

COMPANY NUMBER: 02393931  
REGISTERED CHARITY NUMBER: 1001834

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

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**LONDON BLACK WOMEN'S PROJECT LIMITED**

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## LONDON BLACK WOMEN'S PROJECT LIMITED

### TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

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The Trustees present their report and financial statements for the year ended 31 March 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

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

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

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

During 2023/24, 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 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 within the period.

One resignation was received from the following:  
Edem Barbara Ntuny

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 on line 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.

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

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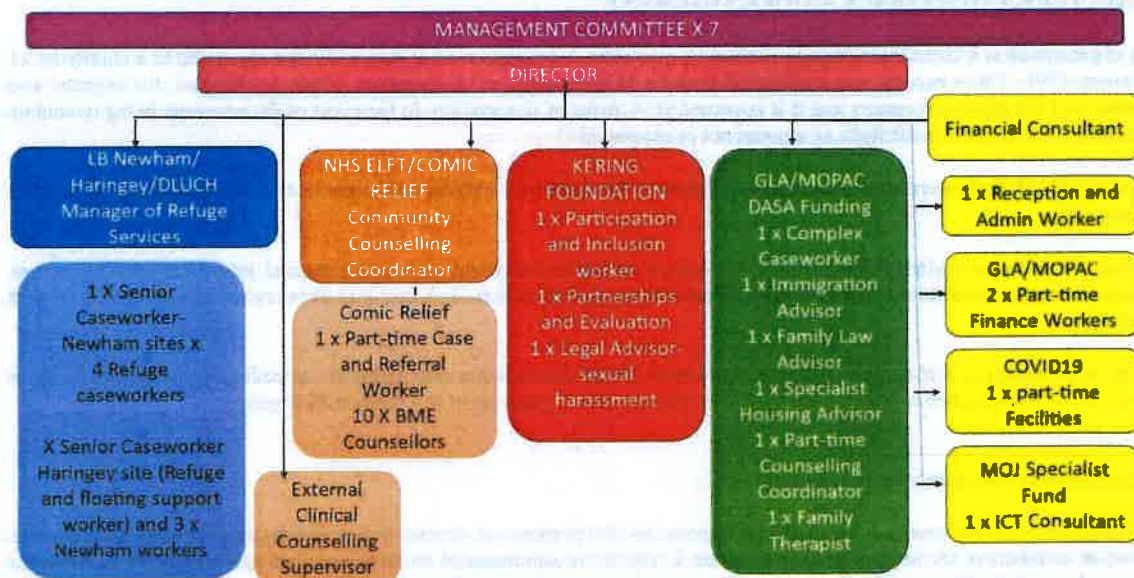
FOR THE YEAR ENDED 31 MARCH 2024

Priority for the Board in 2023/24 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.
- Update LBWP's website details
- Finalise LBWP's Logo

The organizational structure (as below) shows breadth of work being undertaken by the organisation during the period. Most projects were sustained by extensions in funding. However, there were no funding uplifts per se.

LBWP Organisational Structure April 2023 - March 31<sup>st</sup> 2024



The director makes day-to-day operational and strategic decisions and guides the management committee, in broader strategic issues as may impact the work and sustainability of the organisation.

The role of the Management Committee is to ensure that the organization'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.

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

- Director with her SMT every month 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.

#### **Risk Management**

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

#### **Annual Risk Register**

The board of Trustees review and revise the risk register on an annual basis. It covers strategic financial, HR and operational risks. The director reviewed the register in 2023/24, in light of the subdued by ongoing risk of COVID19. In addition to this the announcement of the Financial Crisis and impact on the rise of prices and costs as impacting the organisation budget 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 financial management organisation, to ensure appropriate accounting procedures are in place, that financial statements are free from material misstatement or fraudulent activity.

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

#### **Wider networks**

**LBWP** co-operates with a wide range of charities and organizations to deliver its objectives; key umbrella groups are Imkaan, OYA, Asian Women's Resource Centre, Women's Aid and the Women's Resource Centre.

**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 regards to funding, policy development, service user consultation and many others.

**OYA** is a five-charity collaboration of BME women's organization's 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 BME women and children in refuges. The funding of his project has continued, annually to date. The Oya group continues to successfully deliver 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. In November 2024, MOPAC visited LBWP refuges and spoke to the OYA groups about the challenges faced by the BME sector, in relation to funding, BME Service user needs and staff welfare.

**Asian Women's Resource Centre (AWRC)** is the lead partner for a consortium group, made up of 9 women's sector organizations across London. The consortium group work brings together the best expertise of each group to support BME 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 (Social economic status) issues faced by these women is addressed through the work of the partnership in providing time limited safe refuge accommodation and floating support.

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**Women's Aid** membership enables us to table key strategic or operational issues for the sector. Membership of this group enabled LBWP to influence a broad range of national and local government plans, policies and strategies. During the financial period we have directly influenced 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).

**NHS East London Foundation Trust** LBWP continues to deliver racialized and equitable primary care counselling services to BME women in general and specific work with all women with low level Mental Health. We are a referral pathway for the NHA 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, minimizing 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 a 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. 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".

London Black Women's Project systematically seeks views from its beneficiaries with regard to the quality of services delivered. The views obtained from its beneficiaries inform the future development of services. 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 BME communities.

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#### Objectives

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

- To work towards the eradication of gender-based violence perpetrated against BME 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 2023/24, the ongoing specific objectives were:

- To find funding/cost saving solutions to the ongoing 'cost of living' crisis as a result of political change and the economic state of the UK.
- To initiate and review LBWP business/strategic plan in light of insecure funding (Year-on Year)
- 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.
- 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 communicate to decision makers the ongoing impact of historical discriminatory commissioning on the BME women's sector services and the lack of gaining full cost recovery to deliver services.
- 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.
- To continue to support the director and leadership team in key responsibilities as a result of successful growth.
- To continue provide wellbeing activities and services that empower, educate and inform women in various areas of their lives.

#### Strategic Overview of 2023-2024

A key issue for LBWP was to ensure that it continued to provide high quality services, evidenced through meeting its targets, milestones, outputs and outcome commitments as per each funding contract and collaborative commitments. This has been key in demonstrating both demand and the diverse needs of BME women accessing services that are culturally sensitive and racially responsive to the needs of 1. Single women and 2. Mothers with children 3. Children and Young People in their own right.

