

COMPANY NUMBER: 02393931
REGISTERED CHARITY NUMBER: 1001834

LONDON BLACK WOMEN'S PROJECT
(Company Limited by Guarantee without Share Capital)

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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LONDON BLACK WOMEN'S PROJECT

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their report and financial statements for the year ended 31 March 2022, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a charitable company limited by guarantee, incorporated on 9 June 1989 and registered as a charity on 11 February 1991. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and it is governed by Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

During 2021/22, there were eight Management Committee members. The Management Committee has set up a Finance sub-committee and an HR sub-committee, each of which meets quarterly and reports into full Board meetings, which are also quarterly.

The two Co-Chairs directly line manage the Director, and one Co-Chair attends the finance sub-committee to ensure support of the Finance Manager.

Recruitment and appointment of the Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

LBWP advertises for new trustees in the local and national press and through networking. We have a high retention rate for new trustees once recruited which allows LBWP to maintain a balance between existing expertise needed to grow and develop the organisation and new knowledge and experience.

In January 2021, three new Directors joined the board. Their professional experiences, qualifications and knowledge includes, activism and campaigning on women's health, systems discrimination for women subject to immigration control, LGBTQ inequalities, highlighting discriminatory legislation and policy, advocating BME women's right in relation to access to appropriate services, publicising gender-based and violence against women and girls issues using traditional and social media.

Any benefits received by the trustees are incidental. For example, trustees can cover their travel expenses to and from board meetings.

Trustee induction and training

LBWP has a formal Induction Programme for new trustees provided by one of the Co-Chairs, the Treasurer, Director and Finance Manager.

It details the main tasks and responsibilities of the trustee, including the Board's legal responsibilities with regards to the Charity Commission and Companies House, financial procedures, a historical overview, external landscape and key stakeholders, strategic, fundraising and delivery plans, the key policies of the organisation, the structure, decision making and an overview of the service areas and key priorities.

A priority for the Board in 2022/23 will be to review its current membership, consider recruitment of additional Trustees and the induction process.

Organisational structure and decision making

The organisational structure (Page 3) shows how the organisation devolves decision making to its Director, Senior Management Team and frontline staff. During 2021/22, the priority was to maintain existing services to support clients during the continued impact of Covid-19. Additional funding was received to support counselling and this delivered through an increase of freelance counsellors and increased hours for the freelance clinical supervisors.

In terms of decision making, day-to-day operational decisions are made by the Director and staff team; strategic decisions by the Management Committee with advice from the Director and Finance Manager.

The role of the Management Committee is to ensure that the organisation's business is properly conducted and that the affairs are directed in accordance with its objects and rules and that strategic decisions are discussed and agreed, by:

- Producing a three year business plan, strategy and implementation plans and reviewing them on a regular basis to make decisions about key changes and ensuring funding contract requirements are being met.
- Agreeing the annual budget and reviewing it quarterly through the finance subcommittee; especially ensuring that all expenditure levels are set and adhered to as laid out in the Financial Procedures.
- Deciding on all matters that create significant financial and operational risk to the organisation or which affect material issues of principle, including staff structure changes, pay and remuneration.
- Establishing and overseeing a framework of delegation and systems of control.
- Defining and ensuring compliance with the values and objectives of the organisation.
- Agreeing all new policies and procedures and any revisions.
- Making any necessary returns in respect of the organisation.

The agendas for the quarterly board and sub-committee meetings are produced in consultation with the Co - Chairs of the Management Committee and the Director. Minutes are distributed to the Management Committee in advance of each meeting.

The Director makes decisions about all operational aspects of delivering the business and fundraising plan, including recruitment of staff, performance management, fundraising, spend and service deliver. She works with the senior management team and delegates frontline operational decisions to them with regards to service delivery. The frontline staff make day-to-day decisions with regards to the clients they support, with reference to all the key policies and procedures, referring any issues or concerns to their line manager and up through the structure.

The staff meeting structure which supports discussion and decision making is:

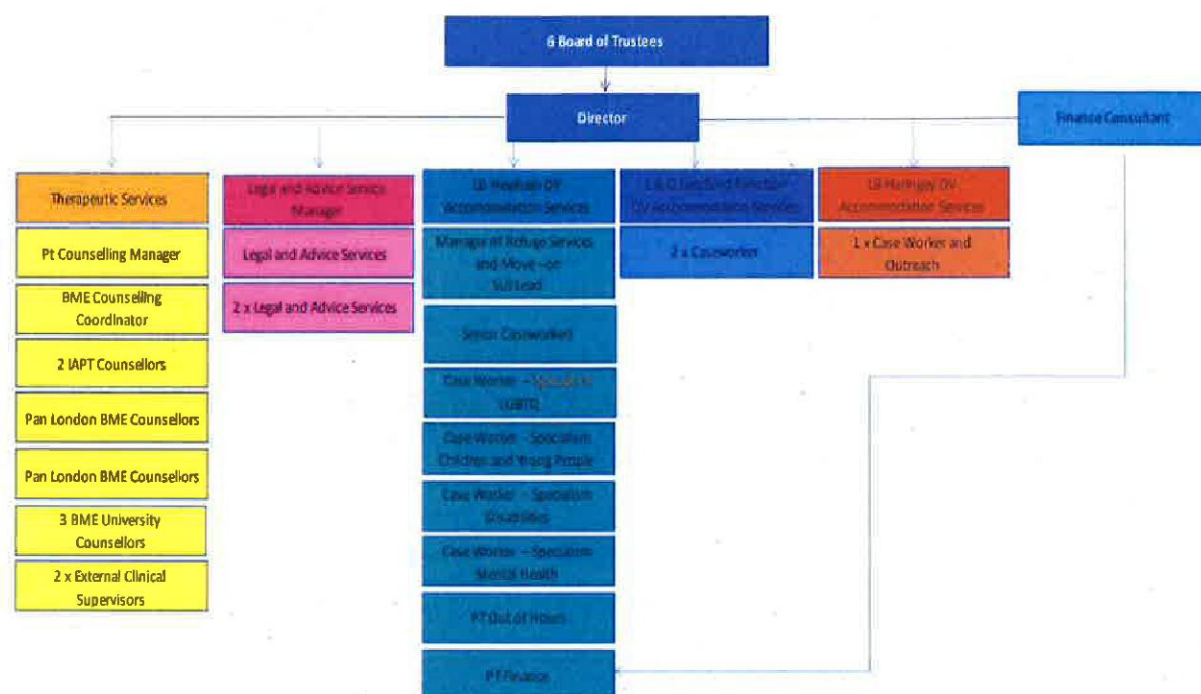
- Director with her SMT every two weeks to discuss strategic and operational meetings
- Director with the Finance Manager every month to review the management accounts
- Director with Co-Chair line manager every six weeks to review delivery plan and make decisions
- Managers with frontline staff hold team meetings every two weeks to discuss and decide service delivery issues
- Full team meetings once every six weeks

In addition, the performance management process of weekly client case reviews, six-weekly formal supervision and annual appraisals are implemented for all staff.

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Risk management

Risk management is ongoing and embedded in the governance and operational procedures of the organisation.

Annual risk register

The Board of Trustees reviews and revises the risk register on an annual basis, it covers strategic, financial, HR and operational risks. During 2021/22, due to the ongoing Covid-19 pandemic, the risk register was reviewed by the Director as key changes occurred. The operational risks were reflected in service delivery plans and policies.

Business continuity plan

A Business Continuity Plan is in place and revised on an annual basis, it identifies the critical business processes and major risks to those, identifies responsibilities for managing the risks and timescales for review by the Director and SMT.

Annual audited accounts

The financial statements of the organisation are audited annually by an external, qualified financial management organisation, to ensure appropriate accounting procedures are in place, that financial statements are free from material misstatement or fraudulent activity.

The remuneration of the charity's staff and freelance consultants is set by the Board of Trustees, taking into account the charity's financial position and comparable roles in similar charities.

Wider networks

LBWP co-operates with a wide range of charities and organisations to deliver its objectives; two key umbrella groups are Imkaan and Oya.

Imkaan is the only national umbrella women's organisation dedicated to addressing violence against Black and minoritised women and girls. LBWP is a member of the organisation and works closely with other members and the Imkaan team to influence policy, identify common areas of interest and raise funds for the sector.

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Oya is a five-charity collaboration of BME women's organisations that primarily run refuges for women and children. Key to the partnership is identifying joint strategic goals and fundraising for joint projects. In 2021/22 the partnership applied to MOPAC for funds to support 'holistic' services for women and children in refuges. The partnership was successful and implemented this innovative programme.

