

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 2023

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LONDON BLACK WOMEN'S PROJECT

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their report and financial statements for the year ended 31 March 2023, 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

London Black Women's Project (LBWP) 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 2022/23, there were seven Management Committee members. This was a decrease from the previous year due to one resignation.

During the period the Management Committee held 4 full board meetings. HR and financial matters were discussed in linked Finance and HR sub-groups as part of focused topics arising with such discussions being ratified within the full board meetings.

The two Co-Chairs directly line manage the Director, and both Co-Chair's share responsibility for attending the either the Finance and/or HR sub-committee meetings. The Co-Chairs also ensure the 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. However, in the current and competitive recruitment market we may employ an approach in fostering relationships with professionals who we have identified within the sector that can add value to progressing the work of the organisation. This may mean targeting, for example, black women who are under-represented in the current board make-up as a result of two resignations over the last few years.

One resignation was received from the following:

- Chardine Taylor – Stone

Any benefits received by the trustees are incidental. For example, trustees can cover their travel expenses to and from board meetings. No claims have been made to date due to meetings being held online to compensate for working during the day and reducing travel time, following a long day.

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:

- Appoint an external professional to facilitate the development of a 5-year business plan strategy.
- Discuss an organisation re-structure with salary increases across the organisation.
- LBWP's website details
- The update of LBWP's Logo

Organisational structure and decision making

The organisational structure (page 3) shows the growth and development of the organisation during the period. During the period the Directors responsibility for and increased staff team could obviously not be sustained, and the board planned discussions to initiate a discussion about this.

As a general rule, 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.

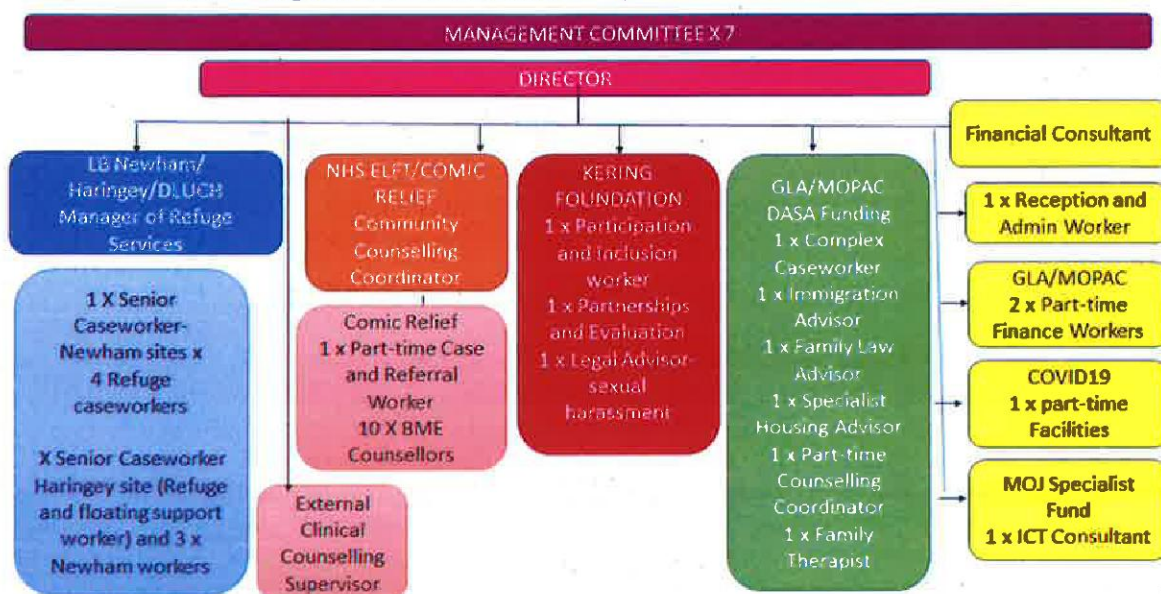
The Director makes decisions about all operational aspects of delivering the business and fundraising plan, including recruitment of staff, performance management, fundraising, spend and service deliver. She works with the senior management team and delegates frontline operational decisions to them with 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 month to discuss and decide service delivery issues.
- Full team meetings bi-monthly to discuss organisational/wider strategic issues.

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

LBWP Organisational Structure April 2022 - March 31st 2023



Risk management

Risk management is ongoing and embedded in the governance and operational procedures of the organisation. The Board of Trustees reviews and revises the risk register on an annual basis, it covers strategic, financial, HR and operational risks.

The key risks identified were:

- The operational risks and mitigations were reflected in service delivery plans and policies and reviewed during manager meetings with the Director.
- The management committee has conducted its own review of the major risks to which LBWP 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 LBWP.

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. The Director reviewed the register in 2022/23, in light of the ongoing risk of COVID 19. In addition to this the announcement of the financial crisis and impact on the rise of prices and costs as impacting the organisation budget were considered.

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 statutory auditors, 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.

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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. Imkaan supports the membership by bringing them into direct contact with decision makers from the sector in regard to funding, policy development, service user consultation and many others.

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 Oya group successfully delivered against its targets as set out in the bid and contributed as a whole in different fora with MOPAC sharing key intelligence data that further supports developmental work for BME women and their children.

Asian Women's Resource Centre (AWRC) is the lead partner for a consortium group, made up from 9 women's sector organisations across London. The consortium group work brings together the best expertise of each group to support women with No Recourse to Public Funds (NRPF), who are vulnerable because of their insecure immigration status and thus exclusion from accessing mainstream services. The intersectional issues faced by these women is addressed through the work of the partnership in providing time limited refuge and floating support.

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. During the financial period we have directly spoken to and met with the DA and the Department of Levelling Up Community and Housing Commissioners. We have been able to represent survivor narratives and demonstrate the impact of policies on the lives of women and girls impacted by domestic abuse and violence against women and girls (VAWG).

We continue to work in harmony with the NHS East London Foundation Trust delivering racialised and equitable primary care counselling services to BME women. We are a referral pathway for the NHS in the delivery of talking therapies in the women's language of strength. This joint strategic work aims to prevent and disrupt the escalation of BME women being treated at secondary level psychological services, as a result of failure to identify needs within primary health care services. This can be linked to stereotyping, labelling, minimising needs and discrimination. Joint working with LBWP promotes equity and access to inclusive services that supports access to professionals who represent the community at large and have an understanding of the significance of nuances within race culture and religion.

LB Newham/Haringey Domestic Homicide Reviews enables the local authority to take a reflective view of fatalities that have occurred because of domestic abuse. Race, lack of understanding of cultural nuances, language and intersecting factors are often exposed as learning points following a DHR review. LBWP provides expert advice and support to co-professionals from other statutory and non-statutory agencies on the aforementioned areas.

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.

IRIS Project Steering Group is a group initiated by LBWP and made up of key partners; local DA Commissioner, GP Health Centre services, Adult and Child Social Care and IRISi group. This group of local professionals oversees the development and progress of the work at local level, following a successful application in 2022. LBWP was commissioned by IRISi to deliver GP Practice training and advocacy support to identify survivors of domestic abuse and vawg, at primary care level. The work is supported by the National Institute of Clinical Excellence (NICE) as part of its standards for delivery of health services.

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".

LBWP 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. LBWP 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.