The provision of good quality refuge services continues with a new initiative presented through the Mayor's Office, to provide additional innovative homes to those women and families who have struggled to access refuge accommodation. As a response to the Mayors needs assessment and the gaps in housing survivors of domestic abuse, the Mayor introduced the Domestic Abuse Safe Accommodation Housing Plan (DASAHP). This is part of new funding available as split 'capital' and 'revenue' funding. Led by the local authority to improve local housing options by renovating/creating new builds in the local area. Local authorities can use the properties as part of 1. Sanctuary Schemes, 2. 2nd Stage Accommodation 3. Dispersed Housing, as an example. A key element to this strategy is to commission the delivery of accommodation support utilising and partnering with specialise domestic abuse services. LBWP was approached by Haringey Council to consider a joint venture. Haringey to identify Land and/or buildings for new build/renovation to create increased access to accommodation for vulnerable groups such as the LGBTQI+, Older women, large families, families with boys over 12 and BME groups, to name a few. LBWP will consider this proposal as the 'revenue' partner, designing the model and providing the service. This is likely to evolve in the new financial year 2024-25.

Developing quality services includes promoting and supporting the personal development of women within LBWP services and addressing micro-impacts such as alleviating poverty, through practical initiatives such as the food bank and seeking donations and financial support (grants/monetary donations), with regards to basic living standards and overcoming debt. In addition trying to evolve a focus groups to support the evolution of LBWP as a responsive service built on what women/children want and need, as opposed to intellectual thoughts of government and the leadership within LBWP. This means continually listening to and adapting its holistic and co-dependent services, to what service users are saying.

This may also mean, simplifying its systems and processes to ensure accessibility in terms of language, neurodiversity, age and sexuality (challenging heterosexual normative language through policies, forms etc).

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We hope to work more closely with ELOP in Newham to support this work moving forward in 25/26 as a realistic start and exploring funding that could support this work in 2024.

Managing utilities is a major concern to the organisation because of significant increased in utilities as proposed by the government and any future arrangements that will come with a change in government. This means the continual security of maintaining back-end staff to undertake exercises of finding ethical and cost effective utility providers, where gas and electricity costs can be kept low. A close look at costs per quarter and their fluctuations will continue in order to prevent/reduce/mitigate against 'financial leaks', especially where there has been no uplift in funding and utility costs continue to rise. During this year we were able to appeal to Comic Relief through their Winter Campaign Funding and Investment in Leadership to cover some unanticipated cost increases for utilities and supporting the director and leadership team in their roles.

#### **External challenges**

Year-on Year Commissioning remains problematic in terms of planning for long-term sustainability and dependence on 'wrap around' services that have become integral to our refuge and community work. Communication whether funding has been approved is another issues. LBWP staff have remained loyal to the work and organisation despite notifications of funding coming through, 8-6 weeks before the end of year.

Following on from the above is the lack of consideration to large groups of professional women, left in limbo waiting to be told as to whether their contracts are confirmed for another year. The failure to ignore the intrinsic passion and commitment of women working in the field/sector is alarming. It is a choice to work within the area of domestic abuse with little reward as we have seen, through the fact that there has been no 'uplift', which would allow for salary reviews and increased pay to compensate for the skills, competencies and qualities required to work with a fractured society and survivors who (with children), present with increasing poor mental health, social maladjustment, increasing food poverty and social isolation. Increasing the potential of professional 'Vicarious trauma' through the work, is not recognized. In addition, the fact that the work has been driven by women, instituting and bringing about positive changes to society, through laws, policies, guidance and service growth, change and reinvention, again is ignored. The question to be asked and explored through campaigning in the future is whether women in the domestic abuse sector are overlooked/exploited through 'unconscious bias' and political patriarchy because of the gender and work that is done?

The Destitution Domestic Violence Concession (DDVC) has a makeover within the year and became the Migrant Victims of Domestic Abuse Concession. However, despite the name change there is little solace for those women caught outside of meeting this policy criteria.

#### **Partnerships**

LBWP remains in a strong and positive partnership within 'OYA'. The group was formulated in 2016, as a Black and Minoritised Violence Against Women and Girls (VAWG) consortium. Members include: Asha Project, Ashiana, Latin American Women's Aid (LAWA). We continue to work well together to deliver Domestic Abuse Safe Accommodation wrap around services (counselling and therapeutic work, immigration advice and signposting and specialist housing support)

LBWP has been part of collaborative work in the local areas to which we are based. We have worked strategically within Newham and Haringey to deliver services to the local community. In addition, we have taken part in initiatives that raises the consciousness of the public to domestic abuse and sexual violence as it pertains to the whole of society.

#### **Activities, achievements and performance**

During 2023/24, we continued to consolidate the delivery of our existing services, expand their reach and explore opportunities for strategic partnership projects.

**Key services delivered during 2023/24 were:**

##### **Counselling Services**

During the financial year 2023-24, we continued to deliver transcultural counselling for BME women. Funded by GLA/MOPAC we continued to work as part of a consortium partnership called 'OYA' a group of BME specialist 'led by and for' domestic abuse and VAWG services (Latin American Women's Aid, Asha, Ashiana and LBWP). Women in Newham and Haringey have access to transcultural counselling.

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The onset of COVID 19 in 2020, led to additional funding to enable more women to access safe refuge accommodation. LBWP received funding via the government through Newham council to work with women in additional refuge provision as well as provide counselling support to local resident women in the borough. This was funded under the conservative government and the Department of Levelling Up Housing and Communities (DLUHC).

Additionally, two counselling contracts via a strategic partnership with the NHS East London Foundation Trust (ELFT) to provide primary care 'talking therapies' from a health perspective to BME women living in the London Borough of Newham who have experienced:

- i. domestic violence (DV) and
- ii. general mental health issues (MH)

Our dedicated and specialised service for our refuge service users and community women provides person centred counselling for BME adult women who have experienced domestic or sexual violence, abuse, or gender-based violence. For service users living in our refuges, culturally appropriate and trauma informed therapy is part of a wraparound service available to them, and for community women our counselling service also increases access to safe, confidential therapeutic services and emotional support. We have intentionally recruited BME counsellors who reflect the cultural backgrounds of our users and can communicate in various community languages. Women receive weekly counselling sessions for 8 to 16 weeks and, if needed, can be referred for additional support or advocacy services during their counselling.