Asian Women's Resource Centre (AWRC) is the lead partner for a consortium group of 9 women's sector organisations across London. The work recognises the increased vulnerability of migrant women with insecure immigration status, who were left unprotected by the DA Act 2021.

Women's Aid membership enables us to table key strategic or operational issues for the sector. Membership of this group is that we can influence a broad range of national and local government plans, policies and strategies. We can directly talk to and meet with high level/decision making government appointed officials and representatives. We can then represent the narratives of survivors for change and demonstrate the impact of policies on the lives of women and girls impacted by domestic abuse and violence against women and girls.

NHS East London Foundation Trust demonstrates LBWP's commitment to improving mental health inequalities, by working in harmony with statutory health services. We are a referral pathway for the NHS in the delivery of talking therapies (counselling). This partnership promotes equity amongst black minoritised women, to access free primary care psychological interventions to improve their mental health and overall wellbeing.

LB Newham/Haringey Domestic Homicide Reviews enables the local authority to take a reflective view of fatalities that have occurred because of domestic abuse. Our contribution is to provide cultural and racial insight to the cases prevented for further learning and to identify support and other needs, for families after the event.

LB Newham/ Haringey Multi-Agency Risk Assessment Conferences are essential for the identification and prevention of further violence that could lead to serious injury or fatal injury/murder of a victim/survivor. As an agency we undertake SafeLives risk assessments and where a service user scores high, they are referred to a group of multi-agency professionals (the MARAC group) who review the case and agree a variety of support and services to prevent or mitigate against personal risks.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

Objects and Public Benefit

LBWP was "established for the relief of poverty and the relief of mental or physical distress among black minority ethnic and refugee women who have been maltreated by their husbands or male members of their family and among the children of such women".

London Black Women's Project systematically seeks views from its beneficiaries with regard to the quality of services delivered. The views obtained from its beneficiaries inform the future development of services. The organisation also reviews its services on an annual basis to ensure that services and activities are developed in line with the aims and objectives.

The management committee confirms that the Charity Commission Guidance on Public Benefit has been reviewed and we are clear what the benefits are, how the benefits relate to the aims and we are clear that the benefits are balanced against detriment and harm.

Aims and objectives

Aim

The aim of the London Black Women's Project is to deliver the highest level of quality services towards protecting, promoting and developing the rights and resources of women, children and families from BMER communities.

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Objectives

The objectives of the London Black Women's Project are:

- To work towards the **eradication of gender-based violence** perpetrated against BMER women and violence against children.
- To **protect and support women and children** experiencing domestic violence by providing safe refuges, advice, guidance, counselling, access to essential services, learning, employability and sustainability.
- To **influence and affect change in government policy and strategy and in legislation** to counter gender-based violence and the causes of violence against women and children.
- To **provide a safe environment**, conducive to learning, in which women can feel safe, empowered, supported and welcome.

During 2021/22, the specific objectives were:

- To consolidate and deliver high quality services that meet our outcomes and our business plan targets.
- To develop strong partnerships locally and regionally with a wide range of organisations and individuals to influence policy, strategy and cohesive service delivery that improves outcomes for Black and minoritised women and girls.
- To diversify our income and raise funds to support our current work and ongoing Sustainability.
- To ensure all internal systems, procedures and processes are robust and effective to support our staff team to deliver their objectives and our Trustees to govern effectively. Improve the IT infrastructure in the main office and the refuges.

Strategic overview of 2021/22

LBWP takes a black feminist perspective to our work, operating within the specialist 'by and for' women's sector. During 2021/22, the second year of Covid-19 continued to impact disproportionately on Black and minoritised women, especially women with insecure immigration status and/or no recourse to public funds, in terms of accessing services such as refuges, counselling, and legal advice.

External challenges

During lockdown LBWP and other VAWG services moved to an online environment and staff began working from home however office rent, utilities, insurance, audit and professional fees and all other costs associated with running offices still had to be paid. During 2021/22, refuge staff returned to working within the refuges, counselling and legal services adopted a hybrid model.

The costs of delivering services in the Black and minoritised sector have risen in the last financial year by 33% due to an increase in demand for intensive wrap around support and mental health services. This need has more than doubled alongside service user's economic instability (food scarcity, homelessness, and unemployment) and a sector staffing shortage.

The 2021/22 Covid-19, government policies and economic crisis have significantly impacted on women with insecure immigration status and no recourse to public funds who experience domestic abuse. They have faced significant barriers in accessing vital support services. Restrictive immigration policies and the 'hostile environment' approach contribute to the vulnerability and marginalisation of women as it limits their access to safe accommodation, financial assistance, and other support services, exacerbating their situation and increases the risk of further harm.

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Partnerships

Going into the 2021-2023 business plan cycle, the main focus for the Director was to build positive relationships within Newham Council, locally and with other organisations to support its bid for the council's refuge funding, as well as exploring ways to further diversify the organisation's income. In 2021, the charity successfully bid for the Council's Supporting People fund which provides income for four of the six refuges in Newham.

As can be seen through the various parts of the trustee's report, LBWP made good progress to work alongside a wide range of services, both on a strategic, operational and service delivery level. Our work has complimented the Mayors Needs Assessment report in 2021, compliments the DA Act 2021 and duties of the local authority to commission diverse services that meet local needs.

LB Newham and Haringey both have large populations of black and minoritised women, children and families. Commissioning contracts with LBWP supports the local plans, strategies and objectives of local authorities to meet the duty set out in the DA Act 2021. Black and minoritised women need to have more than one option for domestic abuse support and as a specialist service they choose the option of using our services because of the cultural, racial and intersectional understanding and approach we take.

Activities, achievements and performance

Overview

During 2021/22, the main focus was to consolidate the delivery of our existing services, expand their reach and explore opportunities for strategic partnership projects.

Key services delivered during 2021/22 were:

- *Refuge Service*

We operate a total of seven refuges, six in the London Borough of Newham and one in the London Borough of Haringey. During the year 2021-2022, LBWP provided safe Refuge accommodation and support services for 89 women and 29 children across the two boroughs.

By providing weekly keywork sessions and other forms of intensive casework and casework management, we enabled women to feel safe, understand their rights, gain access to housing and understand the importance of self-care and ways to support their children. We worked with women to build a community environment within the refuges to provide a sense of belonging. We were able to deliver inhouse counselling for women in their first language which was essential to enable them to access a much more trauma informed support.

During 2021, LBWP successfully tendered for the LB Newham (LBWN) Supporting People fund and in November 2021, we received fantastic news that we had received the funding to maintain four refuges. . We scored 93% on quality and were very proud of this achievement. The success of winning the 5-year contract with LBN meant that we could set plans and actions for our longer-term projects that would not have been possible if the contract been for a short period.

In Haringey, we supported 10 women in the refuge and 5 women in the community under our floating support service. Following the success of the bid to LB Haringey, we recruited a refuge/floating support worker to deliver the service during that period. Since the service was at its earliest stage of development, establishing partners with local agencies was significant to meet delivery outcomes. A Partnership with Hearthstone proved particularly useful as we were able to was to promote the service through their network agencies, develop a referral pathway and access their facilities to have face to face keywork sessions with the women. The women in the refuge and community with standard to medium level risk benefitted from regular keywork sessions, resettlement and casework support. We worked with national and local services to improve access to health, financial assistance, education and development.

It was a challenge to run a refuge service during the Covid-19 pandemic. By early March 2021, the Government announced that restrictions for the third lockdown were set to be relaxed. We had to make robust changes in our organisation, particularly in the refuge service to continue to ensure that national guidelines were being met whilst also maximising the safety of our clients and staff.

We employed a hybrid working model that meant staff worked from the refuge locations but also continued to work from home to minimise travel. We had to regularly carried out robust risk assessments for our refuges, to ensure that as the situation changes, so did our support for women.

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We recognised that our beneficiaries needed the face-to-face interaction and support especially with those who were already isolated. We provided all of our beneficiaries and staff with Personal Protective Equipment (PPE) and provided deep cleaning twice a week to make certain that we kept any risks of transmission to a minimal or null.

We updated our Business Continuity Plan to detail how we would continue working with the women and children that meant redesigning the offices to allow staff to continue to conduct face to face appointments but in a safe and controlled space.

We have continued to build and develop an excellent partnership between London and Quadrant Housing, the London Borough of Newham and London Borough of Haringey and been funded through MHCLG (now DCLHUC), Roehampton University, Clifford Chance and City Bridge Trust.

The combination of funding streams enabled the provision of safe accommodation and move-on support but also addressed the emotional and personal development of women accessing this support. We worked with Clifford Chance who generously supported us to furnish the new refuges and also provided everyday essentials for women who moved in.

