


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 2025

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LONDON BLACK WOMEN'S PROJECT LIMITED

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FOR THE YEAR ENDED 31 MARCH 2025

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This document comprises the annual report and financial statements for London Black Women's Project Limited for the year ended 31 March 2025.

London Black Women's Project Limited is a company limited by guarantee without share capital.

Charity number: 1001834
Company number: 02393931

LONDON BLACK WOMEN'S PROJECT LIMITED

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their report and financial statements for the year ended 31 March 2025, 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 2024/25, there were six 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 using a variety of options; social media; advertising, networking and specialist recruitment sites and agencies. However, in the current and competitive recruitment market LBWP 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 because of one resignation within the period.

Special resignation was decided due to the ongoing health needs and inability to attend meetings and/or having capacity to be able to make board decisions: Surriya Ahmad

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

Trustee induction and training

LBWP has an 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.

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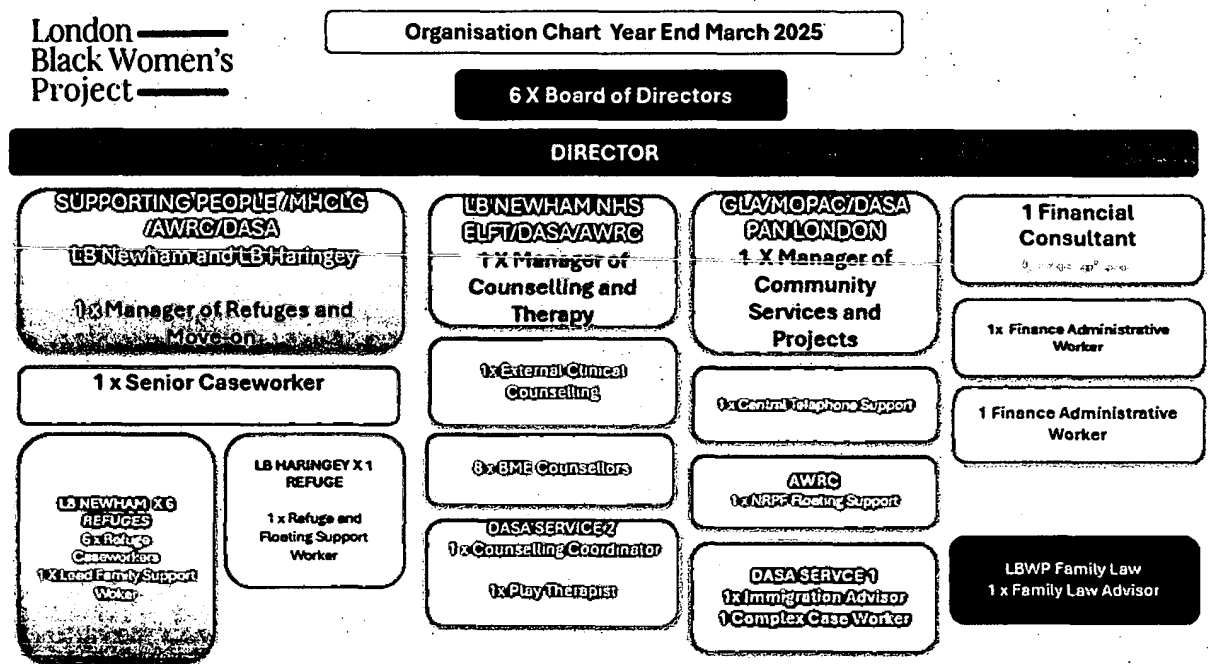
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Priority for the Board in 2025/26 will be to review:

1. Appoint an external professional to facilitate the development of a 3/5 -year business plan strategy.
2. Upon the review of the strategy, explore roles that can support the Director being able to fully engage with her role, through a potential restructure based on the strategic growth opportunities for 2027.
3. The recruitment and exploration of advanced notice to succession plan for the Finance Consultant's resignation in 2025/2026. In addition to build in a plan for succession in relation to the Director, as a back-up plan and linked to the development of the strategy.

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.



The role of the Management Committee¹ 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 its 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.

¹ The use of the term Management Committee may also be expressed in the terms; Trustees and LBWP Board.

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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 delivery. She works with the senior management team and delegates frontline operational decisions to them with regards to service delivery. The frontline staff make day-to-day decisions with regards to the clients they support, with reference to all the key policies and procedures, referring any issues or concerns to their line manager and up through the structure.

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

- Director with her Senior Management Team bi-monthly to discuss strategic and operational meetings.
- Director with the Finance Manager every month to review the management accounts.
- Director with Co-Chair line manager, 1:1 every six weeks to review board action, update on key operational, staffing 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 2024/25, considering the increase in global online and other fraud, including banks and government departments. In addition, to this the ongoing Financial Crisis and impact on utility prices and costs as impacting the organisation budget.

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 external, qualified statutory auditors, to ensure appropriate accounting procedures are in place, that financial statements are free from material misstatement or fraudulent activity.

The remuneration of the charity's staff and freelance consultants is set by the Board of Trustees, considering the charity's financial position and comparable roles in similar charities. However, this is challenged by wider political influences such as austerity and government funding. There have been no uplifts in funding for staff since 2020, when COVID19 began.

