committee pressed her on this issue. When the committee published their report in March 2019 they quoted extensively from the evidence of the women we brought to the committee and recommended an overhaul of the policies underlying the detention of vulnerable people.

As part of his second review of detention, we had organised a meeting for Stephen Shaw with five women who had been in Yarl's Wood: his final report, which was published in July 2018, emphasised reducing the number of women in detention as a priority area for change.

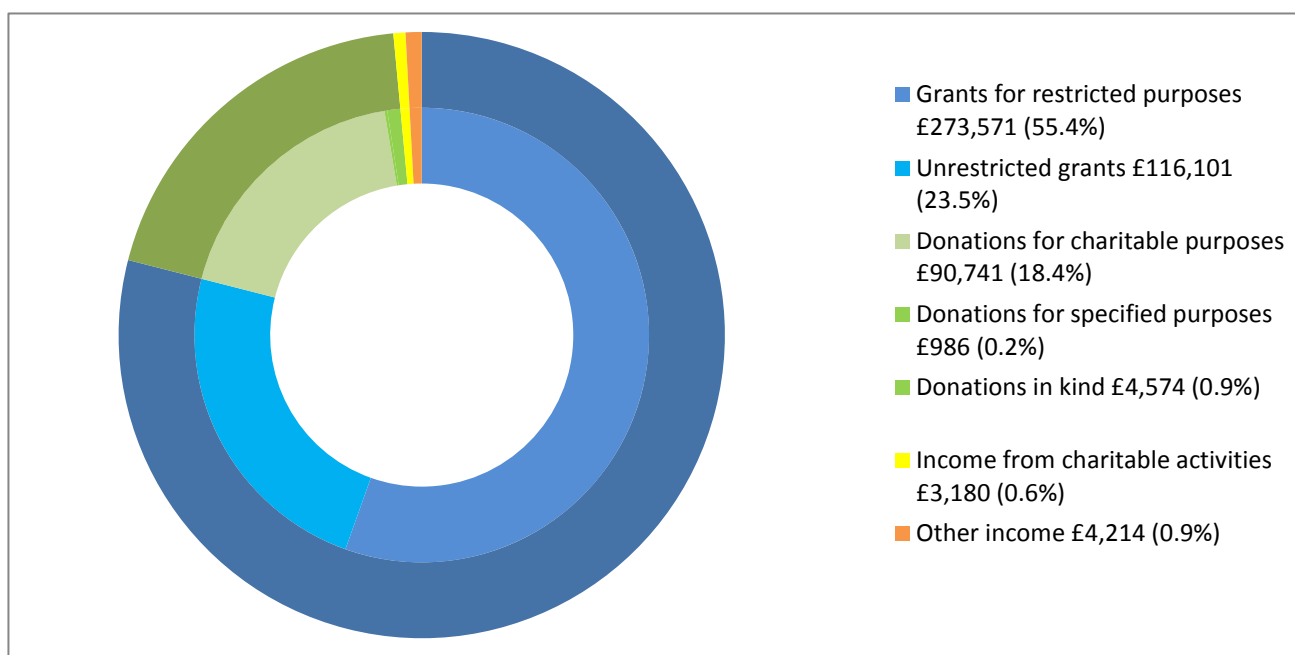
As a result of this ongoing engagement, we are now starting to see some steps towards practical reform in this area. As part of its response to Shaw's second review, the Home Office has announced that they will develop, with UNHCR, an alternative to detention for vulnerable women who would otherwise have been detained. This reflects one of the recommendations we made in our March 2017 report, *The Way Ahead*, which sets out how the Home Office can develop an asylum system that does not rely on detention. WRW continues to work in partnership with other organisations to continue the pressure for reform, and is glad to be an active member of the Detention Forum and to be able to take action alongside other organisations in the field.

We have also managed to build the foundations of new work around destitution and its impact on vulnerable women. We have worked with many grassroots groups throughout the UK, in order to survey the concerns of refugee women and will use these findings to inform a participatory research project and advocacy in the coming year and hope to work in collaboration with other organisations to raise awareness and move towards policy reform in this area.