We have maintained our foundation contract for domestic violence counselling with ELFT for several years. As part of their Newham Talking Therapies (NTT) service, we provide specialised counselling for BME women who have experienced the emotional, physical, and psychological impact of domestic violence and abuse. Referrals are sent directly to our service after triage by NTT colleagues, and counsellors are assigned based on availability, and language and/or cultural needs wherever possible.

The ELFT uses results from two base questionnaires completed 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 awarded to LBWP is 50% for each contract, we achieved a score of 62% for the DV contract and 60% for the MH contract.

#### **Key challenges**

The increasing number of counselling referrals received by the service has always been a challenge and this year was no exception. This impacts the capacity of the single member of staff managing the counselling projects, and the waiting list with clients waiting longer than preferred for their counselling to begin. However, we were able to avoid closing the waiting list this financial year and increased our efforts to ensure clients were not waiting for an unreasonable amount of time for their therapy to begin. Mental health challenges have also increased with service users presenting with more complex needs, including requiring more involved support with practical issues such as housing.

*Our outputs for the year April 2023 until end March 2024 include:*

1. Specialist Counselling for Women in the Refuges (MOPAC/DASA funded)  
Number of women accessing counselling: 35
2. DASA Refuge Continuation Funding for Newham Refuges and Community Women in Newham (GLA Funded)  
Number of women accessing counselling: 43
3. East London NHS Foundation Trust – Newham Talking Therapies – DV Contract  
Number of women accessing counselling: 58
4. East London NHS Foundation Trust – Newham Talking Therapies – MH Contract  
Number of women accessing counselling: 46

#### **Service User Feedback**

Emotional support is key for domestic violence survivors to be able to heal, and many of those accessing support have stated that they have improved their self-esteem and self confidence, enabling them to feel more positive about the future. Service user feedback below:

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*"She has been an absolutely amazing therapist. She always listens attentively, offers thoughtful support, and genuinely cares about mental wellbeing. Throughout my 12 sessions, I have felt truly heard and understood.*

*Looking back to when I first started compared to where I am now, the progress has been incredible. She has provided me with effective strategies to cope with my anxiety, including practical techniques like breathing exercises. Her guidance and encouragement have given me the confidence to manage challenges more effectively.*

*I deeply appreciate her patience, understanding, and the safe space she created for me to open up and grow. This journey has been transformational, and I couldn't have asked for a better therapist."*

#### COMMUNITY SERVICES

##### Floating Support Service

The FS service operates a Pan London Service for women experiencing Domestic Abuse but with No Recourse to Public Funds. The service is part of a consortium of experienced women and girls sector services, led by the Asian Women's Resource Centre (AWRC). The service provides regular keywork sessions after the initial assessment which includes completing the needs and risk assessment. Both assessments provide the basis of safety planning to ensure the clients are safe, thereafter they are offered options on other support needs. Clients are involved in their support; their rights are explained and expectations managed especially in relation to housing. Clients are receiving holistic support as all LBWP services work together to ensure the clients receive excellent support. Clients receive Immigration Law and Family Advice and Counselling all in-house.

- No. of women supported - 30
- Number of women successfully re-housed

##### Safe Haven

The Safe Haven project has focused work on raising awareness about the issues faced by migrant women in a wide variety of ways including collaborative training/workshops to increase awareness of domestic abuse and sexual violence for BME women including migrant groups, amongst professionals and students.

Awareness raising topics focused on presenting women's voices and narratives through an racialized and intersectional lens, due to the intelligence data that LBWP has and through interaction with survivors at events and activities that celebrate significant parts of the year (i.e. 16 days of action). Structural barriers were integrated into the perspectives of women trying to navigate legislation, systems and policies which evolved through the 'hostile policies' of Theresa May.

Supporting migrant women remains a challenge through the workings of immigration law restrictions.

- 20 migrant women accessed sexual harassment awareness workshops, creative group sessions, and 1:1 support, signposting to internal services.
- 15 Women accessed health and well-being workshops
- 50 participants accessed a workshop on cultural stigma's and barriers to help seeking
- 30 professionals on tackling image-based sexual abuse and domestic violence, as part of a public policy workshop

##### Legal Advice Service

The Legal Advice team provide Immigration and Family Law Advice to clients referred to all the other services.

All the clients referred to the Legal Advice Team have successfully achieved Indefinite Leave to Remain (ILR) through the assistance of Immigration Solicitors who have ensured that all documentations regarding the client's domestic abuse is put forward to the Home Office along with other legal documents in support of their application. Despite the lack of legal aid providers on the market, the clients have played an active role in gathering all documentations and asking questions to gather a better understanding of the Law and how the UK Legal system works.

Once the client's ILR has been successfully achieved, the client feels much at ease with a better understanding of resources. In addition, the journey from the perpetrator to the refuge has allowed the women to gather immense strength, courage and knowledge. All the women who have met London Black Women's Project have all been guided being better informed and guided into the right direction.

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Tailored guidance and assistance were offered in navigating complex matters of family law, areas such as child maintenance applications, civil and Islamic divorces, child arrangements, contact orders, non-molestation orders, and prohibited steps orders—especially in cases involving securing children's passports from their fathers.

- No. of women supported - 111
- Number of women receiving solicitor support: 71 women – 63.96%
- Number of women whose cases achieved a positive outcome: = 67 women – 60.36%

#### **IRIS Program**

This programme sets out to support GP's in identifying domestic abuse survivors at the earliest point in primary care support. Following on from identifying patients at risk, refer the patient to a DV partner for follow-up practical support and action.

In order to identify and support patients GP's must first recognise that various ways in which patients may disclose, as well as recognise factors that impact disclosure and help seeking behaviours through their GP and Healthcare practices.

The IRIS team deliver training on Domestic Abuse to GP practices and supported patients that are referred to them following the training. The training is delivered jointly by the Advocate Educators (DA Practitioners) and Clinical Leads who are GPs.

During the first quarter of 2023, LBWP appointed an AE, who through personal circumstance was forced to resign. Despite appointment of a new AE in August 2023, she was unable to commence working until November 2023. This led to significant delays in delivery plans. Despite set-backs LBWP was committed to fulfilling its commitment to bring IRIS to Newham and this was evidenced by the Manager of Services and Projects and the Director of LBWP, working with and training practices themselves.

During the period LBWP were able to recruit a new AE to deliver training to the GPs and provide additional emotional and practical support to survivors of domestic and sexual violence. Due to demand the team expanded and a part-time AE was required to support the work, in order to achieve outcomes and outputs.