Wider Networks

LBWP co-operates with a wide range of charities and organizations to deliver its objectives; key umbrella groups are Imkaan, OYA (The Asha Projects, Ashiana and Latin American Women's Aid), Asian Women's Resource Centre, Women's Aid and the Women's Resource Centre.

LBWP has during the period of these accounts had to rely on and work in collaboration with a broad range of organisations and individuals to conduct our work.

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The ongoing financial crisis and political emergence of racist groups, such as 1. Unite and 2. Reform as examples, show a real future threat to our work to gain sympathy for survivors of domestic abuse, where access to support, has been hindered by immigration status. Understanding how this could be the earthquake to the foundations of the services we have built on our own and in collaboration with others should be part of every organisation.

Imkaan is the only national umbrella women's organisation dedicated to addressing violence against Black and minoritised women and girls. As members we use the political spaces that Imkaan have access to, to raise issues to government about the needs and voices of BME and Migrant women and girls. In 2024, LBWP joined an Oak Foundation funded partnership to promote BME women and children's voices within housing and housing options.

OYA is a five-charity collaboration of BME women's organizations 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 relationship between the four organisations continues to build. We are led by Latin American Women's Aid and meet frequently to review, our joint project working arrangements, as well as provide a support network for each other.

In 2024 – 2025, The Oya group evidenced ongoing success and impact by achieving against its targets as set out in the bid and contributed to 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.

Kering Foundation support ended in December 2024. This partnership was successful because of its flexibility to recognise that the work supporting domestic abuse and sexual harassment extended across all services and contacts made with LBWP. The Kering Foundation visited the project onsite and was able to talk to service users, staff, the Manager of services and the Director.

Asian Women's Resource Centre (AWRC) we continue to be part of the consortium to support BME women with No Recourse to Public Funds= NRPF, who are vulnerable because of their insecure immigration status and their exclusion from accessing mainstream services.

Women's Aid We currently benefit as members from access to two funding streams to support women; 1. Home Office Flexible Fund (£300,000), 2. The continuation of the Flexible Fund (£2,000,000 pot). The Survivor with Dependents Fund and 3. The Survivor Safety Fund

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 NHS in the delivery of talking therapies in the 'women's language of strength.' This joint strategic work aims to prevent and disrupt the escalation of BME women being treated within secondary level psychological services, because 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 understand the significance of nuances within race, culture, religion and Language.

LB Newham/Haringey Domestic Abuse Related Death Reviews (DARDR) has been an opportunity where LBWP can provide expert racialised advice to an assembled panel of partners who have worked directly or indirectly with the survivor victim. Our role is to consider the survivor voice or lack of opportunity to have a voice within the communications or services received.

LB Newham/ Haringey Multi-Agency Risk Assessment Conferences in Newham provides a fundamental pathway to ensuring that the most vulnerable women are protected, through a holistic network of professionals as well as coordinating information and support to prevent a DARDR taking place.

IRIS Project Steering Group The group assembled from GP's, safeguarding adults/children, commissioning, and others supported the steering of the training of GP practices and the ongoing work with clients.

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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."

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 by protecting, promoting and developing the rights and resources of women, children and families from BME communities.

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 2024/25, the ongoing specific objectives were:

- Lower the impact of the financial crisis and increased utility costs on LBWP by switching suppliers.
- Explore innovative partnership opportunities with either Newham or Haringey Councils, through the new GLC/Mopac Domestic Abuse Safe Accommodation Housing Plan (DASA-HP)
- Expand LBWP safe accommodation within Haringey under their commissioning opportunity for 2025.
- Continue to evolve LBWP work through OYA through the BME funding stream, through the GLA/MOPAC funding stream, post Nov 2024 visit to LBWP refuge.
- Improve services to children within N2 and N5 refuges through casework and practical associations with Women's Aid, Children/Family centred charities and organisations.
- To explore the registration of LBWP with OISC as part of a longer-term income generating plan.
- 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.
- Improve the quality of refuge accommodation services through an upgrade of furniture.
- To continue provide wellbeing activities and services that empower, educate and inform women in various areas of their lives.

Strategic Overview of 2024/25

As an organisation we have become stronger in advocating the mission and aims of the work of LBWP and the commitment we must elevate the voices of women, girls and children.

External challenges

- The political isolation, racist media reporting and 'othering' of migrants within society, means the public is becoming less sympathetic to BME DA and VAWG, survivors.
- Women and children are still victims of street homelessness because of the political barriers of legislation and immigration control., meaning they are at continued risk of exploitation at all levels.
- The propaganda of the far-right to affiliate rape and paedophilia to migrants is increasing.
- LBWP will have to consider future proofing itself against Far-right revenge and how that will impact Women, girls and children.
- Lack of sustainable commissioning that is beyond a year is a challenge.
- Perpetrators still not being challenged on their behaviour and little reliable resources to effectively manage and control their abusive behaviours.
- Wider funding cuts to health and social care results in less people within statutory services, to collaborate and provide holistic support. LBWP must manage service user expectations in relation to service gaps.
- Social Housing crisis results in women going from homelessness to homelessness and children's trauma re displacement and instability not recognised within legislation and not seen as a Safeguarding crisis.
- 'Bare Bones' housing is the norm for many women, where there is lack of funding for floor covering. We have witnessed families being supplied with 'bare bone' mattresses that deflate by morning, with women and children on the cold floor.
- Policies are not aligning. Victim blaming for having children is evident. DASA funding wants women to get into work but childcare policies and the practical available hours do not match-up for many.
- Psychological services that can work with intersectionality of migrant women, girls and families should be developed considering domestic abuse experiences and the 'hostile environment practices' that adds to psychological trauma.