4. Financial review

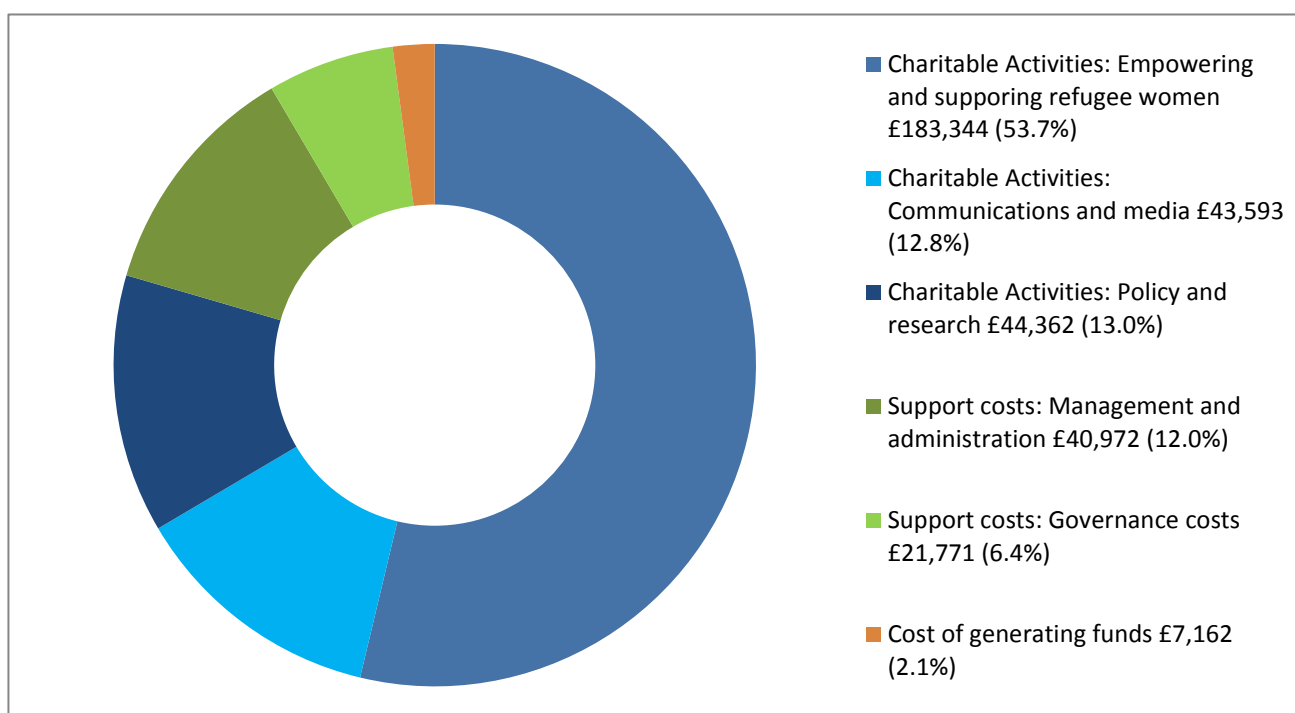
Women for Refugee Women closely manages its finances. The budget is approved before the beginning of the year, and all expenditure is checked against the budget and authorised by the Director, who is responsible for ensuring that expenditure remains within agreed limits. The board of trustees has a delegated finance committee which meets quarterly and presents financial and management reports to the board at every meeting.

How we are funded:



Legacy income was used to set up the Ariadne van de Ven endowment fund (see below) and has not been included in this chart.

Where our money goes:



Our work depends on the financial support we receive from trusts, foundations and individuals. We gratefully acknowledge the support of Artichoke Trust, Barrow Cadbury Trust, Ben & Jerry's Foundation, the CAF American Donor Fund, City Bridge Trust, Comic Relief, the Coutts Foundation, D G Charitable Settlement, Esmée Fairbairn Foundation, Help Refugees, Iguano Trust, Joseph Rowntree Charitable Trust, LoveDay Charitable Trust, NoVo Foundation, Paul Hamlyn Foundation, Portrack Charitable Trust, Prism the Gift Fund, Ptarmigan Trust, Rosa, Silicon Valley Community Foundation, Tides Foundation, Tolkien Trust, Trust for London and the University of Bristol.

We greatly appreciate the support of the many people who donated to us, with gifts large and small, during the year. Our thanks go to them all and to those who also chose to fundraise for us in a range of creative ways, including:

- Ebyan Egal who ran the Hackney half marathon and designed, produced and sold tote bags
- Rebekah McKay-Smith who ran kettlebells exercise classes at her work
- Tamara Kubba and Sacha Nathan who collected donations to support our work for their wedding
- Women Supporting Women who arranged a panel discussion and drinks reception to raise funds for our work
- Top Trump Targets who collected donations for our work as a positive protest against Trump's policies
- Cambridge FemSoc who organised a club night
- Margherita de Fraja who ran the Oxford half marathon
- Her Stories who put on an auction of female artists' work
- Lips Choir who raised funds for us at their Christmas 'Club Classics' concert
- Marnie Joyce who was sponsored to grow her facial hair
- Sixty Million Trebles who donated money for each stitch of a huge blanket they knitted in solidarity with refugees
- World Remit who put on a Christmas bake sale
- Girl Talk Cambridge who donated a portion of ticket sales for one of their events
- Alice Rainis who illustrated and sold Greek goddess calendars
- Morris Folk Choir who sang carols at Dalston Kingsland station
- Sarah at Wear and Resist who sold feminist necklaces and pins
- Dance for Refuge who put on International Women's Day club nights in London and Manchester
- Paul Blomfield MP who organised an International Women's Day film screening

- Gorgeous Giggly Girls who put on a comedy fundraiser
- Grand Matter who commissioned and sold International Women's Day prints
- Erin Aniker who created International Women's Day t-shirts
- Alexandra Park School who raised funds for us at their fayre
- Octavia Henderson-Cleland and her Cambridge-based female a cappella group who put on a concert
- All those who asked their hosts to donate their public appearance / speaker fees to us

Investment policy and reserves

During this financial year we received a substantial legacy from the estate of Ariadne van de Ven. This enabled the charity to place £2.5million into an expendable endowment fund to support the charity's activities. The investment policy was developed by a committee of trustees and taken to the full board for approval. The board agreed that the fund should be a combination of short term and long term reserves, invested in cash and a range of assets.