Within LBWP there is a collaborative and holistic approach to working with survivors. The assimilation of IRIS into LBWP service provision has led to additional benefits to the project and access to internal services as described in this report.

#### **IRIS Program 2023 – March 2024**

- No. of women supported: 18
- % of women from African/ Caribbean backgrounds: 5 = 27.77%
- % of women from South Asian backgrounds: 10 = 55.55%
- % of women classified as other: 3 = 16.66%
- Number of women whose cases received positive outcomes 18
- Number of women receiving Counselling/Family Support Worker support: 16

#### **Partnerships and activities:**

The Legal Advice Team developed partnerships with a range of solicitors who make various applications to the Home Office on behalf of the clients: Tower Hamlets Law Centre; Middlesex Law Chambers; Hannah Solicitors; Praxis For Migrants and Refugees, Wimbledon Solicitors and Christine Laverne Solicitors.

The IRIS Team and the Floating Support service and the Legal Team work in partnership with other Domestic Abuse organisation e.g. Hestia; Solace Women's Aid; Ashiana Network; Asian Women's Resource Centre; Women at Risk. Latin American Women's Aid and Forward (FGM Specialists). The IRIS Team and FS Service work with other charities to provide wellbeing support to the women e.g. Newham Talking Therapies; Well Newham; New; ham Mental Health Café; Crossroads; True Ambassadors; Live Well Newham; Rebuild Health CIC; People Power Project.

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### TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

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#### **Challenges - During the year, we found:**

- The issues that the legal team is faced with is the reduced amount of legal aid providers on the market. Due to high demand of legal aid under Immigration, this has impacted all clients who are eligible to access legal aid.
- Another key issue is the Home Office having reduced number of caseworkers available to decide SET(DV) cases within the time frame set by the home office of 6 months. The target is regularly missed.
- In divorce cases, securing legal aid is even more difficult. Many legal aid firms are unwilling to take on these cases due to the low remuneration they receive for handling them. To address this, divorce applications are prepared and submitted in-house, ensuring women can proceed despite the lack of external support.
- It is still a challenge finding accommodation for the clients pending MVDAC application. Statutory authorities struggling with funding to support families pending MVDAC (Migrant Victims of Domestic Abuse Concession).
- It is challenging for the IRIS team to get GP practices to sign up for training regardless of the contacts made and emails and letters sent offering the training for free.

#### **Refuge Services**

We have supported 88 women and 39 children across the period of 2023/2024.

We have enabled women and children to feel safe by accommodating them across our seven refuges. Women have an increased understanding of self-care and care of their children. By providing weekly keywork session and other forms of casework and casework management, we have seen that women feel much more empowered and know their rights. We have built a community environment for the women whereby they feel a sense of belonging.

We are very fortunate that we have many different services and funding streams within our organisation. We work very closely with our community projects and accept referrals from our No Recourse to Public funds team (NRPF). This facilitates a "single point entry" for support services for a woman so she does not need to repeat her experiences and therefore re-experience their trauma. We also, have worked with a lot of partner agencies who have identified us as one of the lead organisations in supporting women and families that have "No Recourse to Public Funds". We have worked very closely with our in-house legal team to ensure that 100% of our service successfully obtained their Indefinite Leave to Remain in the UK.

We have been working in line with our Empowerment Framework, ensuring that we are conducting bespoke needs assessment for individual women and families. Our 'empowerment' viewpoint means that women are seen as having dreams, goals, ambitions, potential and that their experience of domestic and related abuses, is not a definition of who they are but an experience. We get to know the woman first and then the experience, taking a trauma informed that is not limiting but empowering and celebratory of the survival instinct of the women and children, we work with.

#### **The Social Housing Problem**

We have recognised that it has taken a lot longer to move women and families into independent living as the local authorities have their constraint in supporting homeless applications. In order to manage the time in which it takes to successfully move our beneficiaries to independent living and start resettlement work with them. Despite it being difficult, we have successfully moved and assisted approximately 45% of our service users onto independently living. We have started to work with both London Borough of Newham and Haringey in facilitating workshops around housing move on and this is something which we endeavour to continue.

#### **Reducing Loneliness in DV**

On a weekly basis, we facilitated Coffee Morning Workshops: These sessions provided a space for all women to connect with others, while also offering resources on employment opportunities, courses, and socializing with peers. We recognise an opportunity for 'micro-community cohesion'. In the wider community it is less likely that the diverse range of women would get together and learn something about one another, maintaining wider stereotypes and divisions through racist rhetoric. Within LBWP and through festivals and events such as 'ramadan, black history month, 16 days of action and international women's day' women can come together. This prevents loneliness and isolation.

### **Challenges**

Two of our main challenges that we identified this year has been with the changes in the immigration law. Since the introduction of the "Migrant victims Of domestic Abuse Concession" (MDVAC), we have had to reject many referrals as this legislation only provides for recourse for 3 months after this the woman will not be able to apply for benefits in her own rights. Therefore, she would have to leave the refuge setting and face further challenges and uncertainty. We have had to work very close with our in house legal teams to carefully assess and analyse legal documents before admitting a woman. As a VAWG agency this is a challenging process, as we are faced with safeguarding a woman and helping her to flee the abusive relationship, with bureaucracies set out by such laws.

Another, challenge we have had is supporting women who have intense mental health support needs. We have had women referred to our agencies that require higher support needs. However, as they are from the BAME community to culturally appropriate support we have had to step up and ensure that our staff have been provided the correct training and resources to support the women. There have been occasions in which we have had to move the women and want continue the support to ensure that that other areas of their support needs are being met adequately. Within the refuge service, we continue to recognise the shifts and patterns of women's needs and try and ensure that we are meeting them on an individual and also a macro level.

### **Service User Groups**

We have been successful in creating service user groups and conducted sessions in which we have gained invaluable feedback from the women to improve our services. We have also had group sessions which were led by service users themselves. Some of the sessions we covered were: Domestic Abuse Awareness and Understanding Workshops, Self-Esteem Workshops, Money Budgeting, nutrition and Cyber Security.

### **Developing Children's and Family Work**

As mentioned previously, we are fortunate that our inhouse services complement one another. Our internal plan from the previous year was to develop our children services much further. This year we ensured that all the children had their own bespoke support plans outlining their individual needs separate to that of their mothers.