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 2022/23, the specific objectives were:

- To initiate and review LBWP business/strategic plan in order to consolidate and deliver high quality services in line with intelligence data gathered from service users and wider societal changes.
- To be a representative and participate in government level strategic opportunities that challenges issues on commissioning, NRPF exclusions, migrant women, gender bias in year on year funding and promoting safe women only spaces and services.
- Promote and Increase service user engagement and participation from the lens of the 'Margin to the Centre' concept.
- 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 in the areas of finance and HR development.
- 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.
- Support the director in key responsibilities as a result of successful growth.

Strategic overview of 2022/23

LBWP takes a black feminist perspective to our work, operating within the specialist 'by and for' women's sector. During 2022/23, 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.

However, a new threat in terms of the financial crisis as a result of public spending and debt, in part related to COVID19, had an impact on LBWP. Price increase, in terms of utilities and general running costs meant that pre-planned budgets had to be reviewed, in light of late announcements. Exploring salary increases for staff was suspended, however a restructuring plan was discussed to support the director with a mass increase in staffing levels and projects that could not be sustained, in the long term.

External challenges

Despite government investment in domestic abuse services, the government has failed to acknowledge the financial trauma on BME services, who for decades suffered discriminatory commissioning, under-funding and the forced partnership of some BME groups to merge with white-led organizations. As a result of this, services were lost through decommissioning and those that were left survived on funding that was not based on full cost recovery. The consequence of this is witnessed in 2022 and 2023, in terms of the Mayor's Needs Assessment which openly concluded that BME women struggle to access domestic abuse support services, that meets their racial and cultural preferences and needs. Whilst existing funding has ringfenced funding for the BME and specialist services sectors under the DA Act 2021, it did not consider pre-existing detriment and lack of sustainability within the infrastructure of BME organisation's such as ours. Thus, treating all organisations as homogenous within the commissioning and on a level playing field, is not the case. We have not been able to develop our HR and Finance team, and this is an imbalance when compared to other areas. Commissioning has not taken on board the fact that additional funding and support for direct services, will generate more back-end work relevant to financial administration and HR demand, resulting in leaders having to cover this work.

Year-on-year Commissioning has been problematic for sustainability of the workforce. The issue of gender bias towards the majority of women delivering the work, indicates a negative bias, especially when considering the gender pay gap. Salaries have been frozen for some time, forcing women to leave the sector. This has led to gaps in provision which often is vacant for significant periods of time and has a knock-on effect in achieving targets and milestones. Muted by recruiters is the issue of women leaving for better pay conditions and work-life balance within other sectors. It also presents a question as to whether there is real commitment by government to create equality in gender pay for women, who want to develop expertise in the sector. Women and BME women cannot maintain financial independence when the working environment is not sustainable, LBWP staff cannot wait in limbo, year on year!

LBWP has had delays in payment of work completed for the GLA/MOPAC and this has been raised by the director and through other partnerships and forum channels.

Partnerships

The year 2021, led to LBWP committing to a pre-existing consortium partnership and successful bid to improve quality provision on offer in refuges. LBWP decided to be part of a joint consortium bid as part of OYA. This was made up of the following groups with support from Imkaan: The Asha Project, Latin American Women Aid, Ashiana and LBWP. Whilst we were a small consortium groups we were successful in the bid and work commenced in 2022. As a consortium we have successfully met our targets and outcomes, with good contributions to supporting women (and/or families).

We continue to work with 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. Within the year we have engaged in several partnership activities in relation to DHR's, development of the domestic abuse strategy and action plan and many others.

Activities, achievements and performance

Overview

During 2023/23, 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 2022/23 were:

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Refuge Service

We operate a total of seven refuges, six in the London Borough of Newham and one in the London Borough of Haringey.

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 2022- 2023, we supported 78 women and 23 children. We supported 23 women who had no recourse to public funds who were all successful in obtaining their immigration status, We have also supported 38 women to move on from the refuge.

Our biggest achievement of this year stems from our success of being awarded the 5 years contract from London Borough of Newham. This 5-year contract enables for us as a smaller scale organisation to really embed our services to meet the acute needs of our clientele.

One of our main achievements this year was further developing our children and families work. We now have a lead Family Support Worker, funded by MOPAC, who works across both family sites. Her role primarily focuses on the children within the refuge. Typically, refuges seem to be more adult focused, we wanted to shape our provision through the lens of the child.

Our lead Family Support Worker set up the creche facilities, one-to one sessions with children, as appropriate, and sessions with mothers and children together. We now also provide safeguarding awareness training to mothers. Outside of these sessions we have also introduced weekly childcare provision which enables the children to have structured play sessions for their development. These sessions also enable mothers to have downtime or to focus on their weekly keywork session with their case worker and other staff members within the organisation, for example legal advice or counsellors.

We have also been delivering play therapy sessions for mothers and providing them with parenting workshops, something which we have had very positive feedback on from our service users.

We have further strengthened our relationships with our refuge housing providers and primary funders, London and Quadrant Housing, the London Borough of Newham, London Borough of Haringey, DLUHC (formerly MHCLG) Government Funding (MHCLG) and Roehampton University. Through the continued funding we have been able to develop our refuge provision in a way that not only benefits our beneficiaries but also enables us to take their views and opinions into account.

We have built relationships with many community projects to enable our service users to access a range of local provision including language support through ESOL classes and an employment scheme geared to enabling women acquiring skills to get into work in the tourism sector "Women in Travel". Service users received free tablets and attended workshops to facilitate their learning and attended a graduation ceremony at the end of the course.

Our Floating Support Worker continued to provide outreach and community support to women in the London Borough of Haringey in conjunction with our refuge service. We have developed a strong working relationship not only with the local authority but also generic services who refer complex BME cases to us. Our beneficiaries have gained immigration and therapeutic support.

Our service users engaged in some of the following events this year to mark significant milestones, such as The Annual General Meeting, Black History Month, The 16 Days of Activism against Gender- Based Violence. We have also organised beach trips, trips out to tourist attractions such as Chessington, London Zoo, Winter Wonderland and various soft play activities for the children and mothers in the refuge. This enabled families and individual women to visit places together, building community cohesion. These places are often typically sites that families who have very limited income could not visit.

Outcomes and impact:

We evaluate our refuge service using a number of different tools:

- Weekly feedback on case worker support at key work meetings
- Monthly feedback at client refuge meetings
- Quarterly evaluations with clients on the service overall
- The use of an 'outcomes star' at quarterly review sessions with each client which measures their progress against a range of measures

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Impact on clients:

The annual review of the client outcomes star, demonstrated that there was an average of 45-56% increase on how the women against the following outcomes:

- o I feel safe
- o I feel my children are safe
- o I understand about safety planning and am involved in the development of my plan
- o I can understand what violence is, the impact of it and how to protect myself against it in the future
- o I am able to cope with day-to-day activities
- o I feel confident to make decisions for myself
- o I feel confident getting involved in activities, events, meetings outside of the refuge
- o I feel more comfortable getting help from other people like Social Services, Police, Lawyers, etc
- o I can make a plan about how to spend and manage my money e.g. income and benefits, managing bills et
- o I feel more in control of my own life in making decisions
- o I am able to recognise abusive behaviour
- o I feel more confident to speak about what I feel and what I want for my life

Feedback on the service:

The quarterly evaluations focus on five key questions and support other specific feedback received through other means. The responses during this year were:

1. I liked the information I was given: 99% Good or very good
2. Staff were helpful to me: 98% Good or very good
3. Staff have good knowledge: 99% Good or very good
4. Staff met my expectations: 99% Good or very good
5. Staff supported me: 99% Good or very good

Comments from clients included:

"Thanks to refuge staff to encourage me to speak up at the LBWP event and i have done my speech with confidence and enjoyed." Refuge client at AGM

"Thank - You to refuge staff for the warm welcome during my difficult time upon my arrival and initial support work to make me comfortable."