Partnerships

We continue to develop and strengthen our partnerships in a wide variety of ways, so that women, girls and children can overcome the trauma of domestic abuse, violence against women and girls. Partnerships include working with CAFCASS in improving professional practice with regards to reporting on families in preparation for court appearance.

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE

During 2024/25, we continued to consolidate the delivery of our existing services, expand their reach and explore opportunities for strategic partnership projects.

Core Service Areas Cover

1. Referral Support line
2. Community Counselling and Therapy
3. Community Legal Advice and Projects
4. Safe Accommodation, Move-on and Children's Services

1. REFERRAL SUPPORT LINE

LBWP has evolved this part of its work as part as services that have expanded but it is not a helpline. We receive calls and enquire through this line, to gain access to a range of services and projects that we deliver. A broad range of people contact us to refer someone for access to services.

Within the year April 2024 – March 31st, 2025: we had **2352** calls to the line.

2. COMMUNITY SERVICES -COUNSELLING AND THERAPY

Key services delivered during 2024/2025 were:

Numbers

A total of **169 women** accessed Counselling through an average of 14-16 weeks of psychological intervention., within different project funding options.

Overview

During the financial year 2024-25, we continued to deliver transcultural counselling for BME women through several mixed funding stream:

1. **GLA/Mopac** funded Domestic Abuse Safe Accommodation services as Part of the OYA Consortium providing wrap around support to refugees funded under Supporting People
2. **DLUCH/MHCLG and Newham Council:** Counselling and therapy for Women and Children, during Covid19 to increase access to support.
3. **East London NHS Foundation Trust (ELFT)** to provide counselling services to BME women living in Newham who have experienced:
 - domestic violence (DV) and
 - general mental health issues (MH)
4. **MOPAC** (Office for Policing and Crime) targeting migrant women with No Recourse to Public Funds (NRPF)

Racialised Support and Equity:

Our resolute and specialist counselling service supports BME adult women in the community and within our refuges, who have experienced domestic or sexual violence, abuse, or gender-based harm. However, following abuse the recognition and support received can be discriminatory and women are often gaslight, disbelieved and not offered appropriate support in a timely manner. Help seeking experiences also reveal layered abuse by professionals, which alongside the domestic abuse, is explored within the session.

It is important that BME women accessing therapy receive culturally sensitive, trauma-informed and comprehensive wraparound holistic support.

To ensure culturally appropriate care, we have intentionally recruited qualified BME counsellors who reflect the diverse backgrounds of our service users and speak a range of community languages. Women typically engage in weekly sessions from 8 to 16 weeks, with referrals for additional support or advocacy services available where needed and as specific project funding exists.

Specialist Counselling for Women in the Refuges (MOPAC/DASA funded)

- Number of women accessing counselling: 35

DASA Refuge Continuation Funding for Newham Refuges and Community Women in Newham (GLA Funded)

- Number of women accessing counselling: 43

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

- Number of women accessing counselling: 70

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

- Number of women accessing counselling: 14

Ascent safe accommodation NRPF project

- Number of women accessing counselling: 7

Key challenges

1. It is important that diverse and culturally sensitive therapy is offered everywhere to survivors of domestic abuse, as they determine. This is true equity. Every BME woman should be able to access the service we offer in her local area and with a therapist that is from the community. Apart of LBWP's mission is to ensure that professionals do focus on the intersections of class, gender, language, the availability of good, localised services and the cultural needs of users.
2. NHS Psychological services should ensure equity by investing in smaller bespoke services for service sustainability.
3. Money dispersed by the government should ringfence money that is full cost recovery for specialist services, including LGBTQI+, Older women as identified in the Mayors revised Needs Assessment 2024.
4. As an alternative to 2 above, psychological services within the women's sector can mirror a postcode lottery. For example, women living outside of Newham Talking therapies, cannot access the services that LBWP offers. Such disparities have more of an adverse impact on BME women because of their trauma requirements.
5. Unfortunately, in this year we had to take the decision to close the waiting list for community clients from August 2024, due to the increased influx of counselling referrals received from GPs via the IRIS project. By this point, we had already used around 90% of the budget to counselling and closing the waiting list ensured that the remaining budget could be used to complete counselling for clients already in the system.
6. The mental health needs of our service users have become more complex. Many now require extra support in addition to their mental health, with practical issues such as housing, benefits, and other day-to-day challenges alongside their ongoing therapy. Professionals do not consider the many workers that can be involved with them and their families and in addition the many different systems with which they must engage. This leads to further stress and worry.

User Feedback and Impact of Counselling

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. The voices of our users continue to help us refine our services.

"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."