One of our greatest outcomes was that we were able to obtain funding to develop our ICT services to enable staff to work remotely, and more importantly for our clients in the refuges. We ensured that we had WIFI in the refuges and also provided service users with laptops and those children of school age with iPads. This aided the women to keep in contact with family and friends during lockdown and enabled access to education and other support.

Furthermore, it also helped mothers and children to keep abreast of schoolwork. We recognised that not all of the women had ICT skills, so we provided them with training to ensure that they could use the devices for their own learning and for the children's learning.

The impact of COVID and being subjected to lockdowns hindered our service delivery in some areas, specifically our work with children. We recognised the decline in mental health within families and the need for support with children and young people. Our aim was to develop a trauma informed work programme with the children and young people. We had to postpone our plans in order to follow the government guidelines to keep both our beneficiaries and staff safe from any infection. However, as we were gradually phasing out of the third lockdown, we were able to provide children and young people with other activities that supported mental health and wellbeing.

Funding provided by the City Bridge Trust enabled an opportunity for Equine therapy. 15 children and 25 women attended this therapy through horses in the countryside. This was a great experience for our Black, Asian and minorities services users, many of whom have never had opportunities outside of London and had never had interactions with horses.

In addition to this, we organised various activities for the children for the summer holidays. Our family support worker planned and organised trips that families had requested. They ranged from picnics in the park and boating to visiting science and history museums. They also organised trips to the cinema and reading clubs in the local library. The feedback from service users was very positive, mothers were able to receive brief respite and the children and young people benefitted from new and exciting experiences outside of the refuge.

We conducted a survey in the summer of 2021 in which some of the women reflected on the support they received during this period. 68.64% of our service users felt as though their needs were met whilst 86.84% said they would recommend LBWP to friends and family (Figure 1 and 2).

The new Domestic Abuse Act was a significant step forward for our services as it raised awareness and understanding about the devastating impact of domestic abuse on victims and their families. However, the legislation has not yet had a demonstrable impact on the refuge service and the issues women face. Move on accommodation from the refuge still remains a challenging area of refuge support as there are not enough housing options available for single women and families.

• *Counselling Service*

LBWP has provided a dedicated and specialist service offering counselling to Black, Asian and minoritized adult women and young women and girls (14 – 17 year olds), who have experienced any type of domestic or sexual violence/abuse, or gender based violence. This provision has been vital for black minoritised women needing a transcultural approach to their personalised experiences of domestic and sexual violence.

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The level of service that we can provide has depended on funding and the support has increased and decreased over the years mirroring the funding achieved. We provide counselling for women who use our other services (refuge and legal advice) as well as taking referrals from across Newham and east London.

East London NHS Foundation Trust (ELFT) (two contracts)

Domestic Violence Contract: We have a strategic partnership with the ELFT, whereby we support them to deliver their Newham Talking Therapies counselling service to residents of Newham. This is our foundation counselling service where we provide counselling to Black, Asian and minoritized women who have experienced and been affected by the emotional, physical and psychological effects of domestic violence and abuse.

For this financial year we provided 153 women with 8 – 12 sessions of counselling support.

Our counselling service under this contract, contributes to the local government and local authority requirements to increase the range of culturally appropriate therapy options available to meet the needs of vulnerable women in the local community, in languages spoken by the local east London population.

Mental Health Contract: In October 2021, ELFT approached LBWP to propose a Talking Therapies service for Black, Asian and minoritised women with low-medium generic mental health needs. LBWP agreed and we began facilitating this service in January 2022.

Our service under this contract has increased the access to psychological therapies to a Black, Asian and minoritized population, where national research shows health inequalities, linked to race, gender and poverty. Newham as a borough has many wards of socio-economic deprivation. 75% of the population are Black, Asian and minoritized.

As the service had only just begun for this financial year, 26 women accessed 8 – 12 sessions of counselling support.

Ministry of Housing, Communities & Local Government (MHCLG) / London Borough of Newham

Refuge and Community Support: We opened two new refuges to provide additional bedspaces to women in Newham in 2020. Funding was received to support transcultural counselling and therapeutic support to Black, Asian and minoritised women and children within our refuges, and the Newham community, who had experienced domestic violence.

We were able to support 166 women and children with up to 16 sessions of counselling, and therapeutic support in the form of equine therapy.

Feedback from one counselling client:

"I've just finished my therapy session with my counsellor and would like to give some feedback.

When I first started therapy with my counsellor I didn't think there was much she could do to help me at with where I was in life and what I was dealing with. However having completed the sessions I feel more equipped with the necessary tools to help managed my anxiety and PTSD from years of emotional abuse, which is still ongoing via court proceedings.

It's refreshing to be able to reach out to an organisation and know you will be partnered up a therapist who is of a similar or same cultural background as you without having to request a 'black therapist' and be judged for wanting someone who will understand your culture as well as the abuse experienced.

My counsellor was understanding and helped me to take a step back and put things into perspective. She was reassuring and brought out my emotions which I have been bottling up inside to be able to deal with the ongoing indirect abuse. My sessions with her allowed me to express myself freely without judgement and work through the pain, injustice and emotional battery I feel. Allowing me to free up more headspace and focus more on the positive things in my life, and not be dragged back down into the spiralling cycle of abuse the abuse is trying to achieve.

I am very glad I found the London Black Woman's Project, it's much needed within our community."

Big Lottery Fund: Women & Girls Initiative - Vision of Me

This counselling project began in April 2020 and continued until March 2022. Up to twenty sessions of counselling were available to Black, Asian and minoritized adults and young women and girls (14 – 17 year olds) residing in the London boroughs of Newham, Tower Hamlets, Haringey and Redbridge.

The target for adult women within the counselling service was 20; 21 women received counselling and provided feedback including:

- 76% of women stated that although the counselling had positively impacted them, they would like the number of sessions to be increased so that they could gain further support for their mental health and learn techniques to support them when the counselling had finished.

"Counselling was very much needed and my first counsellor assessed me and my situation accurately and referred me to another LBWP counsellor for CBT which has been really helpful. The skills she taught me are really helping me now".

- 72% were appreciative of having a counsellor who was from a BME background and felt this was very important to the service as there was an understanding of cultural issues.

"My counsellor understood straight away as from same background, really helped. Would have helped even more if I had French speaking counsellor too so language also important. Lots of practice tools – very helpful in general".

- During this period, the majority of counselling was still being delivered via zoom or WhatsApp, however, 62% of women said that they would prefer face-to-face counselling.

Big Lottery Fund: Legal and advice service

Sadly community rights work closed at the end of January 2022.

During the year of this report the Community Rights Project completed its third and final year of delivery for both the legal advice and advocacy strand as well as the Community Advocates (CAP), strand.

From February 2021 onwards, the service slowly transitioned into a blended way of working with full return to the offices being introduced in line with the easing of Covid-19 restrictions in July 2021. Many service users, particularly those without recourse to public funds (NRPF), still preferred being supported remotely due to financial and other constraints which prohibited them from traveling freely to LBWP's main office. However, the legal and advice team remained flexible to meet the needs of service users who were highly vulnerable, at the time.

Referrals into the service remained consistent (following a spike in referrals during the lockdowns), with several new partners consistently referring into the project as a result of the introduction of LBWP new Criminal Justice Clinic. The spike in demand and consistent referrals into the project thereafter continued to reflect the need for multi-lingual, specialist, holistic, trauma focussed and culturally competent VAWG services. Women were choosing to come to LBWP because of the action orientated, intersectional experience of LBWP to deliver services that met their needs. The interconnectedness of race and historical discrimination with regards to Journey into LBWP BAME services have been narrated on numerous occasions. One service user explained simply.

'I do not feel I have to justify my existence within LBWP. Staff just get it, they get me and that feels good, I feel I belong. I feel I have a right to get justice for the abuse, I suffered.'

Another stated:

'When I got to other service, I feel invisible, you know. you can tell, they don't want to help you. I feel I am problem everywhere because I don't have right to be in this country, so everyone washes their hands of me.'

Our Criminal Justice Clinic, in partnership with the University of Westminster, has since been able to provide 3 clinics (running every 6 weeks) and has so far supported around 20 women with complex criminal justice matters including Victim's Right to Review and Criminal Injuries Compensation applications.

The service continues to challenge privatised legal processes by informing women of their rights and entitlements in English law and ensuring they have access to quality legal advice and representation. This work is done via our Community

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Advocates Programme (CAP), but also via our drop-in legal clinics where women can seek advice around family law matters (divorce, child contact, protective injunctions and financial proceedings) and our immigration clinics which support women with complex immigration matters. Referrals of NRPF women into the service remains consistent and significant with many of our referrals composing of a NRPF element.