The trustees have also agreed that WRW will follow an ethical investment policy, including that the charity will avoid investing in organisations whose activities may impact adversely on human rights or lead to situations which create refugees or sex-trafficked women. Trustees interviewed three investment managers and after careful consideration of risks and opportunities, chose CCLA for managing the funds.

WRW also maintains liquid reserves in line with its reserves policy which states that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three to six months expenditure, and these reserves are held in accessible accounts. At 31 March 2019, unrestricted reserves were £264,234, equivalent to just over six months of total budgeted expenditure for 2019-2020.

5. Structure, governance and risk

Women for Refugee Women is governed by a board of trustees which has the power to appoint new trustees to ensure that all relevant skills and experience are represented. The board takes on responsibility of appointing and re-appointing trustees in accordance with the governing document. During this year WRW recruited a new treasurer to work with the Finance Executive and the Director in ensuring good financial governance of the charity.

In 2018-2019 Women for Refugee Women employed six staff members and two interns, totalling 4.5 full time equivalents. The trustees would like to express our thanks to the very committed and highly skilled staff team in what has been another demanding year, particularly given the challenges that women face in the UK asylum process and the increase in women seeking support from Women for Refugee Women.

All major decisions regarding strategy, policies and finance are taken by the board of trustees together with the Director. Meetings of the board are convened at least quarterly to deal with strategic issues and review operational activity. The work of the board is supported by a finance committee which also meets quarterly and has delegated authority for finance policy, and a new risk and opportunities committee.

Over this year WRW completed a strategic review and developed a strategic plan for the next three years. This review looked at how the charity could best achieve its aims and use the legacy to ensure the continued energy and sustainability of the organisation. The strategy therefore commits WRW to sustain and build our work in each of our three areas – supporting refugee women; educating the public, and promoting equality and diversity. The strategic plan led to some organisational development, including promoting the Grassroots Director to Deputy Director, and beginning recruitment into two new posts, an office manager and a part-time policy and research co-ordinator to work alongside the existing part-time co-ordinator.

During this year WRW commissioned a review of its culture, organisation and risk management from an external consultant. The process and the outcomes were positive for the charity. The consultant, Laura Harrison, found that WRW operates with ‘an appropriate awareness of risk’ and ‘what appears particularly impressive about WRW is its ability to create plans and stick to them with discipline and focus. There is a high level of professionalism and sophistication in its articulation of strategy (particularly given the size and relatively short history of the organisation) and in the coherence and alignment of its team.’

Harrison made three recommendations, that WRW should set up a risk committee, that it should review the capacity of staff to carry out the strategic plan and ensure that organisational development was supported appropriately. All three recommendations have been acted on. The risk and opportunities committee has been set up and comprises the Director, the Deputy Director, the chair and three trustees, including a charity lawyer. The risk and opportunities committee has considered major risks and opportunities and has identified three major risks facing the charity currently:

Staff wellbeing and burnout:

This is a challenging area of work and there is a risk of vicarious trauma and burnout among staff working with survivors of gender-based violence who are living precarious lives. The charity has mitigated this by putting in place a partnership with Trauma Treatment International to deliver group workshops to staff on dealing with vicarious trauma, but also to offer one to one counselling where appropriate, and tries to ensure that at all times staff, freelancers and volunteers are aware that they are able to seek support.

Data protection:

Charities have to be very careful regarding handling of personal data, and Women for Refugee Women continues to develop its data protection measures in accordance with best practice. WRW is registered with the ICO (Reference number: ZA529951) and with the Fundraising Regulator.

The political environment:

The political environment is currently very volatile and there have been some developments which have made things difficult for organisations working in this area, including increased polarisation of debate, political stasis around Brexit, and politicians playing on fears of migration. In this environment it is key that WRW remains non-party-political and can continue to communicate a positive vision of a future in which refugees and asylum-seeking women are enabled to live lives of dignity and hope.

Women for Refugee Women also sees key current opportunities as follows:

Legacy:

The key internal opportunity for Women for Refugee Women is the recent receipt of a legacy from a former volunteer, Ariadne van de Ven, whose generous gift has enabled us to set up an endowment fund of £2.5million which will mean that we can invest more in the sustainability of the organisation over the next few years.

Partnerships:

During this year Women for Refugee Women set up a formal partnership with Women Asylum Seekers Together (WAST) Manchester which enabled them to take on their first paid worker. WRW aims to set up more partnerships with other organisations to ensure that we can create a stronger shared movement across the UK among refugee women. It is vital for WRW as a small charity to work in partnership with other organisations to realise its mission and vision.