Promoting Welfare and Well-being in addition to formal therapy

We also continued to provide alternative therapies to alleviate mental health for those service users who were not ready for counselling. This included visits to a Spa which had been carefully chosen for their culturally specific ethos, which aligned with our own ethos to provide a "by and for" service. The Spa is owned and managed by Somali sisters and their staff are all from BME communities. Their culturally sensitive approach made our service users feel comfortable at the Spa, reducing anxiety and stress, improving their mood, and boosting their self-esteem.

3. COMMUNITY SERVICES – LEGAL ADVICE AND COMMUNITY PROJECTS:

Key Services delivered 2024–2025.

Numbers

A total of **223 women** accessed legal and advice support.

No Recourse Public Funds Floating Support Service

This Pan-London service supports women experiencing domestic abuse who have *No Recourse to Public Funds (NRPF)* and are living in the community (outside of refuge settings).

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To access the service women must be subject to 'Spousal Visa's' . The Floating Support Worker (FSW) provides holistic, trauma-informed support tailored to each woman's needs, including:

- Assessing safety and providing advice on housing options,
- Referrals to in-house immigration and family law advisors,
- Linking to family support where children are involved.
- Applying for grants to alleviate financial hardship,

Support plans are reviewed quarterly with clients. As a specialist "by and for" domestic abuse charity, LBWP offers most services in-house, creating a coordinated and culturally informed support pathway.

Legal Advice Service

The Legal Advice team provides expert **Immigration** and **Family Law** support to clients referred from across LBWP services. Funding has been secured until **March 2026**, supporting:

Key activities:

- Clients on spousal visas admitted to the refuge are referred to immigration advisors for support with Indefinite Leave to Remain (ILR) applications.
- Compiling and writing up case files to present to solicitors for presentation at court.
- Challenging immigration decisions and advocating for women in appealing decisions.
- Family law support includes divorce proceedings and civil remedies involving child contact for example.
- Legal advisors work closely with refuge staff to gather evidence and explain legal processes to clients.
- Attending project meetings to ensure a seamless service across 13 Consortium partners and to share good practice

Outcomes/Impacts:

- All MVDAC-to-ILR and divorce applications managed by the legal team have been successful.
- Legal, counselling, and advice services are coordinated and delivered in-house, reducing barriers for client.

IRIS Programme

The **IRIS Programme** officially concluded on **31st March 2025** following the end of its funding. Despite this, the programme has continued to demonstrate impact and relevance beyond its funded period.

During its operation, the IRIS team delivered domestic abuse awareness and response training to GP practices across the borough. This training enabled GPs and practice staff to better identify and support patients experiencing domestic abuse. As a result of the training, practices began referring patients directly to the IRIS team for specialist support.

Remarkably, referrals have **increased** since the programme ended, with **over 20 new referrals** received **post-March 2025** — indicating sustained trust and recognition of the service by trained professionals.

OUTCOMES	Total number for the programme to date	Total number for this quarter
Practices/Surgeries fully trained	9	0
Practices/Surgeries partially trained	11	3
Clinicians fully trained	117	0
Clinicians partially trained	79	13
Non-clinicians trained	64	5

The Iris target was exceeded and referrals keep coming in after programme ended on 31st March 2025.

The IRIS Advocate continued to work past the end of the project to enable women to complete their self-determined outcomes. She collaborates with other teams to provide holistic support to clients and this included significant referrals to counselling.

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In addition, the Floating Support and Advocate Educators support clients on a range of issues including Housing, welfare benefits and grants on an ongoing basis.

NO RECOURSE TO PUBLIC FUNDS

No. of women supported	24	100%
% of women from African/ Caribbean backgrounds	7	29.17%
% of women from South Asian backgrounds	12	50%
% of women classified as other	5	20.83%

The IRIS PROJECT

No. of women supported	61	100%
% of women from African/ Caribbean backgrounds	16	26.22%
% of women from South Asian backgrounds	33	54.09%
% of women classified as other	8	13.11%

IMMIGRATION SERVICE:

No. of women supported	76	100%
% of women from African/ Caribbean backgrounds	39	51.31%
% of women from South Asian backgrounds	37	48.68%
% of women classified as other	0	0%

FAMILY LAW SERVICE:

No. of women supported	62	100%
% of women from African/ Caribbean backgrounds	22	35.48%
% of women from South Asian backgrounds	32	51.61%
% of women classified as other	8	12.90%

Additional Information About What Was Achieved

The organisation took a whole team approach to supporting women holistically. Clients benefitted from financial support through Women's Aid Grant initiatives.

Motivational groups/session were organised for the women, where they shared their experiences and supported one another. Events were organised and wellbeing events provided as well. This was well attended.

Partnerships and Activities

The legal team have developed a broad range of legal advisors, however we note a slow decline in access to Immigration Advisors. We are aware of impending changes to legal aid funding. We are also conscious of the racist language around immigration work as being contentious and the fact that those that use the service are all being criminalised in relation to the narratives surrounding this. For survivors of domestic abuse and violence against women and girls, this adds to the trauma of their experiences. We are yet to uncover the impact on children and young people, through their own narrative of the impact on themselves when dealing with the distress of mothers during the ongoing cost of living crisis.