- We also provided Parenting Workshops: we have led workshops that enabled mothers to rebuild their confidence and improve their positions within their family units, fostering a healthier family dynamic.
- We also delivered Health and Safety Workshops: These workshops helped mothers gain crucial knowledge about safeguarding their families in different environments.
- We also worked alongside NSCPP Stand Up Listen Workshops: we facilitated workshops aimed at supporting both mothers and children in understanding their rights and ways to speak up and be heard.
- In addition to this, we organised various activities for the children for the summer holidays. Our family support worker planned and organised trips that the families were interested in. Some of which ranged from: London Zoo, Local Park Visits, Kew Gardens, Ramsgate Beach Trip, Legoland, London Aquarium, London Transport Museum, Theatre / Cinema Tickets, Ten Pin Bowling and Winter Wonderland.

These outings were vital in fostering a sense of normalcy, fun, and adventure for both the children and their mothers, helping them heal and grow in a supportive environment.

Below are some of the feedback that we got from our surveys that are carried out by all of our service users within the refuge:

#### **Information Giving.**

38.5 % of women rated this as Good, with 61.5 % rating this as Very Good

#### **Helpfulness of staff.**

30.8 % of women rated this as Good, with 69.2% as Very Good

#### **Meeting Service User expectations.**

Service users rated this as Very Good 38.5 % and Good 61.5%

#### **Supporting Service users**

Service users rated this as Good 23.1% and Very Good 76.9%

#### **Supporting Service user choices and options**

Service users rated this as Good 23.1 % and 76.9%

## LONDON BLACK WOMEN'S PROJECT LIMITED

### TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

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#### 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

- Asian Women's Resource Centre
- Big Lottery Fund – Equine Project
- Big Lottery fund – Vision of Me
- City Bridge Trust
- Clifford Chance LLP
- Comic Relief – Counselling Services (Single Investment)
- Comic Relief/MOJ - ICT Digital Infrastructure (Winter Campaign)
- DLUHC – Covid 19
- DLUHC (LB Newham)
- DLUHC – OYA Project
- Irisi
- Kering Foundation
- London Community Fund
- London Community Fund (Wave 2)
- MOJ and MOPAC
- MOPAC – OYA
- MOPAC Service 1
- MOPAC – Service 2
- HM Government in Partnership with National Lottery Community Fund
- Rosa fund

#### THANK YOU TO OUR SUPPORTERS

We would like to thank all the organisation and individuals that have supported us during the year:

- Asian Women's Resource Centre
- Comic Relief
- The Domestic Abuse Commissioner for England and Wales
- The Department for Levelling Up Housing and Communities
- ELOP
- Greater London Authority
- LB Haringey
- Imkaan
- Kering Foundation
- LB Newham
- Newham GP Practices and Health Centres
- Mayors Office for Policing and Crime
- London Quadrant Housing Association
- Public Donations via Virgin Money Giving
- Southall Black Sisters
- University of East London
- Women's Aid
- Women's Resource Centre

## LONDON BLACK WOMEN'S PROJECT LIMITED

### TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

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#### FINANCIAL REVIEW

There was an increase in the activities of the charity in 2023/24. Incoming resources increased by 1.91% (9.91% 2022/23) from £1,583,130 to £1,613,289, whilst expenditure increased by 15.27% (16.05%) from £1,496,010 to £1,724,499. The deficit for the year was -£111,708 and was a reversal of the prior years surplus of £87,120 for 2022/23.

#### 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 2024, would equal £420,026 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 £188,528 have fallen short of the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

#### Fundraising Standard Information

L.B.W.P has received £1,549 (2022/23 - £32,906) in public donations during the financial year. These were unsolicited donations, and L.B.W.P does not currently employ the services of a professional fundraiser.

L.B.W.P has received no complaints regarding 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 2024, has supported L.B.W.P to deliver on all aspects of its programme objectives including supported housing bedspaces, counselling for women and girls in the wider based community. The provision of legal and other advisory services.

#### Risk review and management

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

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.

## LONDON BLACK WOMEN'S PROJECT LIMITED

### TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

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A Key Risk identified during the period was:

Cyber Crime: LBWP took out additional insurance and implemented additional protection through Solution Consultants to review potential cyber-attacks and phishing of its, ICT infrastructure following the Directors email being hacked and cloned over a period of months, which led to the misdirection of funds, going into a fraudulent account.

Insurance was taken out with Gallaghers Cyber Insurance Policy to give the organisation some cover and protections in case of another case. During the period up to and ending March 2024, government departments such as MOPAC became the victims of cyber-crime.

#### 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 strategic 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.
- 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 intelligence from data gathered and internal analysis of impact.
- Review and revise the Financial Regulations and other key documents relevant to LBWP operations.
- Make savings where possible to lessen the impact of the UK Financial Crisis and impact of Cost of Living on LBWP finances.
- Look for creative ways to lessen the impact on staff salaries, as part of the Financial Crisis and Cost of Living. Where possible review staff salaries. Appeal to funders and key decision makers re 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.
- Look for opportunities to expand work in Haringey.

LONDON BLACK WOMEN'S PROJECT LIMITED  
TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)  
FOR THE YEAR ENDED 31 MARCH 2024

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**REFERENCE AND ADMINISTRATIVE INFORMATION**

<i>Charity Name</i>	London Black Women's Project
<i>Company number</i>	02393931
<i>Charity number</i>	1001834
<i>Registered office and Operational address</i>	661 Barking Road Plaistow London E1J 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	Chair
Ms Donna M E Carty	Co-Chair
Ms Surriya Ahmad	Deputy Chair
Ms Saika Alam	Secretary
Ms Rena Pathak	Treasurer
Ms Palvinder Kudhail	
Ms Edem B Ntummy	resigned 6 June 2023

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2023 – 2024 -Nil), 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.

<b>Bankers</b>	HSBC Bank plc 118 High Street North East Ham London E6 2HX
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<b>Statutory Auditors</b>	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews London N4 2BT
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LONDON BLACK WOMEN'S PROJECT LIMITED

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

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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.

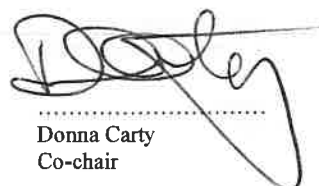
**Public Benefit Statement**

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 and signed on its behalf by:

  
.....  
Saika Alam  
Secretary

  
.....  
Donna Carty  
Co-chair

Date: 26<sup>th</sup> March 2025

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

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***Opinion***

We have audited the financial statements of London Black Women's Project Limited for the year ended 31 March 2024 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 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement of the Companies Act 2006.