Key Activities during the period

1. Run intensive rights-based advice casework on child custody/contact, civil divorce, economic abuse/welfare rights and PLPs by delivering weekly advice surgeries in Family Law. Support women with NRPF via monthly immigration clinics and specialist NRPF casework to support women with Exceptional Case Funding (ECF) applications, s.17 referrals and s.95 applications for asylum support (accommodation and subsistence).
2. Set up the community resource network framework as a co-production vehicle with 8 women monthly using the network.
3. Run quarterly women's forums as a co-production vehicle with 12 women accessing each panel.
4. Run weekly sexual harassment advice clinics and the accompanying monitoring element with 8 women monthly accessing the project for support on sexual harassment.

Key Data 2021 - 2022

1. 101 women approached other services prior to accessing LBWP previous year was higher at 112
2. 256 women accessed the service, slight drop from previous year of 281
3. 132 women who accessed the service had No Recourse to Public Funds status
4. 98 women accessed the service as a result of word of mouth compared to 110 in the previous year- there is a trust in our services amongst women who have used it. This also presents the highest figure in referrals
5. 256 safety plans were developed with women compared to 281 in the previous year
6. Emotional abuse (102) represented the highest figure for referral into the service. This was followed by So called honor based violence (90), verbal abuse (83) and physical abuse (83) (Coercive control (81),
7. 41 women recruited as community advocate volunteers, however the impact of COVID19 resulted on only 4 being actually trained due to the UK wide restrictions
8. 41 women were empowered to become community advocates
9. 123 women felt confident to report sexual harassment

Legal and Advice casework continued to be increasingly complex with clients presenting with multiple issues and disadvantages including but not limited to; insecure immigration status, NRPF, homelessness, family law issues (requiring emergency injunctions, advice around child contact and/or divorce and financial proceedings).

We noticed increasing number of women are approaching our service at points of crisis when their issues have already spiralled out of control. To prevent case escalation in this way, we have resumed outreach work to reach women immediately with rights-based information, so issues could be dealt with as they arise before they snowballed out of control. The failure and rejection of many different types of services with negative attitudes that includes, misogyny, racism, sexism, homophobia to name a few and correlating socio-political issues including hostile immigration policy, has impacted negatively BME women's ability to be tenacious, reducing their help seeking resilient behaviour. We are starting to see the signs of this in delayed reactions to problems, impoverished mental health and well-being. We anticipate that over the next few years the impact on BME women (and their children) will emerge.

Comic Relief

This funding awarded to LBWP in September 2021 allowed us to improve access to high quality counselling for Black, Asian and minoritised women living pan London, who were experiencing mental and emotional issues as a result of domestic and other forms of gendered violence.

We were able to support 61 women with counselling in this financial year, in a number of community languages.

We received the following feedback from counselling clients showing the impact of our work.

"My counsellor helped me to find the courage to face each day and supported me in finding the strength to rebuild my life"

"Although it is still difficult, I know that I have a space that I feel heard and believed when I was at my lowest"

"I have always wanted to work with a black female counsellor because I have wanted to feel comfortable enough to share my experiences with someone that I feel would understand"

The Role of ICT within LBWP

The role of Information and communication technology is to support our mission as defined by our management committee and funders. Investments in information technology are driven principally by the desire to improve the way we work in support of our mission; to improve decision making; to adhere to various laws, regulations, and policies; and to help the organization manage its risks.

Digital Infrastructure and COVID-19

In March 2020, the onset of COVID-19, its variants and lockdown, quickly exposed the organisation to the limitations and risks of its service provision. We successfully embedded measures to improve our digital capacity. We rapidly purchased refurbished staff laptops and installed Wi-Fi into all of our refuges for service users to maintain their support and children's online learning.

While the UK government put in place plans to support most businesses, it had not considered the social, financial, emotional impacts on those living through domestic abuse and trapped in their homes. Nor had they considered how smaller organisations would survive with little or no digital infrastructure to cope with transitioning and operating out of homes and COVID compliant offices. While the measures we put in place were a significant step forward, it was inadequate to provide the level of support to needed to fully support the women and children in our refuges.

Comic Relief/Ministry of Justice Specialist Fund

In the face of COVID-19 lockdowns and the rapid transition to digital communication technologies, Comic Relief and the Ministry of Justice (MOJ) created a fund to support organisations that "support survivors/victims of abuse and sexual violence who are led 'by / with and for' communities facing racial inequality, disabled people or LGBTQ+ communities." The fund supported activities and offered wrap-around support to "improve digital and remote capacity, provide continuity in support, and enhance future sustainability".

We submitted an application to the fund on 20 June 2021, and on 16 September 2021 we received notification that we would be granted £112,959.60 from Comic Relief/MOJ to upgrade our digital infrastructure over a period of six months.

The outcomes:

- Installed Ubiquiti Unifi UAP Wi-Fi access points for 'hotel quality' reach and stability in all 7 refuges and the administration building.
- Provided laptops, mobile phones and tablets for our staff to improve hybrid working and communication.
- Provided laptops and tablets for service users.
- Developed an intranet for staff to improve the quality of inter-services working and communication.
- Developed a plan for an extranet for service users to provide more opportunities to communicate with staff and to access outside support, education, housing, jobs and benefits.
- Overhauled LBWP's website to improve the quality of referral pathways with other services and promote LBWP's work to a wider audience.
- Improved our cloud-based office telephone system that supports office and remote working.
- Developed a platform to maximise users' input and co-production on LBWP's work.
- Ensured that we had the correct level of cybersecurity software to protect clients' sensitive data across all platforms.
- Implemented plans to pilot an innovative community focused kiosk system to provide information about domestic violence and abuse.

Moving Forward

The increase in reliance on software, cloud-based systems, hybrid working and digital communication is exciting, but comes with both challenges and opportunities. In order to build on what we have accomplished the following areas will need to be developed further:

- Bring stakeholders together to develop a medium and long-term digital and cybersecurity strategy for LBWP.
- Develop clear IT usage and cybersecurity policies.
- Establish an IT cost and funding model.
- Provide training for staff to make the most of the opportunities new technologies provide.
- Collaborate/co-create with service users to develop digital strategies, and possibly new technologies/applications to support and empower them on their journey.

In addition, the sector as a whole needs to be more aware of the constantly changing uses of technology and the risks this poses to the safety of women. One of the ongoing tasks within the refuges for our IT consultant and staff is to ensure that on entering the refuge, devices that women and children are using are secure and non trackable and that they understand how to continue to keep their technology secure. We have seen an increase in perpetrators having tracking software on mobile phones and tablets, having their sole name on technology contracts and numerous ways to keep track of women. Sector-wide innovative solutions needs to be found with government, technology and mobile phone providers.

ANALYSIS OF RESTRICTED FUNDS

The restricted funds income enabled the organisation to develop, sustain and reconfigure services to women and support other infrastructure areas of the organisation (Director, finance worker, improvement in ICT functionality). The explanations of these funding streams and their purpose can be found on pages 31 -35 of this report.

1. Asian Women's Resource Centre
2. Big Lottery Fund – Vision of Me
3. Big Lottery Fund – Reaching Communities
4. Big Lottery Fund – Equine Project
5. City Bridge Trust
6. Clifford Chance LLP
7. Comic Relief - Transcultural Counselling
8. Comic Relief/MOJ – ICT Digital Infrastructure
9. HM Government in partnership with the National Lottery Community Fund
10. Imkaan
11. Kering Foundation
12. London Community Fund
13. London Community Fund - Wave 2
14. MHCLG – OYA
15. MHCLG – Oya Covid19
16. MHCLG – Oya Project
17. MOJ and MOPAC
18. MOPAC and OYA
19. Rosa fund

THANK YOU TO OUR SUPPORTERS

We would like to thank all the organisations and individuals that have funded us in the past year; we would not have been able to support so many women and children without your help.

- Asian Women's Resource Centre
- Big Lottery Fund
- The Charity Service CSIG Advisors
- City Bridge Trust
- Clifford Chance LLP
- Comic Relief
- Community Fund
- HM Government in partnership with the National Lottery Community Fund
- Imkaan
- Kering Foundation
- LB Haringey – Revenue Grant
- LB Newham -Supporting People
- London Community Fund
- MHCLG
- MOJ and MOPAC
- MOPAC OYA
- National Lottery Community Fund
- NHS East London Foundation Trust – Talking Therapies
- Roehampton University - Fundraising

FINANCIAL REVIEW

There was an increase in the activities of the charity in 2021/22. Incoming resources increased by 2.4% (196.14% 2020/21) from £1,406,363 to £1,440,640, whilst expenditure increased by 7.84% (157.35%) from £1,195,358 to £1,289,082. The surplus for the year decreased from £211,283 to £151,281.