We also work closely with other Domestic Abuse charities and services e.g. Hestia, Solace Women's Aid, Asha, Ashiana Network, Asian Women's Resource Centre, ELOP, Latin American Women's Aid, Forward (FGM Specialists) and Hearthstone.

Challenges

During the year, the project was impacted by:

- Lack of localised and national funding to continue the IRIS Programme, which is a travesty for GP's and patients alike.
- The decline in access to immigration solicitors, due to problems with Legal Aid.
- Year-to-Year funding which impacts the sustainability of any project and workforce. LBWP has often received late notice of funding continuation. We have been lucky to have survived this by the dedication and commitment of staff, during the cost-of-living crisis.
- It is still a challenge finding accommodation for the clients pending MVDAC (Migrant Victims of Domestic Abuse Concession) applications, linked to the lack of Social Housing, in general and for those who are subject to immigration control.
- Social Housing departments within various local authorities
- Waiting for immigration news as a detriment on women's mental health

4. DOMESTIC ABUSE SAFE ACCOMMODATION AND MOVE-ON SERVICES

Key Services delivered 2024–2025, through 46 bedspaces and Move-on support.

Numbers of Women Accessing Refuge

During this reporting period, LBWP safely accommodated: **165 women and children**. This number has been impacted by Void repair issues within the infrastructure of our housing landlord and capacity that has spilled over from Brexit and COVID19.

Most of our bedspaces are allocated for single women and the remainder are for women with children. Of the total number of women and children supported above, **129 women were accommodated**.

Numbers of Children Accessing Refuge:

During this period LBWP safely accommodated: **36 Children** and Young People under the age of 16.

Providing Safe Accommodation

The aim of this project is to ensure that Black and Minority Ethnic (BME) women and children who have experienced domestic abuse or other forms of Violence Against Women and Girls (VAWG), are safely accommodated in 1 of 7 refuges spread between Newham (6) and Haringey (1).

Our goal is to deliver an effective, racialised, trauma-informed, strength-based refuge service, which is shaped by the diversity needs of women and children.

This project is closely aligned with 1. The Domestic Abuse Act 2021 and local authority duties, 2. Safeguarding principles for adults and children, 3. The Mayors revised 2024 needs assessment, 4. The Victims Bill, to name a few.

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LBWP has led on specialist and racialised support within Newham for a period of over 37 years. It has been an integral part of the coordinated approach to domestic abuse and gender-based violence in both local authorities. LBWP has independently sourced funding to provide support to the local community within Haringey and Newham. An example of this is City Bridge Trust, Comic Relief, and the Kering Foundation. LBWP's investment to eradicate domestic abuse and violence against women and girls had not received public admonition.

Quality and Key Impacts (1 April 2024 – 31 March 2025)

Our focus this year has been on expanding and deepening our therapeutic support for women residing in our refuges. We identified a significant increase in mental health challenges among residents, due to the trauma of abuse and anxiety around what support will be available after leaving the refuge. Women are presenting with 'complex' needs.

The use of the term 'complex needs' is not limited to mental health but is used more broadly to explain that women have multiple need issues that impacts their own and children's lives, where perpetrators are absent and not required to be as engaged in bring about life changes, when compared to the women. As a consequence of, the trauma of managing their own and that of the lives of their children, women's resilience is being eroded and thus they are presenting with high mental health support needs. In Nov 2024, LBWP undertook Mental Health First Aid training to be able to support women.

Despite limited resources, we successfully worked in collaboration with mental health professionals to offer tailored support and achieve positive move-on outcomes (enabling access to talking therapy, as opposed to BME women being escalating to more intense medication, mental health psychologists and psychiatrists)

Outside of increasing staff knowledge and capacity to intervene in crisis moments, LBWP trauma-informed approach and as a result we signpost women to counselling and therapeutic services. In relation to children, we hold weekly therapeutic play sessions with young children.

In addition to the above formal methods of mental health intervention, we promote health lifestyles and leisure through wellbeing activities to support residents' mental and emotional health, including:

1. **Financial Health**
2. **Information on employment**, local courses, and community engagement
3. **Yoga and meditation sessions**
4. **Spa visits**
5. **Recreational and therapeutic outings**, such as:
 - London Zoo
 - Kew Gardens
 - Ramsgate Beach
 - Legoland
 - London Aquarium
 - Local park visits with 'Walking fit' challenges
 - London Transport Museum
 - Theatre and cinema outings
 - Ten-pin bowling
 - Winter Wonderland

We have delivered some of the following workshops for women across our refuges:

- **Domestic Abuse Awareness and Understanding Workshops:** Designed to raise awareness and provide supportive strategies for those affected by domestic abuse.
- **Self-Esteem Workshops:** Focused on building confidence, enhancing self-worth, and promoting empowerment.

- **Smart Savings Workshop:** Included a 'hands-on' clay money pot activity, offering a creative and practical way to engage women while sharing money-saving tips and budgeting strategies.
- **Gardening Workshops:** Provided a therapeutic, hands-on opportunity to connect with nature, reduce stress, and promote a sense of calm and routine.
- **Art Sessions:** Focused on creative expression, emotional healing, and community building through accessible, low-pressure activities.