"I have to attend court, but I have no legal aid and staff supported me and attended with me and gave me courage and I feel strong enough to speak to barrister from my ex-husband side and I am happy with outcome and staff support to me"

"Thank - you to refuge key worker for the ongoing support for my housing & move on plan."

Challenges:

Some of the challenges we face largely pivot around housing. We have seen that there has been a decline in social housing which as a result means that women that are moving on from the refuge are required to look for private rented accommodation or move to hostels and bed and breakfast provided by the local authority.

The uncertainty of housing or not knowing their next steps has meant that services users are struggling to make plans, progress their lives and feel safe. We have seen that there is a direct link between mental health issues increasing and intervention required during the move on stage from refuge. We are aiming to strengthen our relationships with our local authorities to discuss an easier transition for women to move on from our refuges.

We have also seen a shift in the type of immigration cases that we receive. Typically, we would receive cases in which the service users were on spousal visas which meant they could apply for the Destitution Domestic Violence Concession (DDVC). This ultimately enables women to apply for their own immigration status in their own right as victim of domestic abuse. This gives women the freedom to live a life free from abuse and allows them to live with a status that is not reliant on their spouse who is the perpetrator of abuse.

However, more recently with the changes with the law and Brexit we are seeing more women coming through with immigration statuses which are not always clear cut. This means that as a charity organisation with limited resources, we are not able to support these cases due to our own financial limitations and on broader scale there are no funding streams that solely fund insecure immigration cases. Although, there is local authority funding via children's social care and adult social care, such funded is very limited.

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As an advocacy service, we continued raising awareness of the discrimination and marginalisation of migrant women, women from African, Caribbean and South Asian backgrounds. We recognise that we need to work in partnerships across the women's sector, local authorities and government to find a solution for the service users who access our service.

Counselling Service

During 2022-23, we continued to deliver counselling for BME women through a number of different funded contracts:

1. Two counselling contracts via a strategic partnership with the East London NHS Foundation Trust (ELFT) to provide counselling services to BME women living in the London Borough of Newham who have experienced:
 - domestic violence and
 - general mental health issues
2. A pan-London counselling service funded by Comic Relief
3. For women in our Newham and Haringey refuges, funded by the Mayor's Office for Policing and Crime (MOPAC), in partnership with Latin American Women's Aid (LAWA)
4. Counselling for women in Newham, funded by the Department for Levelling Up, Housing & Communities (DLUHC) previously MHCLG, in partnership with Newham Council.

Our dedicated and specialist service offers counselling to BAMER adult women who have experienced any type of domestic or sexual violence/abuse, or gender-based violence. We have specifically recruited BME counsellors to work with who speak a range of community languages. Women are able to access between 8-16 weeks of weekly counselling sessions and can be supported onto other services if required, during or after their counselling support has ended.

Counselling supported by ELFT and Comic Relief:

We have held our ELFT contract for domestic violence counselling for several years. We deliver a specialised service on behalf of their Newham Talking Therapies (NTT) therapeutic service, for counselling to BME women who have experienced and been affected by the emotional, physical and psychological effects of domestic violence and abuse. Referrals are received directly to our service after the client has been triaged by NTT colleagues and counsellors are allocated as appropriate depending on availability and language requirements.

In October 2021 we were approached by ELFT to deliver a second contract to deliver counselling to BME women who were experiencing general mental health issues. This contract began in January 2022 and is ongoing.

In July 2021 we were awarded funding by Comic Relief to increase pan London counselling support to BME women who had experienced domestic violence or abuse. Our transcultural support helped a significant number of women throughout London who would have otherwise struggled to find suitable support and empowered the women to talk about their experiences in their 'language of strength'. Referrals were received from external pan London services as well as local agencies, and from our own internal services such as refuge and legal advice services. The service continued until funding ended on the 30th of September 2022.

Our outputs for the year April 2022 until end March 2023 include:

East London NHS Foundation Trust – Newham Talking Therapies – DV Contract

- ☐ Number of women referred to the service: 95
- ☐ Number of women accessing counselling: 69
- ☐ Number of women supported who were from:
 - o Asian or Asian British backgrounds: 43
 - o Black or Black British backgrounds: 18
 - o Mixed backgrounds: 6
 - o Other minority ethnic backgrounds: 2
- ☐ Total number of counselling sessions provided: 395

East London NHS Foundation Trust – Newham Talking Therapies – MH Contract

- ☐ Number of women referred to the service: 111
- ☐ Number of women accessing counselling: 60
- ☐ Number of women supported who were from:
 - o Asian or Asian British backgrounds: 36
 - o Black or Black British backgrounds: 19
 - o Mixed backgrounds: 4
 - o Other minority ethnic backgrounds: 1
- ☐ Total number of counselling sessions provided: 374

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Comic Relief (until end September 2022)

- Number of women referred to the service: 92
- Number of women accessing counselling: 72

Key outcomes for the women supported include:

ELFT

The ELFT use results from two base questionnaires taken by counselling patients at every counselling session to assess improvement in mental health, the PHQ9 which is used to monitor the severity of depression and response to treatment, and the GAD7 which measures the severity of anxiety. A combination of the two results works out an average score for "reliable improvement" which measures how much improvement has been made with regards to the patient's mental health. The annual target score for the LBWP service was 50%, we achieved a score of 68% for the DV contract and 63% for the MH contract.

Comic Relief

- Increased access to counselling for Pan London BME women
- Transcultural counselling in their spoken language (if applicable)
- Feedback examples given by clients demonstrate improvement in mental wellbeing:

"I went from fear of the unknown, anxiety, panic attacks, sadness to pure bliss and joy."

"I've never had counselling before but after my experience and seeing the benefits of how opening up to someone made me feel, I was happy I made the decision to talk to a counsellor."

"I was then introduced to a counsellor from my country as well, at first I was hesitant to speak with her because I thought all Africans supported abuse as they don't know they are being abused. But I was proved wrong after speaking with her, that no kind of abuse is tolerated no matter the background, even more she understood everything I was saying before I would explain."

Partnerships and activities:

Our relationship with our key partner, the ELFT, has positively developed over this year as with previous years. Our main counselling contract with them was extended for the 2022/23 financial year and renewed for 2023/24. In addition, they sought our expertise to deliver an additional counselling contract on their behalf.

We have maintained and frequently exceeded our monthly targets and always met/exceeded the annual targets set as part of our contract with them. We maintain consistent and frequent contact via quarterly meetings over the year, and through a dedicated NTT colleague who works with the LBWP Counselling Coordinator to foster the positive working relationship that enables our success within this contract.

Our relationship with Comic Relief was also a very positive relationship where we received exceptional support and advice. Our final results vastly exceeded our initial set targets and due to this and the positive working relationship between the two organisations, Comic Relief maintained contact with LBWP and kept us updated regarding further funding opportunities, both during and after the funding period.

Our positive relationship with our freelance counsellors continued to develop during the year. Most of the counsellors have stayed with us since the counselling service was re-introduced in early summer 2020.