The total funds held by the charity increased during the year from £254,798 to £406,079. These funds are divided for accounting purposes into restricted funds, which represent the unexpended balances of donations and grants held on trust for specific purposes, and unrestricted funds that are available for the general purposes of the charity. During the year, there was an increase in the total value of the restricted funds from ££55,314 to £137,226 and an increase in unrestricted funds from £199,484 to £268,853.

The principal financial policies adopted during the year are (i) the accounts are prepared under the historical cost convention; (ii) incoming resources relating to grants and material donations are recognised in the period to which they are receivable and (iii) resources expended are recognised on the accruals basis and on the basis that consideration has been received for the expenditure. Full details of the accounting policies adopted during the year are shown in note 1 to the Accounts.

Reserves Policy

The policy of the charity in respect of reserves and major risks is to increase the General Fund for unrestricted funds held by the organisation, which can be used as a contingency against emergency or unplanned expenditure. The committee are reviewing the need to create designated funds as part of unrestricted funds where the organisation has been able to identify a timescale for expenditure on specific projects/items. The Committee believes that by designating funds in this way, they can ensure that the long term plans of the organisation can be realised, and the organisation will be able to fulfil its contractual responsibilities to its staff, funders, users and the wider community.

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended, which for the financial year ended March 2022, would equal £400,997 in general funds. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the management committee feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At present, the free reserves which amount to £263,164 have fallen short of the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Fundraising Standards

L.B.W.P has received £18,085 in public donations during the financial year. These were unsolicited donations, and L.B.W.P does not currently employ the services of a professional fundraiser.

L.B.W.P has received no complaints regarding the its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not :

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

Pay Policy

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

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

Funding for the year ended March 2022, has supported L.B.W.P to deliver on all aspects of its programme objectives including supported housing bedspaces, counselling for women and girls in the wider based community. The provision of legal and other advisory services.

Risk Review

The management committee has conducted its own review of the major risks to which L.B.W.P is exposed and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a strategic vision which has allowed, and will continue to allow, for the diversification of funding and activities. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the company. These procedures will be periodically reviewed to ensure that they continue to meet the needs of L.B.W.P.

PLANS FOR FUTURE PERIODS

The board agrees that it must benefit from the work of the new director to continue to;

- Grow membership of the board with HR, ICT, Housing Specialist and Entrepreneurship skills. Targeting young people, those with disabilities, young women and black minoritised women with lived experiences onto the board.
- Review and improve the induction resources for board members, using good practice information from the charity commission and others relevant to governance.
- Revise the business plan, with the board and a consultant for 2023 – 2025
- Grow and futureproof the SMT leadership skills as part of the growth and development of LBWP and succession planning.
- Maintain focus and drive to deliver and focus on sustainable services for black minoritised women and girls.
- Continue to build relationships within Newham and Haringey. We acknowledge that the campaign against the loss of the tender in 201, damaged relationships between the organisation and local authority. With a new director in place and with an attitude of a fresh start this is beginning to happen.
- Create and maintain partnerships with key organisations locally to embed the work of LBWP., demonstrating added value and benefit to the organisation as well as the service users. Specifically targeting young people services, older age services, lesbian and bi- sexual women's services and those who fit into the categories of being neurodivergent/disabled.
- Campaign and petition for sustainable funding for the black minoritised sector of 3+ more years, in partnership with other women's sector services.
- Campaign and petition for the most vulnerable groups of women subject to immigration control. A 'No equality without Inclusion' Campaign.
- Improve whole organisation skills in data analysis and impact measurement for annual reports and audit reports.
- Continue to develop and improve on bespoke and racialised services for young people and families, based on internal from intelligence data gathered and internal analysis of impact.
- Continue to be alert, utilise historical practices and maintain local/national contact with NHS health services to combat COVID19 variants that may emerge to keep service users and staff.
- Review and revise the Financial Regulations and other key documents relevant to LBWP operations.
- Make savings where possible to lessen the impact of the UK Financial Crisis and impact of Cost of Living on LBWP finances.
- Look for creative ways to lessen the impact on staff salaries, as part of the Financial Crisis and Cost of Living. Where possible review staff salaries.
- Take advantage of opportunities to secure mixed funding through partnership. Additionally, consider internal strengths of service delivery to initiate Charity Entrepreneurship, to generate free income to buffer the impact of further impact of cost of living upon the resources of LBWP, ensuring the senior management team engage in training, if and where possible as part of collaborative approach at SMT level.

LONDON BLACK WOMEN'S PROJECT

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name London Black Women's Project

Company number 02393931

Charity number 1001834

**Registered office and
Operational address** 661 Barking Road
Plaistow
London
E13 9EX

Directors and Trustees

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

Ms Anjum Mouj	Co Chair
Ms Donna M E Carty	Co Chair
Ms Surriya Ahmad	Deputy Chair
Ms Saika Alam	Secretary
Ms Rena Pathak	Treasurer
Ms Palvinder Kudhail	
Ms Edem B Ntuny	
Ms Chardine T Stone	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2021-Nil), nor have any beneficial interest in any contract with the charity.

Senior Management Team

Ms Meril Eshun-Parker	Director
Manna Ahmed	Senior Manager
Camille Rouse	Senior Manager

The day to day management of the charity is delegated to the Director.

Bankers HSBC Bank plc
118 High Street North
East Ham
London
E6 2HX

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

LONDON BLACK WOMEN'S PROJECT

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

Statement of Trustees Responsibilities

The Trustees, who are also the directors of London Black Women's Project for the purpose of company law, are responsible for preparing the Trustees' report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charity as at the balance sheet date, and to record its incoming resources and the application of resources, including income and expenditure, for that year. In preparing those financial statements, Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

In accordance with company law, as the company's directors, we certify that, in so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

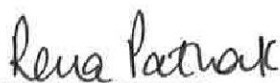
Public Benefit Statement

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

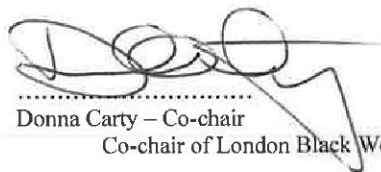
These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on

and signed on its behalf by:



Rena Pathak
Treasurer of London Black Women's Project
Project



Donna Carty – Co-chair
Co-chair of London Black Women's

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

LONDON BLACK WOMEN'S PROJECT

Opinion

We have audited the financial statements of London Black Women's Project for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

LONDON BLACK WOMEN'S PROJECT

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

LONDON BLACK WOMEN'S PROJECT

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

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

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

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

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

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

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

16th November 2023

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

LONDON BLACK WOMEN'S PROJECT

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2022

Income and Expenditure Summary

	Notes	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £	Total Funds 2021 £
<i>Income and endowments from:</i>					
Donations and legacies	3	327,766	20,935	348,701	354,002
Charitable activities	4	246,892	844,721	1,091,613	1,052,555
Investments	5	-	49	49	83
Total income and endowments		<u>574,658</u>	<u>865,705</u>	<u>1,440,363</u>	<u>1,406,640</u>
<i>Expenditure on:</i>					
Costs of raising funds	6	-	54	54	345
Charitable activities	7	494,483	794,545	1,289,028	1,195,013
Total expenditure		<u>494,483</u>	<u>794,599</u>	<u>1,289,082</u>	<u>1,195,358</u>
Net income/(expenditure)	9	80,175	71,106	151,281	211,282
Transfers between funds	19	1,737	(1,737)	-	-
Net movement in funds for the year		<u>81,912</u>	<u>69,369</u>	<u>151,281</u>	<u>211,282</u>
<i>Reconciliation of funds</i>					
Total funds brought forward		<u>55,314</u>	<u>199,484</u>	<u>254,798</u>	<u>43,516</u>
Total funds carried forward		<u>137,226</u>	<u>268,853</u>	<u>406,079</u>	<u>254,798</u>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

LONDON BLACK WOMEN'S PROJECT
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2022

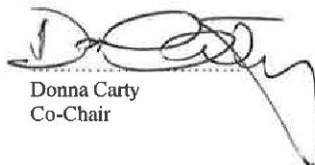
	Notes	2022 £	2021 £
<i>Tangible Fixed Assets</i>	14	5,688	383
<i>Current Assets</i>			
Debtors	16	105,512	60,599
Cash at bank and in hand		528,029	423,951
		633,541	484,550
<i>Creditors: Amounts falling due within one year</i>	17	(233,150)	(230,135)
<i>Net Current Assets</i>		400,391	254,415
<i>Net Assets</i>		406,079	254,798
<i>Funds</i>			
Restricted funds		137,226	55,314
Unrestricted funds			
- General funds	19	268,853	199,484
Total funds		406,079	254,798

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

Signed on behalf of the board of trustees:



Rena Pathak
Treasurer



Donna Carty
Co-Chair

Date: 30th Oct. 2023

The notes on pages 23 - 36 form part of these financial statements.
Company Registration No. 02392931

LONDON BLACK WOMEN'S PROJECT

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	22	<u>112,560</u>	<u>326,279</u>
<i>Cash flow from investing activities</i>			
Interest income		49	83
Purchase of tangible fixed assets		<u>(8,531)</u>	<u>-</u>
Net cash (used in)/provided by investing activities		<u>(8,482)</u>	<u>83</u>
<i>Net increase in cash and cash equivalents in the year</i>		104,078	326,362
<i>Cash and cash equivalents at the beginning of the year</i>		<u>423,951</u>	<u>97,589</u>
<i>Cash and cash equivalents at the end of the year</i>		<u><u>528,029</u></u>	<u><u>423,951</u></u>
<i>Analysis of cash and cash equivalents</i>			
Cash in bank and in hand		<u>528,029</u>	<u>423,951</u>
<i>Cash and cash equivalents at the end of the year</i>	22.1	<u><u>528,029</u></u>	<u><u>423,951</u></u>

LONDON BLACK WOMEN'S PROJECT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

London Black Women's Project is a private charitable company limited by guarantee incorporated in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office is 661 Barking Road, Plaistow, E13 9EX.

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

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

1.2 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

Items of income are recognised in the financial statements when all the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Grant income is recognised when it is receivable. Fee income is recognised as it is earned. Donations are accounted for when receivable.

Rental income is recognised when receivable and is net of voids.

Gifts in kind represent assets or services donated for distribution or use by the charity. Assets given for distribution are recognised as incoming resources only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

Grants for the purchase of fixed assets are recognised in full in the statement of financial activities in the period/year in which they are receivable.

LONDON BLACK WOMEN'S PROJECT
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FOR THE YEAR ENDED 31 MARCH 2022

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the irrecoverable VAT attributable to that expense.

Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements. Cost of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

Staff costs and expenditure which are directly attributable to activities have been charged to them in full. Other costs and overhead expenses are allocated to activities based on the percentage of total income for each scheme.

1.6 Tangible Fixed Assets

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

Office equipment	3 years straight line (33%)
Computer equipment	3 years straight line (33%)
Hostel furniture and equipment	3 years straight line (33%)

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

1.7 Impairment of Fixed Assets

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

1.8 Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Debtors

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

1.11 Creditors

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

LONDON BLACK WOMEN'S PROJECT
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1.12 Leases

All leases of equipment are operating leases. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease. No assets are held under hire purchase agreements

1.13 Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Employees are not usually able to carry forward any unused holiday past the year end

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

1.14 Retirement Benefits

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

2 Critical Accounting Estimates and Judgements

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

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

Cost allocation

Staff Costs are allocated in accordance with staff time. The costs of premises and specified project costs are allocated directly, based on usage. All other overhead costs are allocated based on income.

Doubtful debt provision

The provision for doubtful debts relating to rental income is at 50% for debts arising in the current reporting period and 100% for earlier debts arising prior to the current reporting period. Rent overpayments are written back in light of communication with the relevant local borough councils.

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

LONDON BLACK WOMEN'S PROJECT
NOTES TO THE FINANCIAL STATEMENTS
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3 Income from Donations and Legacies

	Restricted £	Unrestricted £	2022 £	2021 £
Public Donations	-	18,085	18,085	41,195
Subsistence Receipts	-	2,850	2,850	-
<u>General Grants</u>				
The Charity Service CSIG Advisors	-	-	-	50,000
Imkaan	-	-	-	27,000
Big Lottery Fund - Vision of Me	40,000	-	40,000	80,000
Asian Women's Resource Centre	-	-	-	39,945
Kering Foundation	17,071	-	17,071	-
MOJ - MOPAC	-	-	-	51,680
HM Government in Partnership with National Lottery Community Fund (Covid 19)	-	-	-	34,182
Clifford Chance LLP	15,000	-	15,000	30,000
Comic Relief - Counselling Services	94,335	-	94,335	-
Comic Relief /MOJ IT Infrastructure	112,960	-	112,960	-
City Bridge Trust	48,400	-	48,400	-
	<u>327,766</u>	<u>20,935</u>	<u>348,701</u>	<u>354,002</u>

- 4.1 Income from donations & legacies was £348,701 (2021 - £354,002) of which £327,766 (2021 - £362,807) was attributable to restricted funds and £20,935 (2021 - £91,195) was attributable to unrestricted funds - general.

4 Income from Charitable Activities

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	2021 £
<u>Performance Related Grants</u>				
Big Lottery Fund - Reaching Communities	75,284	-	75,284	96,626
Big Lottery Fund - Equine Project	9,400	-	9,400	-
London Community Fund	-	-	-	4,800
London Community Fund (Wave 2)	-	-	-	22,857
M.H.C.L.G	100,000	-	100,000	100,000
M.H.C.L.G -Covid 19	-	-	-	15,700
M.H.C.L.G -OYA Project	62,208	-	62,208	86,292
NHS East London Foundation Trust	-	27,000	27,000	20,000
University of Roehampton Fundraising	-	-	-	15,000
London Borough of Newham - Supporting People	-	197,928	197,928	197,928
London Borough of Haringey - Revenue Grant	-	37,500	37,500	2,000
Rent & Service Charges Receivable	-	582,293	582,293	491,352
	<u>246,892</u>	<u>844,721</u>	<u>1,091,613</u>	<u>1,052,555</u>

- 4.1 Income from charitable activities was £1,091,613 (2021 - £1,052,555) of which £246,892 (2021 - £326,275) was attributable to restricted funds and £844,721 (2021 - £726,280) was attributable to unrestricted funds - general.

LONDON BLACK WOMEN'S PROJECT
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5 Income from Investments

	Unrestricted Funds 2022 £	Unrestricted Funds 2021 £
Interest receivable	49	83

- 5.1 Income from investments was £49 (2021 - £83) of which £ 49 (2021 - £83) was attributable to restricted funds and £nil (2021 - £nil) was attributable to unrestricted funds - general.

6 Expenditure on Raising Funds

	2022 £	2021 £
	54	345

- 6.1 Of the £54 expenditure in 2022 (2021 - £345), £nil (2021 - £345) was attributable to restricted funds and £54 (2021 - £nil) was attributable to unrestricted funds - general.

7 Analysis of Expenditure on Charitable Activities

Analysis of Expenditure on Charitable Activities – 2022

	Restricted Funds £	Unrestricted funds £	Total 2022 £	Year Ended 2021 £
Staff costs (note 7)	222,167	213,653	435,820	449,749
Premises costs	14,267	176,459	190,726	155,352
External staff related costs	110,349	42,317	152,666	146,345
Communications	748	1,994	2,742	5,220
Printing, postage & stationery	2,469	588	3,057	1,006
Training, travel and recruitment	7,214	3,318	10,532	12,267
Capital Expenditure	-	-	-	21,714
Depreciation	1,432	1,794	3,226	1,713
Servicing of Equipment	863	6,362	7,225	12,015
IT hardware	99,624	-	99,624	-
IT software & maintenance	16,270	32,065	48,335	41,321
Housing association management charge	-	211,269	211,269	176,191
Audit and accountancy	1,517	21,143	22,660	14,100
Other professional fees	2,948	9,200	12,148	26,705
Other costs	3,344	17,350	20,694	5,221
Beneficiary costs	1,185	703	1,888	769
Maintenance charge	1,586	5,377	6,963	28,718
Bad debts Provision	8,500	50,953	59,453	96,607
	<u>494,483</u>	<u>794,545</u>	<u>1,289,028</u>	<u>1,195,013</u>

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Analysis of Expenditure on Charitable Activities – 2021

	Restricted Funds £	Unrestricted funds £	Year Ended 2021 £	Six month period ended 2020 £
Staff costs (note 11)	358,761	90,988	449,749	188,754
Premises costs	40,952	114,400	155,352	54,731
External staff related costs	92,010	54,335	146,345	87,213
Communications	1,070	4,150	5,220	10,415
Printing, postage & stationery	525	481	1,006	1,672
Training, travel and recruitment	2,787	9,480	12,267	3,176
Capital Expenditure	13,670	8,044	21,714	-
Depreciation	-	1,713	1,713	2,502
Servicing of Equipment	819	11,196	12,015	2,977
IT software & maintenance	26,884	14,437	41,321	13,071
Housing association management charge	-	176,191	176,191	63,283
Audit and accountancy	4,500	9,600	14,100	8,533
Other professional fees	10,961	15,744	26,705	7,842
Other costs	2,606	2,615	5,221	1,929
Conferences & events	-	-	-	100
Beneficiary costs	81	688	769	838
Maintenance charge	18,485	10,233	28,718	860
Bad debts Provision	-	96,607	96,607	16,585
	<u>574,111</u>	<u>620,902</u>	<u>1,195,013</u>	<u>464,479</u>

8 Analysis of Support and Governance Costs

	Support costs £	Governance costs £	Total 2022 £	Total 2021 £
Communications	-	16	-	-
Conferences & events	-	-	-	1,903
Audit & accountancy	-	1,986	1,986	5,040
Sundry costs	-	1,284	1,284	-
	<u>-</u>	<u>3,286</u>	<u>3,270</u>	<u>6,943</u>

9 Net Income/(Expenditure) for the Year

	2022 £	2021 £
<i>This is stated after charging:</i>		
Depreciation	3,226	1,713
Management committee's expenses (note 10)	-	-
Auditor's remuneration	10,560	12,600
Operating lease rentals (note 21)	-	-

10 Trustee Remuneration and Expenses

The trustees were not paid any remuneration nor received any other benefits during the year (2021 – nil). Travel expenses of £21 were paid on behalf of one trustee (2021 – nil).