Refugee women's energy:

Despite all the challenges that they face, refugee and asylum seeking women in our network are incredibly resilient and are moving forward both personally and in their advocacy. We are privileged to work with so many brave and talented women on their journeys to safety.

6. Future plans

Women for Refugee Women has developed plans to sustain and build all three areas of our work into the future.

a. Supporting refugee women

London: Women for Refugee Women will continue to ensure that women can continue to find a safe and welcoming space at our activities in London, including English classes and advice sessions. WRW will improve the pathways for refugee women to build their confidence and skills to engage further with our communications and campaigning work, including drama workshops and advocacy training.

Regional: Women for Refugee Women will engage in further movement building and partnerships so that we can begin to build a genuine movement of refugee and asylum seeking women across the UK. This will include formal partnerships to work with key groups in other cities and more outreach, training and networking with other groups.

b. Educating the public

Women for Refugee Women will continue to reach our target audiences through media, events, online media and the arts. WRW will work reactively, responding to news stories and public interest, and also proactively, ensuring that unheard stories are more widely understood by key audiences. Particularly, we will aim to bring individual women's stories to potentially sympathetic audiences in a way that builds empathy and ensures that more people understand the experiences of refugee and asylum seeking women. Over the next few years this will particularly involve telling the stories of destitute asylum seeking women and ensuring greater understanding of why asylum seeking women become destitute and the impact of destitution for women.

c. Promoting equality and diversity

Detention: Women for Refugee Women will continue to ensure that women's voices are heard so that Parliamentarians and others are enabled to understand the impact of detention on asylum seeking women. In summer 2019 we will publish new research on the detention of Chinese trafficked women and will work with key Parliamentarians to build pressure around the detention of survivors of gender based violence and trafficking. WRW will continue to work in alliance with partners in the hope of achieving a time limit on detention and further reforms to detention policy and practice in order to protect vulnerable women and ensure that they are not detained.

Destitution: Women for Refugee Women will initiate a wide ranging participatory research project on the impact of destitution on women. Women for Refugee Women will involve a number of grassroots groups in developing advocacy on the publication of this report and will work with key partners to build more collaborative work to challenge destitution, particularly among failed asylum seekers.

These plans have been developed by staff and trustees in order to ensure that Women for Refugee Women fulfils its charitable aims in supporting refugee women, educating the public and promoting equality and diversity.

7. Reference and administration details

Status	Women for Refugee Women is a charitable incorporated organisation constituted on 26 January 2016 and merged with its predecessor charitable trust on 4 May 2018, following a transfer of assets on 31 March 2016.	
Charity number	1165320	
Registered address	Tindlemanor 52-54 Featherstone Street London EC1Y 8RT	
Trustees	<p>Aishat Idris – treasurer (appointed 05/10/2018)</p> <p>Christine Acaye (appointed 06/06/2018, resigned 11/07/2019)</p> <p>Christine Taylor</p> <p>Elen Griffiths (appointed 06/06/2018)</p> <p>Elizabeth Dell'Anno – treasurer (resigned 19/09/2018)</p> <p>Ghadah AL-Nasseri (appointed 06/06/2018)</p> <p>Jade Amoli-Jackson</p> <p>Jean-Ann Ndow</p> <p>Liz Page – chair</p> <p>Maria Margaronis</p> <p>Rachael Takens-Milne</p> <p>Rachel Robinson (appointed 14/03/2018)</p> <p>Sabeela Malik (appointed 14/03/2018)</p> <p>Sara van der Pas (resigned 06/06/2018)</p>	
Principal Staff	<p>Natasha Walter</p> <p>Marchu Girma</p> <p>Anja Beinroth</p> <p>Gemma Lousley</p> <p>Priscilla Dudhia</p> <p>Samantha Hudson</p> <p>Venus Abduallah</p>	<p>Director</p> <p>Deputy Director</p> <p>Finance Executive</p> <p>Policy and Research Co-ordinator</p> <p>Policy and Research Co-ordinator (appointed April 2019)</p> <p>Communications Executive</p> <p>Office Manager (appointed April 2019)</p>

8. Statement of Trustees' responsibilities

Charity law requires the trustees to prepare financial statements for each financial year which show a true and fair view of the state of affairs of the charity and its financial activities for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP,
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements,

and

- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operational existence.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

18 September 2019

Liz Page
Chair of Trustees

9. Financial statements and auditor's report for the year ended 31 March 2019

Independent Auditor's Report to the Trustees of Women for Refugee Women

Opinion

We have audited the financial statements of Women for Refugee Women for the year ended 31 March 2019 which comprise the Statements of Financial Activities, the Charity Balance Sheet, the Cash Flow Statement and the related notes. 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 charity's affairs as at 31 March 2019 and of the charity's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 charity 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.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out in the Trustees' Report, the trustees 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 charity'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, irrespective of whether any such misstatement is due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Conclusions relating to going concern

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Charities Act 2011

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

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- the charity's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

.....