Key challenges:

During the year, we found that we were receiving many more counselling referrals than we had originally anticipated under the Comic Relief project. Staff capacity impacted on our ability to meet demand and as a result the waiting times for counselling clients significantly increased. To mitigate this situation we were forced to close the waiting list for a period of time, and also recruited an additional member of staff who could help with the practical needs of clients and also with some of the administrative duties.

Counselling in partnership with LAWA and supported by MOPAC:

For the financial year 2022/23 Latin American Women's Aid (LAWA), as lead partner, submitted a bid to the GLA/MOPAC on behalf of the OYA Consortium, which includes LBWP. This successful bid included a specialist BME counselling service for the women and children living in our refuges to enable them to have access to culturally appropriate and trauma informed therapy.

The counselling service was part of a wraparound service available to refuge service users, where we were able to provide up to 16 weekly one to one sessions of therapy. We were also able to provide introduction to counselling group sessions for women, to allow them to understand the purpose of counselling and how it may help them. Some women who may have had

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previous negative experiences of counselling, may have been exposed to therapy which is culturally loaded with Western values and could be considered a treatment developed by and tailored for those from European or White American backgrounds, as opposed to the transcultural therapy provided by LBWP counsellors.

The LBWP counsellor and Counselling Co-ordinator worked closely with the refuge case workers to promote the service to refuge clients, ensure that counsellors were appropriately matched with each woman and that a holistic approach was taken.

Legal Advice Service

The LBWP legal advice service in 2022/23, was funded by MOPAC as part of the LAWA-led holistic refuge services project. The support was focussed on women who were accessing our two refuges in Newham and Haringey. Two legal advisors were recruited to deliver support: a family law specialist and an immigration specialist. They worked closely with the refuge case workers to meet clients at an early stage to ascertain the support required, clarify all aspects of the case, identify an experienced pro bono solicitor and work with them and the women throughout the case.

Outputs and outcomes:

Family Law support

The family law adviser successfully provided information, advice and guidance to women who had experienced abuse, assisting them in pursuing applications for protection in family matters. Notably, two non-molestation orders were granted ex-parte due to the severity of the situations, securing immediate protection for the service user. Additionally, seven divorce applications were meticulously conducted, following the court-ordered phases. Out of these, one case reached the final order, resulting in the pronouncement of divorce.

Initial family law advice was provided to 28 women and successful applications made for 10 women, all of whom had external solicitor support for their cases.

Immigration Legal support

Immigration law advice was provided to 26 women and 22 received a positive decision. The remaining 4 were accepted with ILR/British Citizenship. 16 of the women received specialist solicitor support; the remaining were fully supported by our in-house legal advisor. All the women who received a positive outcome received ILR allowing them to access housing and welfare benefits.

In addition, all women were also seeking divorce and/or child arrangement re their children's matter. It is useful to know that women found counselling, in-house services such as – Family Law, Housing, Counselling so forth to be extremely helpful as it allowed the women to seek further assistance under one roof appose to visiting multiple professionals which can be overwhelming and difficult if women have children.

The legal team developed a number of partnerships locally, with key pan London organisations and attended a number of events to promote the service including:

- Newham College
- Domestic Violence Commissioner event
- Online webinars
- NRPF – Migrant Event – every 3 months (updated immigration legislation and advice sought)
- Hannah Solicitors – Head of Immigration and Family Law dept
- Baljinder Randhawa – Family Law Solicitor (Consultant)
- Christian Lavergne Solicitors – Family Law Firm
- Rights of Women

Key challenges:

During the year, the Family Law Advisor found that as expected, building trust with service users took time, as women experienced many emotions about their abuse and talking about it both to a key worker and legal adviser had to be managed sensitively. There was also fear and anxiety about taking action against their perpetrators or making any application related to their family issues.

Another challenge was identifying specialist family law solicitors who would provide pro bono support; they were indirectly declining taking up divorce cases by asking service users to pay about £800 to process their family matter. To resolve the issue, we completed DIY divorce documentation for our service users.

Both family and immigration legal advisors had to understand and unpick poor, or even incorrect advice, provided to women by solicitors they accessed prior to being referred to LBWP. To deal with the issue we had to secure very good immigration solicitors who specialised in asylum matters and were willing to accept complex cases where inappropriate applications had already been made to the Home Office.

Safe Haven Project

This project contract commenced at the very end of December 2021 to support and focus on the needs of BME and migrant women who have experienced sexual harassment and abuse. The overarching goals of the project is as follows:

1. Increase knowledge of sexual harassment among BME women (Years 1-3)
2. Increase BME women access to legal advice and/or casework support. (Year 2-3)
3. Develop service users with lived experience to be co-production experts (Year 3)

Recruitment Set-backs:

The commencement of the project from January 2022 was delayed by challenges in recruitment. The organisation was struck by 1. the ongoing impact of COVID19 and working from home, 2. BME (and other women), leaving the sector for better work-life balance competitive employers could offer better pay and working from home conditions. 3. Job- surfing, the organisation experienced situations where professionals accepted a role and then some weeks later, came back to say that they had gone to another interview and had been made an offer as above in point 2 or they stayed for some weeks, obtaining induction training, and then resigned to go elsewhere.

We did not recruit a legal and advice worker within the year but the team were able to sign-post/refer to partners and associates outside of LBWP.

Increasing Awareness:

The team worked with colleges and universities to plan and deliver workshop sessions. In addition, they reached out to and worked with a Somali group, the met police and also became involved in a local professional 'working group' for migrant women. This group was made up of several professionals within Newham to address joint ways of working, including sharing information on the representative organisation's overarching work and services on offer.

Finally, as new starters the team were able to work directly alongside colleagues about service users who disclosed sexual harassment/abuse or who strongly were suspected of being a victim, this was via our daytime helpline number, the refuge and move-on support. The project in the first year was not required to undertake casework but worked alongside colleagues, whilst they tried to develop the project in an everchanging UK and domestic abuse environment.

Inclusion through Language:

Language played a fundamental part in promoting inclusion as part of the service. The Participation and Inclusion worker speaks Somali and was able to reach out and interact with a local group as part of a developing relationship with HealTogether.

In addition, the Partnerships and Inclusion worker speaks 4 languages; Urdu, Punjabi, Hindi and French. This has provided the organisation with good support and saved on costs for translation services. Our professional partners also benefit through the fact that the organisation has staff with significant community languages and thus referring into our service saves them money.

Challenges:

- Whilst keeping our international funders informed, we were unable to secure staff until 5 months after the project commenced (May 2022). We were able to recruit two out of three: 1. Participation and Inclusion Worker and 2. Partnerships and Evaluation Worker. We did not secure the Legal and Advisor within the period of the audit.
- Building relationships with educational institutions was also challenging due to full-timetables.
- There were also challenges in the perceptions of a smaller BME organisations being able to deliver work around domestic abuse awareness in general and 'unconscious bias', towards utilising white and generic organisations as the preferred supplier. The team found this to be the case in terms of universities and Met Police.
- In some instances, appointments with institutions were not fruitful with professionals not turning up for the appointed time agreed.
- The team encountered general communication challenges during the period of COVID19, with professionals moving roles/organisations and the team not being informed. In most instances with the integration of hybrid working emails and calls were not responded to.
- Sexual Harassment, abuse and rape is a sensitive issue for BME women due to the legacies of slavery, colonising, gender-role stereotypes, sexuality, community and religious dialogues and controls. Within some community's women do not speak about their bodies, unless it is within the confines of men, marriage, power, ownership and privilege. To disclose the central topic as abusive is in direct conflict with a patriarchal system that defines the roles of women and what key purpose they serve on the planet. Within the HealTogether group, generational understanding and perceptions on rape was clearly demonstrated within discussions. Some women typically believed that there was no such thing as rape within marriage illustrating the point of cultural learning within the context of a male narrative. Speaking in Somali the team were able to at least provide an. alternative perspective to older women.