***Basis for opinion***

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

***Conclusions relating to going concern***

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

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

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

***Other information***

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

We have nothing to report in this regard.

***Opinion on other matters prescribed by the Companies Act 2006***

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

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

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

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*Matters on which we are required to report by exception*

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

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

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

*Responsibilities of trustees*

As explained more fully in the trustees' responsibilities statement set out on page 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.

## INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

LONDON BLACK WOMEN'S PROJECT LIMITED

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

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

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

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

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

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

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.

27<sup>th</sup> March 2025

8 Blackstock Mews  
Islington  
London N4 2BT



Mukesh Khatri  
Senior Statutory Auditor

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

LONDON BLACK WOMEN'S PROJECT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2024

*Income and Expenditure Summary*

	Notes	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
<i>Income and endowments from:</i>					
Donations and legacies	3	187,541	4,942	192,483	177,615
Charitable activities	4	508,773	906,743	1,415,516	1,403,495
Investments	5	-	5,292	5,292	2,020
<b>Total income and endowments</b>		<b>696,314</b>	<b>916,977</b>	<b>1,613,291</b>	<b>1,583,130</b>
<i>Expenditure on:</i>					
Costs of raising funds	6	-	2,255	2,255	1,732
Charitable activities	7	769,514	953,230	1,722,744	1,494,278
<b>Total expenditure</b>		<b>769,514</b>	<b>955,485</b>	<b>1,724,999</b>	<b>1,496,010</b>
<b>Net income/(expenditure)</b>	9	<b>(73,200)</b>	<b>(38,508)</b>	<b>(111,708)</b>	<b>87,120</b>
Transfers between funds	20	26,481	(26,481)	-	-
<b>Net movement in funds for the year</b>		<b>(46,719)</b>	<b>(64,989)</b>	<b>(111,708)</b>	<b>87,120</b>
<i>Reconciliation of funds</i>					
Total funds brought forward		239,682	253,517	493,199	406,079
<b>Total funds carried forward</b>		<b>192,963</b>	<b>188,528</b>	<b>381,491</b>	<b>493,199</b>

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 LIMITED

BALANCE SHEET

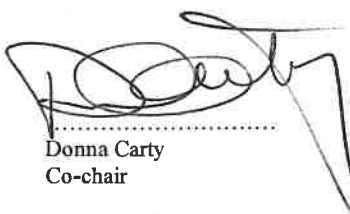
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
<i>Tangible Fixed Assets</i>	14	4,233	3,910
<i>Current Assets</i>			
Debtors	16	392,764	137,614
Cash at bank and in hand		214,304	541,305
		607,068	678,919
<i>Creditors: Amounts falling due within one year</i>	17	(229,810)	(189,630)
<i>Net Current Assets</i>		377,258	489,289
<i>Net Assets</i>		381,491	493,199
<i>Funds</i>			
Restricted funds	20	192,963	239,682
Unrestricted funds			
- General funds	20	188,528	253,517
<i>Total funds</i>		381,491	493,199

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:

  
 Saika Alam  
 Secretary

  
 Donna Carty  
 Co-chair

Date: 26<sup>th</sup> March 2025

The notes on pages 23 - 36 form part of these financial statements.  
 Company Registration No. 02393931

LONDON BLACK WOMEN'S PROJECT LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	22	<u>(326,744)</u>	<u>12,856</u>
<i>Cash flow from investing activities</i>			
Interest income		5,292	2,020
Purchase of tangible fixed assets		<u>(5,549)</u>	<u>(1,600)</u>
Net cash (used in)/provided by investing activities		<u>(257)</u>	<u>420</u>
<i>Net increase in cash and cash equivalents in the year</i>		(327,001)	13,276
<i>Cash and cash equivalents at the beginning of the year</i>		<u>541,305</u>	<u>528,029</u>
<i>Cash and cash equivalents at the end of the year</i>		<u><u>214,304</u></u>	<u><u>541,305</u></u>
<i>Analysis of cash and cash equivalents</i>			
Cash in bank and in hand		<u>214,304</u>	<u>541,305</u>
<i>Cash and cash equivalents at the end of the year</i>	22.1	<u><u>214,304</u></u>	<u><u>541,305</u></u>

# LONDON BLACK WOMEN'S PROJECT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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### 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 Limited 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 LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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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 at rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

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

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

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 LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Public donations	-	1,549	1,549	32,906
Subsistence receipts	-	243	243	1,660
Small grants for beneficiaries	-	2,400	2,400	-
Other income	-	750	750	290
<b>General Grants</b>				
Asian Women's Resource Centre	68,911	-	68,911	69,320
Kering Foundation	70,130	-	70,130	69,473
Comic Relief - Counselling Services	-	-	-	3,966
Comic Relief - Single Investment	22,500	-	22,500	-
Comic Relief – Winter Campaign	26,000	-	26,000	-
	<u>187,541</u>	<u>4,942</u>	<u>192,483</u>	<u>177,615</u>

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

3.1 Income from donations & legacies was £192,483 (2023 - £177,615) of which £187,541 (2023 - £142,759) was attributable to restricted funds and £4,942 (2023 - £34,856) was attributable to unrestricted funds - general.

4 *Income from Charitable Activities*

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
<u>Performance Related Grants</u>				
DLUHC (formerly M.H.C.L.G.) – LB of Newham	100,000	-	100,000	100,000
MOPAC - OYA Project	62,181	-	62,181	62,181
NHS East London Foundation Trust	-	27,000	27,000	86,535
London Borough of Newham - Supporting People	-	198,000	198,000	198,000
London Borough of Haringey - Revenue Grant	-	35,000	35,000	35,000
IRISi	35,625	-	35,625	57,250
MOPAC Service 1	210,347	-	210,347	210,347
MOPAC Service 2	100,620	-	100,620	100,620
<u>Other Income</u>				
Rent & Service Charges Receivable	-	646,743	646,743	553,562
	<u>508,773</u>	<u>906,743</u>	<u>1,415,516</u>	<u>1,403,495</u>

4.1 Income from charitable activities was £1,415,516 (2023 - £1,403,495) of which £508,773 (2023 - £530,398) was attributable to restricted funds and £906,743 (2023 - £873,097) was attributable to unrestricted funds - general.