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11 Analysis of Staff Costs

	2022 £	2021 £
Wages and salaries	397,224	409,532
Social security costs	32,420	34,008
Employer Pension costs	6,176	6,208
	<u>435,820</u>	<u>449,748</u>

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

11.2 During the year the company paid £159,882 (2021 - £149,984) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £114,775 (2021 - £133,875). The company considers its key personnel to comprise its Senior Management Team.

12 Staff Numbers

The average monthly head count was 14 staff (2021 - 15 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2022 Number	2021 Number
Management	1.0	1.1
Project Worker	10.1	10.4
Administration	1.0	0.6
	<u>12.1</u>	<u>12.1</u>

13 Taxation

The charitable company is exempt from corporation tax under sections 466 to 493 of the Corporation Tax Act 2010, as all its income is charitable and is applied for charitable purposes.

14 Fixed Assets

	Office Equipment & computers £	Hostel Furniture & equipment £	Total £
<i>Cost</i>			
At 1 April 2021	179,493	51,863	231,356
Additions	4,211	4,320	8,531
	<u>183,704</u>	<u>56,183</u>	<u>239,888</u>
At 31 March 2022			
<i>Depreciation:</i>			
At 1 April 2021	179,303	51,670	230,973
Charge for the year	1,594	1,632	3,226
	<u>180,897</u>	<u>53,302</u>	<u>234,199</u>
At 31 March 2022			
<i>Net Book Value:</i>			
At 31 March 2022	2,807	2,881	5,688
At 1 April 2021	190	193	383

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15	<i>Financial Instruments</i>	2022	2021
		£	£
	<i>Carrying amount of financial assets</i>		
	Debt instruments at amortised cost	584,122	480,257
		<u> </u>	<u> </u>
	<i>Carrying amount of financial liabilities</i>		
	Measured at amortised cost	233,150	230,135
		<u> </u>	<u> </u>
16	<i>Debtors</i>	2022	2021
		£	£
	Operating debtors	286,708	220,805
	Less: Provision for doubtful debts	(242,721)	(183,868)
		<u> </u>	<u> </u>
		43,987	36,937
	Other debtors	12,102	19,370
	Prepayments and accrued income	49,423	4,292
		<u> </u>	<u> </u>
		105,512	60,599
		<u> </u>	<u> </u>
17	<i>Creditors: Amounts falling due within one year</i>	2022	2021
		£	£
	Operating creditors	71,311	107,457
	Taxation and social security	7,026	10,278
	Other creditors	88,089	93,340
	Accruals	51,064	19,060
	Deferred Income	15,660	-
		<u> </u>	<u> </u>
		233,150	230,135
		<u> </u>	<u> </u>

Deferred income comprises grants received in advance for work taking place after the year end. During the course of the year £15,660 relating to one grant was deferred. This is expected to be released in the next accounting period. There were no deferred grants brought forward.

18 ***Pensions***

The charitable company offers a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The Royal London operates the pension scheme on LBWP's behalf.

The charge to income and expenditure account in respect of defined contribution schemes was £6,176 (2021 - £6,208).

LONDON BLACK WOMEN'S PROJECT
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FOR THE YEAR ENDED 31 MARCH 2022

19 Analysis of Charitable Funds

19.1 Unrestricted Funds – Current Year

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
General funds	199,484	865,705	794,599	(1,737)	268,853

Unrestricted Funds – Previous Year

	Balance 1 Apr 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2021 £
General funds	2,173	817,558	(621,247)	(1,000)	199,484

Name of unrestricted fund

Description, nature and purposes of the fund

General funds

The “free reserves” after allowing for any designated funds.

19.2 Restricted Funds – Current Year

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
Asian Women's Resource Centre	1,115	-	-	-	1,115
Clifford Chance LLP	167	15,000	-	-	15,167
Comic Relief – Counselling Services	-	94,335	(36,660)	-	57,675
Comic Relief – MOJ/ IT Infrastructure	-	112,960	(112,176)	-	784
City Bridge Trust	-	48,400	(47,092)	-	1,308
Imkaan	27,000	-	(27,130)	130	-
Kering Foundation	-	17,071	-	-	17,071
M.H.C.L.G. – Covid-19	23	-	-	-	23
M.H.C.L.G. – LB of Newham	139	100,000	(101,213)	1,074	-
M.H.C.L.G. – OYA Project	120	-	-	-	120
MOJ – MOPAC	72	-	-	-	72
MOPAC OYA	-	62,208	(60,282)	-	1,926
Rosa Fund	49	-	-	-	49
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
HM Government in Partnership with National Lottery Community Fund	67	-	-	-	67
Big Lottery Fund Equine Project	-	9,400	(4,171)	-	5,229
Big Lottery Fund – Vision of Me	22,703	40,000	(29,808)	-	32,895
Big Lottery Fund – Reaching Communities	134	75,284	(75,951)	533	-
Total	55,314	574,658	(494,483)	1,737	137,226

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

LONDON BLACK WOMEN'S PROJECT

NOTES TO THE FINANCIAL STATEMENTS

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Restricted Funds – Previous Year

	Balance 1 Apr 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2021 £
Asian Women's Resource Centre	-	39,945	38,831	-	1,114
Clifford Chance LLP	-	30,000	29,833	-	167
Imkaan	-	27,000	-	-	27,000
M.H.C.L.G. – Covid-19	-	15,700	15,678	-	22
M.H.C.L.G. – LB of Newham	-	100,000	99,961	-	139
M.H.C.L.G. – OYA Project	-	86,292	86,172	-	120
MOJ – MOPAC	-	51,680	51,608	-	72
Rosa Fund	35,883	-	35,834	-	49
London Community Fund	-	4,800	2,270	-	2,530
London Community Fund (Wave 2)	-	22,857	21,662	-	1,195
HM Government in Partnership with National Lottery Community Fund	-	34,182	33,115	(1,000)	67
Big Lottery Fund – Vision of Me	5,460	80,000	62,757	-	22,703
Big Lottery Fund – Reaching Communities	-	96,626	96,492	-	134
Total	41,343	589,082	574,111	1,000	55,314

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

19.3 Name of restricted fund

Description, nature and purposes of the fund

Asian Women's Resource Centre

The Ascent Ending Harmful Practices Lead Partner is the AWRC. This funding from London Councils was to provide support services to women who have no recourse to public funds.

Clifford Chance LLP

LBWP has a long-established relationship with this solicitors' firm. During COVID19 the firm supported the work of LBWP by donating over £15,000 to furnish and refurbish a new property, given to the organisation by London and Quadrant Housing Association. This enabled LBWP to offer another 17 bedspaces to BME women, needing to escape domestic abuse and violence. They have also continued to work with LBWP and support service user participation in the delivery of a financial literacy workshop to women. The women benefitting from their financial literacy workshop have been women in debt, NRPF and those preparing to move into the community. This way of working together also included LB Newham supporting an application for funding of this new service for BME women, who have been disadvantaged in accessing refuge spaces over the years and especially during COVID19.

Comic Relief

Short term funding (15 months) to provide Therapeutic Counselling Services for BME Service Users. This project was part of LBWP's commitment to provide a service to BME women that acknowledges their diversity in language. Intelligence data and narratives from women showed that BME women cannot truly benefit from counselling in an equal way, if they cannot speak in their language of strength, thereby disabling them from fully narrating their experiences, their feelings and impact. The funding brought true equality and inclusion back into counselling. In addition, validating women's identity, self-esteem and worth, an additional benefit of this service as well as a matched BME Counsellor.