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Outcomes and Outputs:

- **Newham College:** delivery of domestic abuse and sexual harassment workshop to a total of 45 students (x 3 sessions = 15 students each aged 16- 25), 60% girls and 40% boys.
- **Cambridge University:** The team initiated working in partnership with the Black Girls Society, to support increasing awareness on domestic abuse and violence and how it impacts on the BME community. In addition, to plan and prepare for the team to go into Cambridge and to deliver a workshop to BME students, in the following financial year.
- **Women in Travel:** This is a CIC and social enterprise organisation, works with getting women from vulnerable backgrounds into employment. The team takes a holistic approach to their work and established a successful relationship with the group and women living in the refuge (12). All women graduated having followed a learning programme in hospitality and administration. Support from the team for 10 weeks, outside of the course programme to promote graduation success. 3 women continued in their studies, whilst living in the refuge and secured internship in hospitality and paid reception work. In order to enable study and graduation, the team negotiated childcare in acknowledgment of barriers to employment.
- **New City College:** formulated a partnership arrangement to deliver workshops on sexual harassment for 2023.
- **Queen Mary University:** Negotiated discussions on 'consent and sexual harassment' within university. This topic looked at the challenging issue of abuse/exploitation by people in positions of power (teachers etc). This was delivered to 15 students.
- **Transport for London:** Conversations took place to explore two issues, 1. matters of sexual harassment on the Elizabeth Line and 2. The fact that BME women were being targeted and 3. The lack of promotion and representation of BME services on their website and within media. These discussions are ongoing, with plans for partnership in 2023.
- **Newham Migrant Women's Group:** The team joined this group in September 2022, to promote the services on offer by LBWP and provide a referral pathway for migrant women to access support. LBWP representation at these meetings has led to consideration of intersectionality for BME women and improving quality in practice for these groups who have been discrimination.
- **Metropolitan Police:** The team contacted the police in order to bring the organisations together for better working relationships. Women who have been victims of modern slavery and accessing LBWP services were unclear about their rights. The team asked the police to deliver training to staff on this topic and the police actions in place. 10 staff members were able to attend as part of increasing advice and support.
- **HealTogether** is an established group in Newham for Somali and Eritrean women. Many of them have experienced domestic and sexual abuse. 3 workshops were delivered to local women, through a partnership. The workshop focussed on Somali women's understanding of consent within marriage. The group commenced with approximately women with an age range from 30 – 65 years of age. Due to the success of this group some mothers requested that they bring their daughters to the following sessions. There were cross-generational debates in which the Participation and Inclusion worker facilitated for thinking within the women's own language.
- **Resources to support access** includes a Service Leaflet, PowerPoint on Sexual Harassment and Domestic Abuse, negotiation of Free Laptops for 6/12 of the women studying under the Women in Travel organisation. In addition, the staff e-translate resources within workshops to women who have other languages as described.
- **DA Strategy Event 25th November:** The DA Strategy for Newham was launched by the Council and the team presented their service to the wider public and professional partners. Approximately 100 people attended.
- **Newham Health and Wellbeing Event Dec 2022:** This event planned by Newham enabled the team to represent the service and to talk about their work and distribute leaflets to professionals and the public. The team supported 27 women from the refuge and move-on services to attend the event. 7 of them were migrant women. They received Free: clothes, Vouchers (£50), Gloves and Scarves for the winter, Personal Hygiene packs, Quit Smoking alternatives, Sexual Health and General Health screening, Free Haircuts, Beauty treatments and pampering. Approximately, 200 members of the public attended the event.

Feedback and Comments:

Service User Somali Women's Group (Shaaaha +Sheeko =- Tea and Talk)

'Workshop was very informative; I am going to bring all my daughter's next time.'

Harry Matthews (Student Coordinator – Newham College)

'Students found the workshops very informative and helpful.'

The Role of ICT within LBWP

The role of Information and communication technology has reflected LBWP's evolution and efficiency through ICT support. Investments in information technology has driven principally by the desire to improve the way we work in support of our mission; increase the speed of decision making; to adhere to various laws, regulations, and policies; and to help the organization manage its risks

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Digital Infrastructure:

By the end of 2023, we had completed the improvement of our ICT infrastructure. Staff and service users had access to laptops and up-to-date communication technology. Our upgrade to hotel quality WIFI connectivity is currently more stable and robust. Service users experience less connectivity issues as a result. This is fundamental because LBWP has been part of their transformational journey in becoming confident and skilled in using technology. Current practices and access to services are digitalized and on line. Whilst we feel that this can be biased towards certain groups, we have supported women in their transition to be more confident, in its use.

During the period the board have been immersed in the development of new technology, suggesting and reviewing content for meaningful improvement as well as signing off the re-designed website.

However, despite good progress the work around the development of our case management system is ongoing as well as the community kiosk due to the work capacity of the director, senior management team and front line staff.

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 sustainability 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.
- Identify the risks to increased ICT use and AI as now embedded into societal functioning as part of the modern way of living.

In addition, the sector needs to be more aware of the constantly changing uses of technology to harm survivors. In addition, to the risks this possesses 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 need 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 in note 20.2.

1. Asian Women's Resource Centre
2. Big Lottery Fund – Equine Project
3. Big Lottery Fund – Vision of Me
4. City Bridge Trust
5. Clifford Chance LLP
6. Comic Relief – Counselling Services
7. Comic Relief/MOJ – ICT Digital Infrastructure
8. DLUHC – Covid-19
9. DLUHC (LB Newham)
10. DLUHC – OYA Project
11. IRISi
12. Kering Foundation
13. London Community Fund
14. London Community Fund - Wave 2
15. MOJ and MOPAC
16. MOPAC and OYA
17. MOPAC Service 1
18. MOPAC Service 2
19. National Lottery Community Fund (Covid-19)
20. Rosa fund

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THANK YOU TO OUR SUPPORTERS

We would like to thank our funders, organisations and individuals that have supported us during the year, in particular:

- Asian Women's Resource Centre
- Comic Relief
- Kering Foundation
- Latin American Women's Aid
- London & Quadrant Housing Association
- London Borough of Haringey
- London Borough of Newham
- Ministry of Housing Communities and Local Government
- NHS East London Foundation Trust
- HSBC Plc
- IRISI
- MOPAC
- Public donations received via Virgin Money Giving

FINANCIAL REVIEW

There was an increase in the activities of the charity in 2022/23. Incoming resources increased by 9.91% (2021/22: 2.4%) from £1,440,363 to £1,583,130, whilst expenditure increased by 16.05% (2021/22: 7.84%) from £1,289,082 to £1,496,010. The surplus for the year has decreased from £151,281 to £87,120.

The total funds held by the charity increased from £406,079 to £493,199 during the year. 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 £137,226 to £239,682 and a decrease in unrestricted funds from £268,853 to £253,517.