5 *Income from Investments*

	Unrestricted Funds 2024 £	Unrestricted Funds 2023 £
Bank interest receivable	<u>5,292</u>	<u>2,020</u>

5.1 Income from investments was £5,292 (2023 - £2,020) of which £nil (2023 - £nil) was attributable to restricted funds and £5,292 (2023 - £2,020) was attributable to unrestricted funds - general.

6 *Expenditure on Raising Funds*

	2024 £	2023 £
Fundraising and publicity	<u>2,255</u>	<u>1,732</u>

6.1 Of the £2,255 expenditure in 2024 (2023 - £1,732), £nil (2023 - £nil) was attributable to restricted funds and £2,255 (2023 - £1,732) was attributable to unrestricted funds - general.

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

7 *Analysis of Expenditure on Charitable Activities*

*Charitable Activities – 2024*

	Restricted Funds £	Unrestricted Funds £	Total 2024 £	Total 2023 £
Staff costs	491,128	250,831	741,959	572,379
Premises costs	23,512	208,678	232,190	213,750
External staff related costs	115,632	78,176	193,808	198,723
Communications	95	1,049	1,144	2,388
Printing, postage & stationery	3,144	3,702	6,846	6,434
Training, travel and recruitment	20,602	16,592	37,194	62,851
Depreciation	-	5,226	5,226	3,378
Servicing of equipment	5,048	11,534	16,582	8,491
IT hardware	623	945	1,568	12,341
IT software & maintenance	13,615	63,808	77,423	74,149
Housing association management charge	-	234,935	234,935	202,844
Audit and accountancy	4,446	14,637	19,083	23,820
Other professional fees	7,103	12,953	20,056	12,398
Other costs	22,212	16,386	38,598	30,092
Beneficiary costs	116	810	926	598
Maintenance charge	2,526	21,504	24,030	24,819
Bad debts provision	59,712	11,464	71,176	44,823
	<u>769,514</u>	<u>953,230</u>	<u>1,722,744</u>	<u>1,494,278</u>

7.1 *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>

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**8 Analysis of Support and Governance Costs**

	Support costs £	Governance costs £	Total 2024 £	Total 2023 £
Premises	22,408	-	22,408	-
Communications	334	-	334	156
Office	60,167	-	60,167	-
Staff related costs	2,323	-	2,323	4,025
Audit & accountancy	-	16,200	16,200	1,986
Other professional fees	3,000	-	3,000	4,833
Sundry costs	-	-	-	1,303
	<u>88,232</u>	<u>16,200</u>	<u>104,432</u>	<u>19,845</u>

**9 Net Income/(Expenditure) for the Year**

	2024 £	2023 £
<i>This is stated after charging:</i>		
Depreciation	5,226	3,378
Auditor's remuneration	16,200	10,560
	<u>21,426</u>	<u>13,938</u>

**10 Trustee Remuneration and Expenses**

The trustees were not paid any remuneration nor received any other benefits during the year (2023 – nil). Travel expenses of £nil (2023 - £nil) were paid on behalf of no trustee (2023 – no trustee).

**11 Analysis of Staff Costs**

	2024 £	2023 £
Wages and salaries	673,842	534,905
Social security costs	59,205	30,800
Employers pension costs	8,444	6,674
	<u>741,491</u>	<u>572,379</u>

11.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 (2023 - none).

11.2 During the year the company paid £188,254 (2023 - £198,724) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £184,928 (2023 - £131,888). The charitable company considers its key personnel to comprise its Senior Management Team.

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**12 Staff Numbers**

The average monthly head count was 23 staff (2023 - 17 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2024 Number	2023 Number
Management	3.9	1.8
Project workers	14.3	12.1
Administration	1.8	1.0
	<u>20.0</u>	<u>14.9</u>

**13 Taxation**

London Black Women's Project Limited 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 2023	185,304	56,183	241,487
Additions	3,499	2,050	5,549
	<u>188,803</u>	<u>58,233</u>	<u>247,036</u>
At 31 March 2024	188,803	58,233	247,036
<i>Depreciation:</i>			
At 1 April 2023	182,834	54,743	237,577
Charge for the year	3,103	2,123	5,226
	<u>185,937</u>	<u>56,866</u>	<u>242,803</u>
At 31 March 2024	185,937	56,866	242,803
<i>Net Book Value:</i>			
At 31 March 2024	<u>2,866</u>	<u>1,367</u>	<u>4,233</u>
At 1 April 2023	<u>2,470</u>	<u>1,440</u>	<u>3,910</u>

**15 Financial Instruments**

	2024 £	2023 £
<i>Carrying amount of financial assets</i>		
Debt instruments at amortised cost	<u>215,304</u>	<u>583,171</u>
<i>Carrying amount of financial liabilities</i>		
Measured at amortised cost	<u>229,810</u>	<u>189,630</u>

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

<b>16 Debtors</b>	2024	2023
	£	£
Operating debtors	331,333	322,016
Less: Provision for doubtful debts	(299,008)	(287,544)
	<u>32,325</u>	<u>34,472</u>
Other debtors	4,465	7,394
Prepayments and accrued income	355,974	95,748
	<u><u>392,764</u></u>	<u><u>137,614</u></u>
<b>17 Creditors: Amounts falling due within one year</b>	2024	2023
	£	£
Operating creditors	72,791	67,118
Taxation and social security	17,732	11,058
Other creditors	87,281	41,360
Accruals	52,006	65,661
Deferred income	-	4,433
	<u><u>229,810</u></u>	<u><u>189,630</u></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 2023	4,433
Amount released to income earned from charitable activities	(4,433)
Amount deferred in year	-
	<u>-</u>
Balance as at 31 March 2024	<u><u>-</u></u>

During the course of the year, £nil (2023 - £4,433) relating to one grant (2023 – 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 £8,444 (2023 - £6,674).