- 75 women accessed the service with 45 women currently receiving counselling (exceeding target)

LONDON BLACK WOMEN'S PROJECT

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- Intersectional and Transcultural counselling provided to clients in their own languages (e.g., recruitment of a Sylheti speaking counsellor)
- Referral agents have diversified (e.g., NHS Clinicians, Adult and Children's Social Care)

Comic Relief-

Improving Lives through Technology

Short term funding for six months to March 2022, to develop the ICT infrastructure within LBWP for the benefit of service users, staff and attending to the needs of Black and Minoritised Women via community hubs.

City Bridge Trust

The purpose of this grant is to fund core costs, towards a Director (21 hpw) Finance Administrator (14 hpw) and Fundraiser (21 hours per month), over a period of 12 months, so that LBWP could carry on providing support to BME women living in London. In addition, to reinforce financial awareness training, initiated through Clifford Chance donations and ensure that LBWP can maximize accessing commissioning opportunities because of the Domestic Abuse Act and funding made available for Domestic Abuse and Violence Against Women and Girls work.

Kerring Foundation

The Kerring Foundation has provided three years funding of 242,980 Euros as part of their social investment to improve the lives of women and girls internationally, from abuse and sexual exploitation.

Sexual Harassment sits within the wider social contexts of domestic and gendered violence against women and girls. Until October 2020, London Black Women's Project delivered legal advice and casework to BME and migrant women and girls, as victims of sexual harassment, through the project 'My Body, My Rules'. Learning revealed that: 1) professionals were not addressing sexual harassment as a specific issue and there was little professional awareness and remedy of how to respond to need. 2) BME and migrant women experienced racialized sexual harassment, linked to immigration and low-paid work status. 3) Legal options to protect women were restricted due to sexual harassment not being a crime. LBWP were provided with an opportunity to extend the work, initiated from Rosa funding, in previous years.

The 'Safe Haven' project has 3 key objectives:

1. Increase knowledge of how sexual harassment impacts racialized women to promote wider good practice.
2. Increase BME and migrant women access to legal advice and/or casework support.
3. Develop service users with lived experiences to become Co-production experts.

M.H.C.L.G (L.B of Newham)

A project supported by the LB Newham to provide additional emergency crisis bedspaces to enable women and children to escape from domestic violence at home, during the height of the pandemic. Many women became trapped at home due to government restrictions and the spread of COVID19 virus and mutations. The funding provided emergency crisis accommodation solutions to enable women and their children to escape. The service provided an access route to refuge accommodation through telephone help and guidance. It also paid for salaried roles: Refuge Caseworker, Children's Worker, and Counsellor. Women were able to receive practical support and advice around their legal rights (immigration/criminal/civil)/ housing advice) and access to transcultural counselling (in their language of strength) to address the mental and emotional impact of violence, on them and their relationship with their children. Children received 'play for play's sake sessions, enabling them to overcome trauma by replacing negative thoughts about violence at home, with positive play and outing experiences. Parents were supported to rebuild relationships with their children through play, trips out and advice and

LONDON BLACK WOMEN'S PROJECT

NOTES TO THE FINANCIAL STATEMENTS

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MOPAC -OYA

support around understanding and managing children's behaviour following traumatic events. The children's worker also supported parents to be proactive in getting children into nursery/school/college, registering with GPs and health services and dealing with (not avoiding) any social care concerns and/or issues. On some occasions parents receive support to challenge biased assumptions and victim blaming.

The OYA consortium has been granted temporary funding for six months in 2021-22 by the GLA in the context of the covid19 emergency response for the maintenance of increased support and capacity in by and for specialist refuge provision. This is an extension of that grant that aims to maintain the increased refuge bedspaces available to BME women and provide further support. The Mayor's Needs Assessment presentation recognized the needs of BME women accessing refuge spaces and spaces where intersectionality, race and social status were integrated, because of women's narratives and journeys to safe accommodation taking longer and encountering racism and discrimination from many bodies along the way.

London Community Fund

Matched funding for vulnerable women, so that they can travel to key appointments in a safety. Taxi costs were covered to prevent women from being spotted. This funding cannot be under-estimated because, it also prevented women from using public transport at periods of time during the pandemic where not every member of the public were wearing masks. Using this form of transport when women lived in multiple occupancy accommodation was not viable.

London Community Fund (Wave 2)

Funding was used to support additional hours required to maintain the strategic leadership of the director (increase of 4 to 5 days), in being able to steer the organisation through COVID19 and to establish key partnerships to share good practice and knowledge, to protect staff and users. In addition, the arrival of COVID19, muted discussions about BREXIT and delayed responses from government to safeguard the welfare of women and children meant that women presented with more intense needs. LBWP was concerned to mitigate against vicarious trauma and therefore clinical supervision for staff was imperative. To manage the distances between sites within Newham and Haringey, financial support enabled improved coordination of PPE, additional health and safety measures, organizing floor and wall signage/posters prosocial distancing through a Facilities management. Children also received 10 tablets to help with homework when there were school closures as mums could not afford laptops to access online learning. Deep cleaning requirements were persistently needed across all sites.

BLF - Equine Project

Big Lottery Funding of a summer program to improve health and wellbeing. LBWP believes that therapy and healing should be diverse and interactive for all services users. We conceived the idea of alternative therapy and the Equine project. LBWP looked at the impact of COVID19 on its residents and decided to provide an alternative experience of going into the countryside and experiencing an alternative environment from an urban city. We considered that BME on benefits or who were working but had a tight budget would not be able to afford this type of opportunity, so we felt being given this opportunity to experience a different way of being and living was important.

The purpose is 3-fold

1. To help BME women and children to improve their mental health and well-being through learning about horses and experiencing nature, providing tools to promote wellness and reflection when returning to an urban environment.
2. To provide an unconventional space for women to talk and create ideas that will contribute to future projects at LBWP.

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3. 3. Provide fun activities for children in a space where they can run, play, explore through close interaction with horses and the environment.

The project happened during August/September 2021; 5 x 4-hour sessions twice a week for 5 weeks; 5 women and 3 children per session. Total: 25 women and 15 children.

BLF Reaching Communities

The Community Rights Project under this strand of funding was received and used to provide access to Legal and Advice services and support. Women were able to access the service because of a wide range of abuses and exploitations including challenging police conduct, wrongful practice with regards to child contact and judgements on safeguarding cases, threats to women by perpetrators in relation to their immigration status, being trafficked and economic abuses and exploitation. Women were able to access Family Law, Immigration Advice through a partnership arrangement with Westminster University. Socially excluded migrant women were provided with legal advice to exercise their rights through collaboration with the Magpie project. Advocacy support was fundamental to the work with women as well as empowerment through co-production and training women to become volunteer advocates, in the future. Community Advocates were trained and operated out of East London University and supported women accessing services through their support.

BLF Reaching Women's & Girls Initiative

The BLF Women and Girls Initiative funds a project called Vision of Me. The project focuses on women and girl's creative agency in the process of recovery and healing. Workers deliver support in diverse ways guided by women and girls including the use of art in the support process. The project helps to shift power dynamics from providers to users of services by strengthening their voice in the process of support

20 *Analysis of Net Assets between Funds – Current Year*

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total 2022 £
Tangible fixed assets	-	5,688	5,688
Cash at bank and in hand	137,226	390,803	528,029
Other net current assets/(liabilities)	-	(127,638)	(127,638)
	<u>137,226</u>	<u>268,853</u>	<u>406,079</u>

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total 2021 £
Tangible fixed assets	-	383	383
Cash at bank and in hand	55,314	368,636	423,951
Other net current assets/(liabilities)	-	(169,536)	(169,536)
	<u>55,314</u>	<u>199,484</u>	<u>254,798</u>

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21 Operating Lease Commitments

At the reporting end date, the charity had no outstanding commitments for future minimum lease payments:

	2022 £	2021 £
Within one year	-	-
Between two and five years	-	-
After 5 years	-	-
	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

22 Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2022 £	2021 £
Net income for the year	151,281	211,282
Adjustments for:		
Interest income	(49)	(83)
Depreciation	3,226	1,713
(Increase)/decrease in debtors	(44,913)	(6,740)
Increase/(decrease) in creditors	3,015	120,107
	<u>112,560</u>	<u>326,279</u>

22.1 Analysis of Changes in Net Debt

	At 1 April 2021 £	Cash-flows £	At 31 March 2022 £
Cash in bank and in hand	<u>423,951</u>	<u>104,078</u>	<u>528,029</u>

23 Related Party Transactions

One trustee's family member was employed as a subcontractor during the year (2021 - none). She was paid £1,200 for her services. There were no outstanding balances at the year end in relation to related parties (2021 - none).