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 2023, would equal £374,002 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 £249,607 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.

Principal funding sources

The principal funding sources of the charity are from grants from a range of statutory bodies and major trusts. These grants are primarily subject to conditions by donors on how they may be used. The expenditure has been made in accordance with the organisation's objectives and funding agreements.

Fundraising standards

LBWP has received £32,906 (2021/22: £18,085) in public donations during the financial year. These were unsolicited donations, and LBWP does not currently employ the services of a professional fundraiser.

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LBWP has received no complaints regarding its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not:

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

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 2023, has supported LBWP 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 LBWP 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 LBWP.

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.
- Secure targeted funding in order to grow and futureproof the SMT leadership team skills and knowledge 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 2018, 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.
- Prepare for future commissioning in Haringey.
- 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 safe.
- 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.

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- 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.

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	
Ms Palvinder Kudhail	
Ms Edem B Ntummy	resigned 6 June 2023
Ms Chardine T Stone	resigned 7 March 2023

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2022 – none), nor have any beneficial interest in any contract with the charity.

Senior Management Team

Ms Meril Eshun-Parker	Director
Manna Ahmed	Senior Manager
Ekaete Dorcas	Senior Manager
Shabana Hariff	Counselling Coordinator

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

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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".

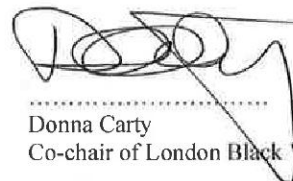
These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on

and signed on its behalf by:



.....
Rena Pathak
Trustee of London Black Women's Project



.....
Donna Carty
Co-chair of London Black Women's Project

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 2023 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 2023 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.

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

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

LONDON BLACK WOMEN'S PROJECT

- 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 18, 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.

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

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
LONDON BLACK WOMEN'S PROJECT

- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

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

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

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.

21st March 2024

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 2023

Income and Expenditure Summary

	Notes	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
<i>Income and endowments from:</i>					
Donations and legacies	3	142,759	34,856	177,615	348,701
Charitable activities	4	530,398	873,097	1,403,495	1,091,613
Investments	5	-	2,020	2,020	49
Total income and endowments		673,157	909,973	1,583,130	1,440,363
<i>Expenditure on:</i>					
Costs of raising funds	6	-	1,732	1,732	54
Charitable activities	7	570,701	923,577	1,494,278	1,289,028
Total expenditure		570,701	925,309	1,496,010	1,289,082
Net income/(expenditure)	9	102,456	(15,336)	87,120	151,281
Transfers between funds	19	-	-	-	-
Net movement in funds for the year		102,456	(15,336)	87,120	151,281
<i>Reconciliation of funds</i>					
Total funds brought forward		137,226	268,853	406,079	254,798
Total funds carried forward		239,682	253,517	493,199	406,079

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

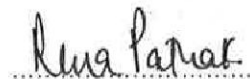
All income and expenditure derive from continuing activities.

LONDON BLACK WOMEN'S PROJECT
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
<i>Tangible Fixed Assets</i>	14	3,910	5,688
<i>Current Assets</i>			
Debtors	16	137,614	105,512
Cash at bank and in hand		541,305	528,029
		678,919	633,541
<i>Creditors: Amounts falling due within one year</i>	17	(189,630)	(233,150)
<i>Net Current Assets</i>		489,289	400,391
<i>Net Assets</i>		493,199	406,079
<i>Funds</i>			
Restricted funds	20	239,682	137,226
Unrestricted funds			
- General funds	20	253,517	268,853
Total funds		493,199	406,079

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

Signed on behalf of the board of trustees:



Rena Pathak
Trustee



Donna Carty
Co-Chair

Date: 20/03/2024

The notes on pages 25 - 39 form part of these financial statements.
Company Registration No. 02393931

LONDON BLACK WOMEN'S PROJECT

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	22	12,856	112,560
<i>Cash flow from investing activities</i>			
Interest income		2,020	49
Purchase of tangible fixed assets		(1,600)	(8,531)
Net cash (used in)/provided by investing activities		420	(8,482)
<i>Net increase in cash and cash equivalents in the year</i>		13,276	104,078
<i>Cash and cash equivalents at the beginning of the year</i>		528,029	423,951
<i>Cash and cash equivalents at the end of the year</i>		541,305	528,029
<i>Analysis of cash and cash equivalents</i>			
Cash in bank and in hand		541,305	528,029
<i>Cash and cash equivalents at the end of the year</i>	22.1	541,305	528,029

LONDON BLACK WOMEN'S PROJECT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

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 charitable company being wound up the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is 661 Barking Road, Plaistow, London E13 9EZ.

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 charitable company 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 in which they are receivable.

1.5 Resources Expended

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

LONDON BLACK WOMEN'S PROJECT

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Governance costs include the management of the charitable company's assets, organisation management and compliance with constitutional and statutory requirements. Costs 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 total income for each scheme.

1.6 *Tangible Fixed Assets*

Fixed assets are for use by the charitable company in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets are 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.

1.7 *Impairment of Fixed Assets*

At each reporting end date, the charitable company 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 charitable company 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 charitable company when invoices issued for work that have 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 amount receivable on grant funding on which the charitable company is entitled.

1.11 *Creditors*

Creditors are recognised by the charitable company 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 charitable company is committed.

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.

LONDON BLACK WOMEN'S PROJECT
 NOTES TO THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 31 MARCH 2023

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 charitable company 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 the management committee are required to make judgments, 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 is at 50% for debts arising in the current reporting period and 100% for earlier debts arising prior to the current reporting period. The 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 when the revision affects both current and future periods.

3 *Income from Donations and Legacies*

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Public donations	-	32,906	32,906	18,085
Subsistence receipts	-	1,660	1,660	2,850
Other income	-	290	290	-
<i>General Grants</i>				
Big Lottery Fund - Vision of Me	-	-	-	40,000
Asian Women's Resource Centre	69,320	-	69,320	-
Kering Foundation	69,473	-	69,473	17,071
Clifford Chance LLP	-	-	-	15,000
Comic Relief - Counselling Services	3,966	-	3,966	94,335
Comic Relief /MOJ IT Infrastructure	-	-	-	112,960
City Bridge Trust	-	-	-	48,400
	<u>142,759</u>	<u>34,856</u>	<u>177,615</u>	<u>348,701</u>

3.1 Income from donations & legacies was £177,615 (2022 - £348,701) of which £142,759 (2022 - £327,766) was attributable to restricted funds and £34,856 (2022 - £20,935) was attributable to unrestricted funds - general.

LONDON BLACK WOMEN'S PROJECT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

4 Income from Charitable Activities

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
<u>Performance Related Grants</u>				
Big Lottery Fund - Reaching Communities	-	-	-	75,284
Big Lottery Fund - Equine Project	-	-	-	9,400
DLUHC (formerly M.H.C.L.G.) – LB of Newham	100,000	-	100,000	100,000
MOPAC - OYA Project	62,181	-	62,181	62,208
NHS East London Foundation Trust	-	86,535	86,535	27,000
London Borough of Newham - Supporting People	-	198,000	198,000	197,928
London Borough of Haringey - Revenue Grant	-	35,000	35,000	37,500
IRISi	57,250	-	57,250	-
MOPAC Service 1	210,347	-	210,347	-
MOPAC Service 2	100,620	-	100,620	-
Rent & Service Charges Receivable	-	553,562	553,562	582,293
	<u>530,398</u>	<u>873,097</u>	<u>1,403,495</u>	<u>1,091,613</u>

4.1 Income from charitable activities was £1,403,495 (2022 - £1,091,613) of which £530,398 (2022 - £246,892) was attributable to restricted funds and £873,097 (2022 - £844,721) was attributable to unrestricted funds - general.