Morlai Kargbo (Senior Statutory Auditor)

For and on behalf of

Moracle Limited

Ashley House

Ashley Road

London

N17 9LZ

18 September 2019

WOMEN FOR REFUGEE WOMEN
STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2019

		2019				2018		
	Notes	Re- stricted £	Un- restricted £	Endow- ment £	Total £	Re- stricted £	Un- restricted £	Total £
Income from:								
Grants and donations	5	271,050	215,363	-	486,413	167,046	107,534	274,580
Legacies		-	2,400,183	-	2,400,183	-	40,047	40,047
Charitable activities		536	2,644	-	3,180	1,027	1,492	2,519
Other trading activities		-	710	-	710	-	-	-
Investments		-	3,065	-	3,065	-	718	718
Other		-	-	-	-	756	134	890
Total income		271,586	2,621,965	-	2,893,551	168,829	149,925	318,754
Expenditure on:								
Raising funds			7,162	-	7,162	-	6,544	6,544
Charitable activities	6, 7	235,410	98,632	-	334,042	213,602	81,805	295,407
Total expenditure		235,410	105,794	-	341,204	213,602	88,349	301,951
Net income/ movement in funds	8	36,176	2,516,171	-	2,552,347	(44,773)	61,576	16,803
Reconciliation of funds:								
Transfer between funds		-	(2,500,000)	2,500,000	-	-	-	-
Total funds brought forward	14	15,442	248,063	-	263,505	60,215	186,487	246,702
Total funds carried forward		51,618	264,234	2,500,000	2,815,852	15,442	248,063	263,505

The statement of financial activities includes all gains or losses for the year.
All income and expenditure derives from continuing activities.

**WOMEN FOR REFUGEE WOMEN
BALANCE SHEET**

as at 31 March 2019

	Notes	2019 £	2018 £
Fixed assets			
Tangible assets	12	4,200	-
Current assets			
Debtors	13	44,739	10,398
Cash at bank and in hand		2,785,584	262,576
		<u>2,830,283</u>	<u>272,974</u>
Creditors: amounts falling due within one year	14	<u>(18,631)</u>	<u>(9,469)</u>
Net current assets		2,811,652	263,505
Net assets	15	<u>2,815,852</u>	<u>263,505</u>
The funds of the charity:	16		
Restricted income funds		51,618	15,442
Unrestricted income funds		264,234	248,063
Endowment funds		2,500,000	-
Total funds		<u>2,815,852</u>	<u>263,505</u>

The financial statements were approved by the trustees on 18 September 2019 and signed on their behalf by:

Liz Page
Chair of Trustees

WOMEN FOR REFUGEE WOMEN
STATEMENT OF CASH FLOWS

for the year ended 31 March 2019

1. Statement of cash flows

	Notes	2019 £	2018 £
Cash flows from operating activities:			
<i>Net cash provided by (used in) operating activities</i>	2	<u>2,527,169</u>	<u>13,103</u>
Cash flows from investing activities:			
Interest from investments		(2,272)	-
Acquisition of tangible fixed assets		(4,200)	-
Purchase of investments		<u>(175,000)</u>	<u>(84,000)</u>
Net cash provided by (used in) investing activities		<u>(181,472)</u>	<u>(84,000)</u>
Change in cash and cash equivalents in the reporting period		2,345,697	(70,897)
Cash and cash equivalents at the beginning of the reporting period	3	<u>178,576</u>	<u>249,473</u>
Cash and cash equivalents at the end of the reporting period	3	<u>2,524,273</u>	<u>178,576</u>

2. Reconciliation of net movement in funds to net cash flow from operating activities

	2019 £	2018 £
Net movement in funds for the reporting period (as per the statement of financial activities)	2,552,347	16,802
Adjustments for:		
(Increase)/decrease in debtors	(34,340)	(4,921)
Increase/(decrease) in creditors	9,162	1,222
Net cash provided by (used in) operating activities	<u>2,527,169</u>	<u>13,103</u>

3. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash in hand	2,524,273	178,576
Notice deposits (less than 30 days)	-	-
Total cash and cash equivalents	<u>2,524,273</u>	<u>178,576</u>

4. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Funds structure and accounting

Restricted grants and donations are available for the charity's use only in accordance with the terms under which, and for the purposes which, the funds were donated to the charity.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Endowment funds are resources received by the charity that represent capital. A feature of endowment funds is that charity law requires the trustees to invest it or to retain and use it for the charity's purposes. These funds are sub analysed between permanent endowment, where the trustees have no power to convert it into income and apply it, and to expendable endowment where the trustees do have this power.

Income recognition

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Grants and donations are included in full in the statement of financial activities when receivable.

Investment income is included when receivable.

Notes to the Accounts

For the year ended 31 March 2019

4. Accounting policies (continued)

Income recognition (continued)

Legacies are accounted for as incoming resources either upon receipt or where the receipt of the legacy is probable. Receipt is probable when:

- confirmation has been received from the representatives of the estate(s) that probate has been granted
- the executors have established that there are sufficient assets in the estate to pay the legacy and
- all conditions attached to the legacy have been fulfilled or are within the charity's control.