Challenges Faced in Domestic Abuse Safe Accommodation

1. One of the primary challenges this year has been securing adequate move-on housing for residents. There has been a significant decline in the availability of council properties, and many women were instead offered unsuitable accommodation—such as hotels and hostels—that were often unsafe or uninhabitable.
2. In several instances, women were required to stay longer in the refuge due to safety concerns related to the housing offered by local authorities. This placed additional pressure on our services and highlighted ongoing systemic barriers and discrimination faced by our residents. We continue to advocate on behalf of women and are actively engaged in dialogue with local authorities to address and escalate these concerns.
3. An issue that has arisen and could impact the organisation's financial sustainability is the rise in utility costs and a black hole in our unrestricted funding, due to delays in our void repairs. When we have voids (rooms we cannot let, that is outside of our control), means BME women cannot access a safe space and additionally the organisation loses income because of the vacancy and time it will take to be filled.
4. Failure of government funding to recognise the full cost of delivering support means that money that should be saved is used to pay for some aspects of the charities running costs, placing the organisation in continuous funding mode and at a disadvantage.

Focus on Child-Centred Support

In addition to improving our core service delivery for women, this year we placed a strong emphasis on making the refuge a child-friendly space. We recognised that the needs of children must be seen and supported independently from their mothers.

Our Lead Family Support Worker: supervises our sessional children's workers to provide targeted play activities across two of our family sites. She has provided emotional and practical support, alongside tailored activities and empowering workshops designed to help families gain stability, rebuild their lives, and recover from trauma.

She continues to build partnerships with charities and persons of influence. A result of this is that we have been able to provide welcome boxes for children accessing our refuge services and those families impacted by poverty or hard circumstanced living in the community.

In addition, she continues to drive for securing school places in recognition of children's developmental and educational needs.

Integrated Family - focussed Workshops Delivered:

- **Parenting Workshops**
Designed to support mothers in rebuilding confidence and enhancing their parenting roles, promoting healthier relationships and a stronger family unit.
- **Health and Safety Workshops**
These workshops provided mothers with essential knowledge and skills to safeguard their families both at home and in public settings.
- **Stand Up, Listen:** Empowered mothers and children to understand their rights, speak up about their experiences, and self-advocate in a safe space.

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- ***Look, Say, and Sing:*** Targeted mothers with children under 4, using everyday household activities—such as washing toys in a bowl—to promote bonding, sensory play, and developmental engagement.
- ***DART (Domestic Abuse, Recovering Together):*** A 10-week programme aimed at helping survivor mothers and children aged 7–14 strengthen their relationships following experiences of domestic abuse.
- ***Coffee Morning Workshops***
Informal gatherings that allowed mothers to share experiences, build connections, and access.
- ***Nurturing Through Play***
Encouraged mothers to engage in creative and educational play with their children to support emotional development, attachment, and resilience.

Holistic Family Work

Children's Welcome Pack Development: Collaboration with Women's Aid included engaging young people in research and feedback regarding what they would like to see in a Welcome Pack upon arriving at the refuge. Their input provided valuable insights into how to make newcomers feel more at ease in a new and unfamiliar environment.

Additional discussions took place around the impact of disability on families escaping domestic abuse, recognising the compounded stress and trauma these families experience. Invisible stress and emotional strain placed on both children and parents. Many families grappled with the fear of whether they had made the right decision, particularly as they were required to sever contact with individuals from their past for safety reasons.

Children, depending on their age, may or may not understand the complexities of the family's circumstances. Some may misplace blame on the mother, feel isolated, or struggle to make new friendships due to restrictions on bringing visitors to the refuge. These challenges significantly increase the pressure on mothers as they try to cope with their trauma while adjusting to an entirely new way of life.

Supporting Families - Multi-Agency and Safeguarding Work

- The Lead Family Support Worker regularly attended core group and child protection meetings, especially in situations where paternal families were seeking contact. In such cases, their responsibility was to assess safety and appropriateness of contact, always centring the child's well-being and, where possible, incorporating their wishes and feelings.
- Collaboration with Children's Services, CAFCASS, and the London Black Women's Project involved monthly meetings aimed at improving the quality of court reports, ensuring they are child-friendly, culturally competent, and sensitive to each family's unique ethnic and disability-related needs.
- To enhance emotional well-being and promote social engagement, a wide range of trips and recreational activities were organized. These outings helped the children and mothers reclaim a sense of normalcy, joy, and adventure, which is critical for their emotional healing.

Gratitude for Generous Donations

Generous support from Kids Out, Tesco, Kevin Jenkins, and The Merlin Group made many of these initiatives possible. Every child entering or leaving the refuge was gifted a toy box, helping them feel more welcomed and less afraid during what can be a frightening transition.

LBWP remains committed to providing safe, empowering, and high-quality refuge accommodation to women and children fleeing domestic abuse and VAWG. We will continue to advocate for improved housing pathways, develop our therapeutic and holistic service offer, and work with our partners to deliver impactful support that makes lasting change in the lives of survivors. This year has demonstrated the importance of holistic, trauma-informed, and culturally sensitive support for families and women fleeing domestic abuse. The work done has contributed significantly to creating safer, more empowered futures for both mothers and children—and the team looks forward to building on this foundation in the coming months.