5 Income from Investments

	Unrestricted Funds 2023 £	Unrestricted Funds 2022 £
Bank interest receivable	<u>2,020</u>	<u>49</u>

5.1 Income from investments was £2,020 (2022 - £49) of which £nil (2022 - £nil) was attributable to restricted funds and £2,020 (2022 - £49) was attributable to unrestricted funds - general.

6 Expenditure on Raising Funds

	2023 £	2022 £
Fundraising and publicity	<u>1,732</u>	<u>54</u>

6.1 Of the £1,732 expenditure in 2023 (2022 - £54), £nil (2022 - £nil) was attributable to restricted funds and £1,732 (2022 - £54) was attributable to unrestricted funds - general.

LONDON BLACK WOMEN'S PROJECT

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

7 *Analysis of Expenditure on Charitable Activities*

Charitable Activities – 2023

	Restricted Funds £	Unrestricted Funds £	Total 2023 £	Total 2022 £
Staff costs	358,018	214,361	572,379	435,820
Premises costs	16,120	197,630	213,750	190,726
External staff related costs	109,973	88,750	198,723	152,666
Communications	442	1,946	2,388	2,742
Printing, postage & stationery	1,544	4,890	6,434	3,057
Training, travel and recruitment	49,800	13,051	62,851	10,532
Depreciation	-	3,378	3,378	3,226
Servicing of equipment	773	7,718	8,491	7,225
IT hardware	8,756	3,585	12,341	99,624
IT software & maintenance	13,848	60,301	74,149	48,335
Housing association management charge	-	202,844	202,844	211,269
Audit and accountancy	3,564	20,256	23,820	22,660
Other professional fees	2,124	10,274	12,398	12,148
Other costs	4,781	25,311	30,092	20,694
Beneficiary costs	94	504	598	1,888
Maintenance charge	864	23,955	24,819	6,963
Bad debts provision	-	44,823	44,823	59,453
	<u>570,701</u>	<u>923,577</u>	<u>1,494,278</u>	<u>1,289,028</u>

7.1 *Charitable Activities – 2022*

	Restricted Funds £	Unrestricted Funds £	Total 2022 £	Total 2021 £
Staff costs	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>

LONDON BLACK WOMEN'S PROJECT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

8 Analysis of Support and Governance Costs

	Support costs £	Governance costs £	Total 2023 £	Total 2022 £
Communications	-	156	156	16
External staff related costs	-	4,025	4,025	-
Audit & accountancy	-	9,528	1,986	1,986
Other professional fees	-	4,833	4,833	-
Sundry costs	-	1,303	1,303	1,284
	<u>-</u>	<u>19,845</u>	<u>19,845</u>	<u>3,286</u>

9 Net Income/(Expenditure) for the Year

	2023 £	2022 £
<i>This is stated after charging:</i>		
Depreciation	3,378	3,226
Auditor's remuneration	10,560	10,560
	<u>13,938</u>	<u>13,786</u>

10 Trustee Remuneration and Expenses

The trustees were not paid any remuneration nor received any other benefits during the year (2022 – nil). Travel expenses of £nil (2022 - £21) were paid on behalf of no trustee (2022 – one trustee).

11 Analysis of Staff Costs

	2023 £	2022 £
Wages and salaries	534,905	397,224
Social security costs	30,800	32,420
Employers pension costs	6,674	6,176
	<u>572,379</u>	<u>435,820</u>

11.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 (2022 - none).

11.2 During the year the company paid £198,724 (2022 - £159,882) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £131,888 (2022 - £126,947). The charitable company considers its key personnel to comprise its Senior Management Team.

12 Staff Numbers

The average monthly head count was 17 staff (2022 - 14 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2023 Number	2022 Number
Management	1.8	1.0
Project workers	12.1	10.1
Administration	1.0	1.0
	<u>14.9</u>	<u>12.1</u>

LONDON BLACK WOMEN'S PROJECT

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

13 Taxation

London Black Women's Project is considered to pass the tests set out in Paragraph 1, Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

14 Fixed Assets

	Office Equipment & Computers £	Hostel Furniture & Equipment £	Total £
<i>Cost</i>			
At 1 April 2022	183,704	56,183	239,887
Additions	1,600	-	1,600
At 31 March 2023	<u>185,304</u>	<u>56,183</u>	<u>241,487</u>
<i>Depreciation:</i>			
At 1 April 2022	180,897	53,302	234,199
Charge for the year	1,937	1,441	3,378
At 31 March 2023	<u>182,834</u>	<u>54,743</u>	<u>237,577</u>
<i>Net Book Value:</i>			
At 31 March 2023	<u>2,470</u>	<u>1,440</u>	<u>3,910</u>
At 1 April 2022	<u>2,807</u>	<u>2,881</u>	<u>5,688</u>

15 Financial Instruments

	2023 £	2022 £
<i>Carrying amount of financial assets</i>		
Debt instruments at amortised cost	<u>583,171</u>	<u>584,122</u>
<i>Carrying amount of financial liabilities</i>		
Measured at amortised cost	<u>189,630</u>	<u>233,150</u>

16 Debtors

	2023 £	2022 £
Operating debtors	322,016	286,708
Less: Provision for doubtful debts	(287,544)	(242,721)
Other debtors	34,472	43,987
Prepayments and accrued income	7,394	12,102
	95,748	49,423
	<u>137,614</u>	<u>105,512</u>

LONDON BLACK WOMEN'S PROJECT

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

17 <i>Creditors: Amounts falling due within one year</i>	2023 £	2022 £
Operating creditors	67,118	71,311
Taxation and social security	11,058	7,026
Other creditors	41,360	88,089
Accruals	65,661	51,064
Deferred Income	4,433	15,660
	<u>189,630</u>	<u>233,150</u>

18 *Deferred Income*

Deferred income comprises of grants received in advance for work taking place after the year end.

	Total £
Balance as at 1 April 2022	15,660
Amount released to income earned from charitable activities	(15,660)
Amount deferred in year	4,433
Balance as at 31 March 2023	<u>4,433</u>

During the course of the year, £4,433 (2022 - £15,660) relating to one grant (2022 – one grant) was deferred. This is expected to be released in the next accounting period.

19 *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 the charitable company's behalf.

The charge to the income and expenditure account in respect of the defined contribution scheme was £6,674 (2022 - £6,176).