If there is uncertainty as to the amount of the legacy and it cannot be reliably estimated then the legacy is shown as a contingent asset until all of the conditions for income recognition are met.

Donated services and facilities

In accordance with the Charities SORP (FRS 102), the general volunteer time of the charity is not recognised. The trustees' annual report provides more information about the contribution of volunteers.

Donated professional services and donated facilities are recognised as income, at the value to WRW (which would be no more than market rate); and a corresponding amount is then recognised as expenditure in the period of receipt. Donated goods and donated assets are recognised as donations in kind.

Expenditure recognition

Expenditure is recognised on an accrual basis as a liability is incurred. Where expenditure includes VAT which can only be partially recovered, the irrecoverable VAT is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income and fundraising trading costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs comprise those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit or independent examination fees and costs linked to the strategic management of the charity.

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

4. Accounting policies (continued)

Expenditure recognition (continued)

All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor area or estimated usage, as set out in Note 6 and 7.

Tangible fixed assets and depreciation

Assets with a cost of less than £1,000 are expensed. Fixed assets are stated at cost less accumulated depreciation. Depreciation is calculated so as to write down to estimated residual value the cost of all other tangible fixed assets over their estimated useful lives as follows:

IT equipment 25% per annum on cost

Art works are not depreciated but revalued at least every 5 years and resulting gains or losses recognised as investment returns.

Leasing

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to the statement of financial activities as they become payable in accordance with the rules of the schemes.

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

5. Grants and donations

			2019	2018
	Restricted	Unrestricted	Total	Total
	£	£	£	£
Anonymous grants	5,000	-	5,000	5,000
Alan & Babette Sainsbury Fund	-	-	-	10,000
ARM Trust	-	-	-	5,000
Barrow Cadbury Trust	8,000	-	8,000	21,800
Ben & Jerry Foundation Fund of				
Tides Foundation	15,000	-	15,000	15,000
Bromley Trust	-	-	-	5,000
CAF American Donor Fund	-	21,772	21,772	-
City Bridge Trust	30,000	-	30,000	-
Comic Relief	25,000	-	25,000	25,839
The Coutts Foundation	-	30,000	30,000	25,000
The D G Charitable Settlement	-	-	-	10,000
Esmée Fairbairn Foundation	30,000	10,000	40,000	40,000
Help Refugees (The Gift Fund)	-	10,000	10,000	-
Joseph Rowntree Charitable Trust	22,500	10,000	32,500	30,000
Loveday Charitable Trust	-	3,750	3,750	-
NoVo Foundation	-	2,500	2,500	-
Oak Foundation	-	7,000	7,000	4,000
Paul Hamlyn Foundation	50,000	-	50,000	-
Portrack Charitable Trust	-	5,000	5,000	5,000
Ptarmigan Trust	-	2,000	2,000	1,000
Rosa Justice and Equality Fund	17,000	-	17,000	-
Silicon Valley Community Foundation	-	19,001	19,001	-
Tolkien Trust	30,000	-	30,000	-
Trust for London	34,125	-	34,125	-
Unbound Philanthropy	-	-	-	15,000
Donations – WAST London	2,479	-	2,479	1,007
Donated art works	-	4,200	4,200	-
Donated services -				
pro bono legal advice	-	375	375	12,217
Other grants and donations	1,946	89,765	91,711	43,717
	271,050	215,363	486,413	274,580

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

6. Analysis of expenditure on charitable activities

	Notes	Empowerment/ supporting refugee women £	Communi- cations and media work £	Policy and research £	Total 2019 £	Total 2018
Salaries and freelancers		60,889	37,081	39,376	137,346	119,417
Staff and volunteer expenses, recruitment and training costs		3,844	166	1,037	5,047	2,955
Publicity and campaign materials		422	645	-	1,067	2,193
Public events					-	8,733
Research		-	-	2,902	2,902	6,127
Monitoring and evaluation		112	-	-	112	170
Empowerment and advocacy		37,725	832	333	38,890	13,564
Performing arts project		9,743	-	-	9,743	15,332
Women Asylum Seekers Together (WAST)		57,328	-	-	57,328	53,830
Casework/ advocacy support		9,949	-		9,949	9,183
Women at the Borders		966	-	-	966	184
IT and telecoms		83	4,274	20	4,377	647
Postage, stationery and printing/copying		1,978	517	460	2,955	58
Other expenses		305	78	234	617	465
Support costs	4	27,689	6,573	6,700	40,972	47,296
Governance costs	4	14,715	3,497	3,559	21,771	15,253
		225,748	53,673	54,621	334,042	295,407

Expenditure on charitable activities was £334,042 (2018: £295,407) of which £98,632 (2018: £81,805) was unrestricted and £235,410 (2018: £213,602) was restricted.

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

7. Analysis of governance and support costs

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the three key charitable activities undertaken (Note 3) in the year. The table below shows the basis for apportionment and the analysis of support and governance costs.