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

20 Analysis of Charitable Funds

20.1 Unrestricted Funds – Current Year

	Balance 1 Apr 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2024 £
General funds	253,517	916,977	(955,485)	(26,481)	188,528

Unrestricted Funds – Previous Year

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

Name of unrestricted fund

Description, nature and purposes of the fund

General funds

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

20.2 Restricted Funds – Current Year

	Balance 1 Apr 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2024 £
Asian Women's Resource Centre	70,351	68,911	(96,400)	-	42,862
Clifford Chance LLP	15,167	-	(4,028)	-	11,139
Comic Relief – Counselling Services/Single Investment	6,294	22,500	-	-	28,794
Comic Relief – MOJ/ IT Infrastructure/Winter Campaign	784	26,000	-	-	26,784
City Bridge Trust	1,308	-	-	-	1,308
Kering Foundation	24,622	70,130	(78,810)	-	15,942
DLUHC (formerly M.H.C.L.G.) – Covid-19	23	-	-	-	23
DLUHC (formerly M.H.C.L.G.) – LB of Newham	774	100,000	(107,331)	6,557	-
DLUHC (formerly M.H.C.L.G.) – OYA Project	120	-	-	-	120
MOJ – MOPAC	72	-	-	-	72
MOPAC - OYA Project	84	62,181	(71,119)	8,854	-
MOPAC – Service 1	39,381	210,347	(257,216)	7,488	-
MOPAC – Service 2	5,844	100,620	(110,046)	3,582	-
IRISi	32,893	35,625	(44,564)	-	23,954
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	239,682	696,314	(769,514)	26,481	192,963

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

*Restricted Funds – Previous 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
<b>Total</b>	<b>137,226</b>	<b>673,157</b>	<b>(570,701)</b>	<b>-</b>	<b>239,682</b>

*Name of restricted fund*

*Description, nature and purposes of the fund*

Asian Women's Resource Centre	The Ascent Ending Harmful Practices Lead Partner is the AWRC. This funding from London Councils was to provide support services to women who have no recourse to public funds.
Clifford Chance LLP	LBWP has a long-established relationship with this solicitors' firm. During 2022/23 the organisation worked with the charity to deliver training to women on financial independence.
Comic Relief – Counselling/Single Investment	The funding has been crucial to enabling BME women to receive counselling and therapy in a way that meets their needs. The significance of counselling in women's own language has supported women's therapy as person-centred, inclusive, with a recognition of language as part of a women's identity.
Comic Relief - Improving Lives through Technology/Winter Campaign	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	CBT has supported the Director, a fundraiser and financial administrator as in order to develop and grow the work of LBWP. In addition, the finance administrator has supported women in gaining financial independence and addressing the challenges of the financial crisis.

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
Kering Foundation	The Project is both educative and supports migrant women who are survivors of domestic and sexual violence.
DLUHC (formerly M.H.C.L.G.) – Covid-19	Protecting service users from COVID19, is still required. The funding enabled additional staff cover, PPE and deep cleaning to keep women safe.
DLUHC (formerly M.H.C.L.G.) – L.B of Newham	This funding crisis advice and support through a telephone helpline/email and drop-in service, additional safe accommodation bedspaces and staffing support, counselling, play and therapeutic support to children,
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 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.

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<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
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	The NICE guidelines recognise that GP's must ask patients about their experiences of domestic abuse. The funding of IRISi (Identification and Referrals to Improve Safety), package, trains GP's in how to go about this within their primary care duties and to work with LBWP as a referring agent to continue supporting patients, they have identified as potential victim-survivors. LBWP trains GP's alongside appointed GP practitioners known as Clinical Leads and also provides an Advocate Educator who leads on the delivery of training, whilst providing follow-up practical support to survivors.
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 work and to support women to utilise rights based services to change their situations.
London Community Fund	Matched funding for vulnerable women, so that they can travel to key appointments in a safety. Taxi costs were covered to prevent women from being spotted. This funding cannot be under-estimated because, it also prevented women from using public transport at periods of time during the pandemic where not every member of the public were wearing masks. Using this form of transport when women lived in multiple occupancy accommodation was not viable.
London Community Fund (Wave 2)	Funding was used to support additional hours required to maintain the strategic leadership of the director (increase of 4 to 5 days), in being able to steer the organisation through COVID19 and to establish key partnerships to share good practice and knowledge, to protect staff and users. In addition, the arrival of COVID19, muted discussions about BREXIT and delayed responses from government to safeguard the welfare of women and children meant that women presented with more intense needs. LBWP was concerned to mitigate against vicarious trauma and therefore clinical supervision for staff was imperative. To manage the distances between sites within Newham and Haringey, financial support enabled improved coordination of PPE, additional health and safety measures, organizing floor and wall signage/posters prosocial distancing through a Facilities management. Children also received 10 tablets to help with homework when there were school closures as mums could not afford laptops to access online learning. Deep cleaning requirements were persistently needed across all sites.

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
HM Government in Partnership with National Lottery Community Fund	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.
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"><li>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.</li><li>2. To provide an unconventional space for women to talk and create ideas that will contribute to future projects at LBWP.</li><li>3. Provide fun activities for children in a space where they can run, play, explore through close interaction with horses and the environment.</li></ol> <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	The BLF Women and Girls Initiative funds a project called Vision of Me. The project focuses on women and girl's creative agency in the process of recovery and healing. Workers deliver support in diverse ways guided by women and girls including the use of art in the support process. The project helps to shift power dynamics from providers to users of services by strengthening their voice in the process of support.
20.3	Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds. During the year, £26,481 (2023 - nil) was transferred from the general reserves to four restricted reserves.

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £
Tangible fixed assets	-	4,233	4,233
Cash at bank and in hand	168,498	45,806	214,304
Other net current assets/(liabilities)	-	162,954	162,954
	<u>168,498</u>	<u>212,993</u>	<u>381,491</u>

**Analysis of Net Assets between Funds – Previous 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>

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

	2024 £	2023 £
Net income for the year	(111,708)	87,120
Adjustments for:		
Interest income	(5,292)	(2,020)
Depreciation	5,226	3,378
(Increase)/decrease in debtors	(255,150)	(32,102)
Increase/(decrease) in creditors	40,180	(43,520)
	<u>(326,744)</u>	<u>12,856</u>

**22.1 Analysis of Changes in Net Debt**

	At 1 April 2023 £	Cash-flows £	At 31 March 2024 £
Cash in bank and in hand	<u>541,305</u>	<u>(327,001)</u>	<u>214,304</u>

**23 Related Party Transactions**

One trustee's family member was employed as a subcontractor during the year (2023 - one). She was paid £3,500 (2023 - £4,025) for her services. There were no outstanding balances at the year-end date in relation to related parties (2023 - none).