20 *Analysis of Charitable Funds*

20.1 *Unrestricted Funds – Current Year*

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
General funds	<u>268,853</u>	<u>909,973</u>	<u>(925,309)</u>	<u>-</u>	<u>253,517</u>

Unrestricted Funds – Previous Year

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

Name of unrestricted fund

Description, nature and purposes of the fund

General funds

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

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20.2 Restricted Funds – Current Year

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
Asian Women's Resource Centre	1,115	69,320	(84)	-	70,351
Clifford Chance LLP	15,167	-	-	-	15,167
Comic Relief – Counselling Services	57,675	3,966	(55,347)	-	6,294
Comic Relief – MOJ/ IT Infrastructure	784	-	-	-	784
City Bridge Trust	1,308	-	-	-	1,308
Kering Foundation	17,071	69,473	(61,922)	-	24,622
DLUHC (formerly M.H.C.L.G.) – Covid-19	23	-	-	-	23
DLUHC (formerly M.H.C.L.G.) – LB of Newham	-	100,000	(99,226)	-	774
DLUHC (formerly M.H.C.L.G.) – OYA Project	120	-	-	-	120
MOJ – MOPAC	72	-	-	-	72
MOPAC - OYA Project	1,926	62,181	(64,023)	-	84
MOPAC – Service 1	-	210,347	(170,966)	-	39,381
MOPAC – Service 2	-	100,620	(94,776)	-	5,844
IRISi	-	57,250	(24,357)	-	32,893
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	5,229	-	-	-	5,229
Big Lottery Fund – Vision of Me	32,895	-	-	-	32,895
Total	137,226	673,157	(570,701)	-	239,682

Restricted Funds – Previous 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 Project	-	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

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<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
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 2022/23 the organisation worked with the charity to deliver training to women on financial independence.
Comic Relief - Counselling	<p>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.</p> <ul style="list-style-type: none"> • 75 women accessed the service with 45 women currently receiving counselling (exceeding target) • 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.
Imkaan	Employ a Training Course Developer, to develop a learning /training product for use by professionals, based upon internal intelligence gathered. Service users were to be part of the development, publicity design, marketing and training (where they choose/it is safe to do so). As an (ultimately) income generating product, it will help to support services for groups excluded through immigration rules (such as NRPF) as well as work with migrant women. BME women would also benefit from an in-house learning programme through the employment of part-time Lecturers/Teachers and volunteers. They will deliver key functional skills in ESOL, English, Maths and Vocational studies, to promote employability and reduce the pverty trap. However due to COVID19, this project could not continue because on the ongoing increase in infections, social distancing and lockdown restrictions. However, we were able to re- present our proposal for more practical measures for incurred costs related to supporting NRPF women in terms of rent and subsistence, where immigration factors impacted the most vulnerable groups of women accessing our services.

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Kering Foundation

The Kering 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.

DLUHC (formerly M.H.C.L.G.) – Covid-19

The funding was extended to support the provision of PPE equipment as a result of COVID19 still being around, staff cover and deep cleaning. No women were infected with COVID19 during this period. All women were encouraged to take up preventative vaccines during the period, through local partnerships.

DLUHC (formerly 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 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.

DLUHC (formerly M.H.C.L.G.) –
OYA Project

A key focus of this funding was to safeguard the health and welfare of service users in multiple occupancy refuges. Funding supported the acquisition of cleaning materials and resources to maintain a high standard of hygiene to prevent the spread of infection, within 7 of our Newham and Haringey refuges and central offices. This included the shared and single use accommodations spaces, used by women and/or any children. Deep

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cleans took place on a weekly basis and we were able to supply PPE equipment was also supplied to cleaners, staff and residents (we had enough supplies through periods of shortage). Handwashing and the use of hand gel (all funded) was a regular occurrence. COVID19 testing kits were part of our regime as a preventative measure. This funding stream recognised that the spread of the COVID19 virus could impact staffing levels (as part of contracting covid19 themselves). This would have detrimental effects on service delivery, therefore it enabled the payment for additional staff cover, that would not have been accounted for in original budgets or contracts. Finally, transitioning from Face-to-Face work to remote working became the new normal during lockdown and this funding supported LBWP's infrastructure change for remote working, when compelled by the government at various points of time.

MOJ - MOPAC

A fundraiser (20 days) was employed through this stream of funding to support the financial sustainability of the organisation. Matched funding was also required for the following roles: project coordinator (2 days) and facilities manager (80 hours). Matched funding was also required for the ongoing supply of COVID19 compliant deep cleaning, PPE resources, travel costs for service users and X8 staff in relation to attending 30 emergency face to face appointments. 50 BME women were able to benefit from 14 sessions of counselling, which took into account their intersectional and equality needs (i.e. language), following trauma. Counsellors benefitted from group clinical supervision for a period of 6 months.

MOPAC - OYA Project

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.

MOPAC – Service 1

Safe Accommodation services employs the following roles to add wrap around support and improve quality services to women living in refuges; Complex Case Worker, Specialist Housing Advisor, Immigration Advisor, Family Law Advisor. Women who are resettled/move on.

MOPAC – Service 2

Safe Accommodation services employs the following roles to add wrap around support and improve quality services to women living in refuges; Children's and Family Therapist, Counselling Coordinator and Counsellor. Women who are resettled/move on also have access to the services.

IRISi

LBWP was commissioned to deliver specific training to GP Practices, health professionals and reception staff to work together to ask the question about domestic abuse and then to respond by referring to an Advocate Educator employed by LBWP. In addition, two Clinical Lead -GP practitioners with safeguarding training an expertise, would support GP and practice staff to identify survivors and ensure that they refer into the service. The AE and the CL's deliver three sets of training programmes identified as CLI, CL2 and Reception and Admin.

Rosa Fund

My Body, My Rules: Specialist legal advice project focusing on the experiences of sexual harassment and abuse of BME and migrant women in the north-south BME and migrant women's concentrations. The Rosa Fund and LBWP worked together to understand the needs and complexities of Sexual Harassment within the context of Violence Against Women and girls. 3 x Advice workers were employed to support the development of the

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	<p>work and to support women to utilise rights based services to change their situations.</p>
London Community Fund	<p>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.</p>
London Community Fund (Wave 2)	<p>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.</p>
HM Government in Partnership with National Lottery Community Fund	<p>Six month grant to expand our current specialist counselling service to reach more BAME young women and girls, BAME refugees and asylum seekers and children who are experiencing mental and emotional issues as a result of domestic and other forms of gendered violence, due to an increase in demand for counselling during the Covid-19 crisis.</p>
BLF - Equine Project	<p>Big Lottery Funding of a summer program to improve health and wellbeing. LBWP believes that therapy and healing so 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.</p> <p>The purpose is 3-fold</p> <ol style="list-style-type: none">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.3. Provide fun activities for children in a space where they can run, play, explore through close interaction with horses and the environment. <p>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.</p>
BLF - Vision of Me	<p>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</p>

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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.

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.

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

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

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total 2023 £
Tangible fixed assets	-	3,910	3,910
Cash at bank and in hand	239,682	301,623	541,305
Other net current assets/(liabilities)	-	(52,016)	(52,016)
	<u>239,682</u>	<u>253,517</u>	<u>493,199</u>

Analysis of Net Assets between Funds – Previous 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>

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

	2023 £	2022 £
Net income for the year	87,120	151,281
Adjustments for:		
Interest income	(2,020)	(49)
Depreciation	3,378	3,226
(Increase)/decrease in debtors	(32,102)	(44,913)
Increase/(decrease) in creditors	(43,520)	3,015
	<u>12,856</u>	<u>112,560</u>

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22.1 *Analysis of Changes in Net Debt*

	At 1 April 2022 £	Cash-flows £	At 31 March 2023 £
Cash in bank and in hand	<u>528,029</u>	<u>13,276</u>	<u>541,305</u>

23 *Related Party Transactions*

One trustee's family member was employed as a subcontractor during the year (2022 - one). She was paid £4,025 (2022 - £1,200) for her services. There were no outstanding balances at the year end date in relation to related parties (2022 - none).