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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

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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	IMKAAN
Big Lottery Fund – Equine Project	Kering Foundation
Big Lottery fund – Vision of Me	MOPAC – OYA
City Bridge Trust	MOPAC OYA Service 1
Clifford Chance LLP	MOPAC – OYA Service 2
Comic Relief – Counselling Services (Single Investment)	Rosa fund
Comic Relief (Tampon Tax)	WRC -SASA PROJECT
DLUHC – Covid 19	Kids Out
DLUHC (LB Newham)	Kevin Jenkins
DLUCH – OYA Project	Merlin Group

THANK YOU TO OUR SUPPORTERS

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

Asha Project	Kevin Jenkins
Ashiana Projects	Merlin Group
Asian Women's Resource Centre	LB Newham
Comic Relief	Newham GP Practices Health Centres
The Domestic Abuse Commissioner for England and Wales	Mayor's Office for Policing and Crime
The Department for Levelling Up Housing and Communities	Mental Health Foundation
ELOP	London Quadrant Housing Association
Greater London Authority	Public Donations via Virgin Money Giving
LB Haringey	Southall Black Sisters
Imkaan	University of East London
Kering Foundation	Women's Aid
Kids Out	Women's Resource Centre

FINANCIAL REVIEW

There was an increase in the activities of the charity in 2024/25. Incoming resources increased by 10% (1.91% 2023/24) from £1,613,289 to £1,772,035, whilst expenditure increased by 1% (15.27%) from £1,724,499 to £1,741,246. The surplus for the year is £30,789 and was a reversal of the prior year's deficit of £111,708 for 2023/24.

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 2025, 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

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which amount to £260,284 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

LBWP has received £1,549 (2023/2024 - £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.

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

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

Pay Policy

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

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

Funding for the year ended March 2025, has supported LBWP to deliver on all aspects of its programme objectives including supported housing bedspaces, counselling for women and girls in the wider based community. The provision of legal and other advisory services.

Risk review and management.

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

A keynote for 2024 – 2025, is the resurgence of the 'Hostile Environment' for those with NRPF and caught up in Immigration rules.

- LBWP needs to be aware of the changing political landscape despite a Labour government being in place and the increasing squeeze on funding of services to support this vulnerable migrant group.
- Increase in the Far-right movement groups (Reform, Unite, UKIP) in the next 24-month period and whether gaining power and seats in parliament, a possibility and what this means to the funding of BME and specialist services, should be observed carefully.
- The subtle but increasing relationship building between American Politics and its eradication of EDI and support services and British Far-right movement aligned ideologies towards women and BME issues, also requires careful monitoring.

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 2025

A Key Risk identified during the period was:

Cyber Crime: In 2023, LBWP was the subject of cyber-crime where the Directors signature was used to misdirect funds to a fraudulent bank account. The Director followed all processes and procedures in notifying funders and partners as appropriate, including consulting with the Police. Most of the money was recovered, through partner insurances. The Directors action:

1. Obtain Cyber Security Insurance
2. Solution Consultants to apply increased security detection software across 'cloud' based programmes for LBWP's 'One Drive/Shared Drives'
3. Periodic Cyber -safety training for staff
4. Detecting and informing on 'suspected marketing emails, trying to gain access to passwords or the system by using topic related emails.
5. LBWP also maintains an ICT Consultant who advises and acts between the director and Solution Consultants.

Insurance was taken out with Gallaghers Cyber Insurance Policy to give the organisation up to and ending 5th October 2025.

PLANS FOR FUTURE PERIODS

The board agrees that it must invest in the director in order to;

- Address the potential for a challenging future considering the treat of 'Far Right' politics and the threat towards funding of the BME sector, migrant women's liberty and human rights to live in the UK.
- Grow membership of the board with HR, ICT, Housing Specialist and Entrepreneurship skills. Targeting young people, those with disabilities and black minoritised women with lived experiences onto the board.
- Join other Women's Aid groups in raising 'voice' against the ongoing inequality of funding, which drains organisation's ability to be independent and sustainable.
- Review and improve the induction resources for board members, using good practice information from the charity commission and others relevant to governance.
- Revise a new strategic plan, with the board and a consultant for 2026- 2029, taking serious account of a modern 'hostile environment' promoted under the current government and those in 'waiting' at the next election in August 2029.
- Secure targeted funding 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 and expand its reach within Newham and Haringey.
- Prepare for future commissioning in Haringey.
- 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.
- Work towards a cost saving strategy in 2025/2026, with a target of £100,000 per annum, in order to survive any detrimental impacts of the far-right movement.
- Take advantage of opportunities to secure mixed funding through partnership .
- 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 2025

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name London Black Women's Project Limited

Company number 02393931

Charity number 1001834

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

Directors and Trustees

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

Anjum Mouj	Co-Chair
Donna M E Carty	Co-Chair
Surriya Ahmad	Deputy Chair
Saika Alam	Secretary
Rena Pathak	Treasurer
Palvinder Kudhail	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (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.

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

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

LONDON BLACK WOMEN'S PROJECT LIMITED

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

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.