	Allocation	General support £	Governance function £	Total 2019 £	Total 2018 £
Salaries and related costs	Time basis	29,876	7,780	37,656	29,550
Team building expenses	Support	137	-	137	82
Premises expenses	Support	9,225	-	9,225	9,009
Website, IT and telecoms	Support	831	-	831	1,538
Office costs	Support	-	1	1	2,475
Insurance	Support	556	-	556	546
External accountancy	Governance	-	4,200	4,200	2,100
Legal and professional fees	Activity	288	8,375	8,663	16,645
Trustee meetings and training	Governance	-	1,415	1,415	521
Bank charges	Support	59	-	59	83
		<u>40,972</u>	<u>21,771</u>	<u>62,743</u>	<u>62,549</u>

8. Net income for the year

	2019 £	2018 £
This is stated after charging:		
Audit fees/Independent examiner's fees	<u>4,200</u>	<u>2,100</u>

9. Staff costs and numbers

	2019 £	2018 £
Staff costs were as follows		
Wages and salaries	154,918	136,947
Social security costs (net of Employment Allowance)	11,241	8,998
Pension costs	7,651	6,618
	<u>173,810</u>	<u>152,563</u>

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

9. Staff costs and numbers (continued)

The charity considers its key management personnel to comprise the trustees and the Director. The total employment benefits of the key management personnel were £50,040 (2018: £47,028). No employee received emoluments of more than £60,000 in either year.

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

	2019 No.	2018 No.
Director	0.8	0.8
Programme and support staff	3.7	3.0
	<hr/> 4.5	<hr/> 3.8

10. Related party transactions and trustees' expenses and remuneration

The trustees all give their time and expertise freely without any form of remuneration or other benefit in cash or kind. Travel and childcare expenses totalling £369 (2018: £200) were reimbursed to 3 (2018: 2) trustees during the year.

No trustee received travel and other expenses as beneficiary of the charity participating in its activities (2018: 2). No trustee received payments from the Hardship Fund as a beneficiary of the charity (2018: 1). Payments made to trustees as beneficiaries are made on the same basis as to any other beneficiaries of the charity.

Trustees made donations to the charity during the year totalling £840 (2018: £340). A relative of one Trustee made a donation of £200 (2018: £200).

11. Taxation

As a registered charity, Women for Refugee Women is exempt from tax on income and gains falling within Part 11 of the Corporation Tax Act 2010 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

The charity is registered for Gift Aid with HM Revenue & Customs under reference number EW63719.

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts For the year ended 31 March 2019

12. Tangible fixed assets

	IT equipment £
Cost	
At 1 April 2018	305
Additions	4,200
At 31 March 2019	<u>4,705</u>
Depreciation	
At 1 April 2018	305
Charge for the year	-
At 31 March 2019	<u>305</u>
Net book value	
At 31 March 2019	4,200
At 31 March 2018	<u>-</u>

There were no capital commitments at 31 March 2019 (2018: Nil).

13. Debtors

	2019 £	2018 £
Grants and donations receivable	42,739	8,179
Gift Aid recoveries due	1,998	2,069
Other debtors	2	150
	<u>44,739</u>	<u>10,398</u>

14. Creditors: amounts falling due within one year

	2019 £	2018 £
Accrued expenses	<u>18,631</u>	<u>9,469</u>

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

15. Analysis of net assets between funds

	Restricted funds	Unrestricted funds	Endowment funds	Total funds
	£	£		£
Current year				
Tangible fixed assets	-	4,200	-	-
Net current assets	51,618	260,034	2,500,000	2,815,852
	51,618	264,234	2,500,000	2,815,852
Prior year				
Tangible fixed assets	-	-	-	-
Net current assets	15,422	248,063	-	263,505
	15,422	248,063	-	263,505

16. Movement in funds

	At 1 April 2018	Incoming resources	Outgoing resources	Transfer between funds	At 31 March 2019
	£	£	£		£
Current year					
Restricted funds:					
Anonymous grants	2,630	5,000	(3,672)		3,958
Barrow Cadbury Trust	8,000	8,000	(16,000)		-
Ben & Jerry Foundation Fund of Tides Foundation	4,812	15,000	(12,986)		6,826
City Bridge Trust	-	30,000	(21,215)		8,785
Comic Relief	-	25,000	(12,660)		12,340
Esmée Fairbairn Foundation	-	30,000	(30,000)		-
Joseph Rowntree Charitable Trust	-	22,500	(22,500)		-
Paul Hamlyn Foundation	-	50,300	(50,300)		-
Rosa Justice and Equality Fund Prg. 2	-	15,000	(4,950)		10,050
Rosa Justice and Equality Fund Prg. 3	-	2,000	(2,000)		-
Tolkien Trust	-	30,000	(20,341)		9,659
Trust for London	-	34,125	(34,125)		-
Women Asylum Seekers Together	-	2,479	(2,479)		-
Other grants, donations and income	-	2,182	(2,182)		-
Total restricted funds	15,442	271,586	(235,410)	-	51,618

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

16. Movement in funds (continued)

Unrestricted funds:

General funds	248,063	2,621,965	(105,794)	(2,500,000)	264,234
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Endowment funds				2,500,000	2,500,000
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Total funds	263,505	2,893,551	(341,204)	-	2,815,852
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	At 1 April 2018			At 31 March 2019
Prior year	£	Incoming resources £	Outgoing resources £	£
Restricted funds:				
Anonymous grants	-	5,000	(2,370)	2,630
The Alan & Babette Sainsbury Charitable Fund	-	10,000	(10,000)	-
Barrow Cadbury Trust	2,200	21,800	(16,000)	8,000
Ben & Jerry Foundation Fund of Tides Foundation	7,671	15,000	(17,859)	4,812
Comic Relief	9,600	25,839	(35,439)	-
Esmée Fairbairn Foundation	4,448	40,000	(44,448)	-
Government Equalities Office	-	2,000	(2,000)	-
Joseph Rowntree Charitable Trust	-	30,000	(30,000)	-
London Borough of Islington	-	500	(500)	-
Open Society Foundation London	20,760	-	(20,760)	-
Unbound Philanthropy	15,425	15,000	(30,425)	-
Women Asylum Seekers Together	111	1,007	(1,118)	-
Other grants, donations and income	-	2,683	(2,683)	-
Total restricted funds	60,215	168,829	(213,602)	15,442
Unrestricted funds:				
General funds	186,487	149,925	(88,349)	248,063
Total unrestricted funds	186,487	149,925	(88,349)	248,063
Total funds	246,702	318,754	(301,951)	263,505

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

Restricted funds:

Anonymous grant

This donor who prefers not to be named is supporting core costs associated with Women for Refugee Women's Empowerment work.

Barrow Cadbury Trust

This grant supports Women for Refugee Women to sustain and further develop its empowering and influencing work, by contributing to staff costs, core costs, research costs and grassroots empowerment and campaigning.

Tides Foundation, on the recommendation of the Ben & Jerry's Foundation Fund

This grant funds the regionalisation of Women for Refugee Women's work targeting the specific needs of female refugees and asylum seekers within the British asylum system.

City Bridge Trust

This grant supports our grassroots work in London, specifically English lessons and enrichment activities for refugee and asylum seeking women.

Comic Relief

This grant supports our grassroots and influencing work, enabling refugee women to speak to diverse audiences about the issues facing women seeking asylum in the UK.

Esmée Fairbairn Foundation

This grant supported the provision of assistance to refugee women, enabling them to develop skills and confidence so their voices would be heard and building their capacity to progress with their lives.

Joseph Rowntree Charitable Trust

This grant supported the campaign against the detention of women who seek asylum.

Paul Hamlyn Foundation

This three-year grant funds a collaboration between WRW and WAST Manchester, supporting each charity's empowerment and influencing work and joint activities including a participatory research project focusing on destitution experienced by asylum-seeking women in the UK.

Rosa Justice and Equality Fund, Programme 2: Now's the Time

This grant supports Women for Refugee Women's performing arts activities.

Rosa Justice and Equality Fund, Programme 3: Changing the Conversation

This grant enabled Women for Refugee Women to participate in the development phase of the Strategic Communications Network to end the culture of harassment, abuse and impunity associated with violence against women and girls.

WOMEN FOR REFUGEE WOMEN

Notes to the Accounts

For the year ended 31 March 2019

Restricted funds (continued):

Tolkien Trust

This grant supports our grassroots work in London, including access to individual advice on issues such as benefits, housing and immigration.

Trust for London

This three-year grant funds staffing and running costs needed to enable refugee women with experience of detention and destitution to speak out to new audiences.

Separately, Trust for London also funded us to train and support a small group of refugee women to lead a workshop at their conference on including people with lived experience in campaigns for social justice.

Unrestricted funds:

General funds include income from grants, donations and other sources.

Movement in unrestricted grants of £10,000 or more during the year was as follows:

	At 1 April 2018 £	Incoming resources £	Outgoing resources £	At 31 March 2019 £
CAF American Donor Fund	-	21,772	(21,186)	586
The Coutts Foundation	10,691	30,000	(21,434)	19,257
Esmée Fairbairn Foundation	-	10,000	(10,000)	-
Help Refugees (The Gift Fund)	-	10,000	(2,695)	7,305
Joseph Rowntree Charitable Trust	-	10,000	(10,000)	-
Silicon Valley Community Foundation	-	19,001	(6,132)	12,869

17. Leasing commitments

	2019 £	2018 £
At 31 March 2019 the charity had future minimum lease payments under non-cancellable operating leases as follows:		
Not later than one year	-	-

18. Contingent asset

Women for Refugee Women has now received the majority of the legacy the charity was previously notified of. At the date of signing the accounts, there is still a payment of less than £80,000 expected as final settlement from the residual estate. Trustees are of the view that there is insufficient certainty over the amount that will ultimately be received, which may be significantly lower due to variances to the probate valuation of the estate and costs associated with the disposal of assets, and therefore this income will be recognised in the accounts once there is sufficient certainty over the amount.