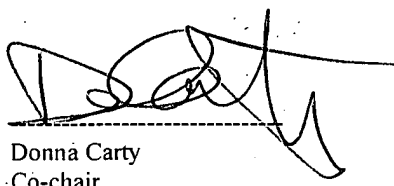
In accordance with company law, as the company's directors, we certify that, in so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves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


Donna Carty
Co-chair


Rena Pathak
Treasurer

Date: 15/12/25

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF LONDON BLACK WOMEN'S PROJECT LIMITED

FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the financial statements of London Black Women's Project Limited for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet 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 2025 and of its incoming resources and application of resources, including its income and expenditure, for the period 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.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF LONDON BLACK WOMEN'S PROJECT LIMITED
FOR THE YEAR ENDED 31 MARCH 2025

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 period for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- 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 13, 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;

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF LONDON BLACK WOMEN'S PROJECT LIMITED.

FOR THE YEAR ENDED 31 MARCH 2025

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

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

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

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

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

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

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

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

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

INDEPENDENT AUDITOR'S REPORT

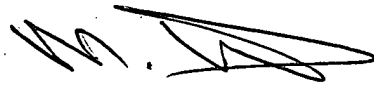
TO THE MEMBERS OF LONDON BLACK WOMEN'S PROJECT LIMITED

FOR THE YEAR ENDED 31 MARCH 2025

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.

15th December 2025



Mukesh Khatri
Senior Statutory Auditor

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

8 Blackstock Mews
Islington
London N4 2BT

LONDON BLACK WOMEN'S PROJECT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2025

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
<i>Incoming and endowments from:</i>					
Donations and legacies	3	253,930	27,477	281,407	192,483
Charitable activities	4	542,775	939,930	1,482,705	1,415,516
Investment income	5	-	7,923	7,923	5,292
Total income and endowments		796,705	975,330	1,772,035	1,613,291
<i>Expenditure on:</i>					
Costs of raising funds	6	-	3,853	3,853	2,255
Charitable activities	7	845,123	892,270	1,737,393	1,722,744
Total resources expended		845,123	896,123	1,741,246	1,724,999
Net income/(expenditure)		(48,418)	79,207	30,789	(111,708)
Transfers between funds	19	7,451	(7,451)	-	-
<i>Net movement in funds for the year</i>		(40,967)	71,756	30,789	(111,708)
<i>Reconciliation of funds</i>					
Total funds brought forward	19	192,963	188,528	381,491	493,199
Total funds carried forward		151,996	260,284	412,280	381,491

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

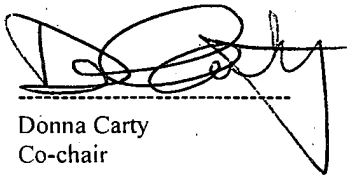
BALANCE SHEET


FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
<i>Tangible Fixed Assets</i>	14	13,652	4,233
<i>Current Assets</i>			
Debtors	16	242,058	392,764
Cash at bank and in hand		398,228	214,304
		640,286	607,068
<i>Creditors: Amounts falling due within one year</i>	17	(241,658)	(229,810)
<i>Net Current Assets</i>		398,628	377,258
<i>Net Assets</i>		412,280	381,491
<i>Funds</i>			
Restricted funds	19	151,996	192,963
Unrestricted funds			
- General funds	19	260,284	188,528
Total funds		412,280	381,491

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:


 Donna Carty
 Co-chair


 Rena Pathak
 Treasurer

Date: 15/12/25

The notes on pages 27 - 40 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 2025

	Notes	2025 £	2024 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	21	193,705	(326,744)
<i>Cash flow from investing activities</i>			
Interest income		7,923	5,292
Purchase of tangible fixed assets		(17,704)	(5,549)
Net cash (used in)/provided by investing activities		(9,781)	(257)
<i>Net increase in cash and cash equivalents in the period</i>		183,924	(327,001)
<i>Cash and cash equivalents at the beginning of the period</i>		214,304	541,305
<i>Cash and cash equivalents at the end of the period</i>		398,228	214,304
<i>Analysis of cash and cash equivalents</i>			
Cash in bank and in hand		398,228	214,304
<i>Cash and cash equivalents at the end of the period</i>	21.1	398,228	214,304

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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 9EX.

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

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

1.2 Going Concern

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

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1.5 Resources Expended

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

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

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

1.6 Tangible Fixed Assets

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

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

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

1.7 Impairment of Fixed Assets

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

1.8 Cash and Cash Equivalents

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

1.9 Financial Instruments

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

1.10 Debtors

Debtors are recognised by the charitable company when invoices issued for work that have been completed, as well as upon the signing of a grant agreement, or for an amount that has been paid in advance for goods or services. Debtors also include amount receivable on grant funding on which the charitable company is entitled.

1.11 Creditors

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

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1.12 Leases

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

1.13 Employee Benefits

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

Termination benefits are recognised immediately as an expense when the 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.

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from Donations and Legacies

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Public donations	-	1,359	1,359	1,549
Subsistence receipts	-	-	-	243
Small grants for beneficiaries	36,060	-	36,060	2,400
Other income	-	1,118	1,118	750
General Grants				
Asian Women's Resource Centre	102,754	-	102,754	68,911
Kering Foundation	46,616	-	46,616	70,130
Imkaan	-	25,000	25,000	-
Comic Relief - Leadership Investment	42,500	-	42,500	22,500
Comic Relief – Winter Campaign	26,000	-	26,000	26,000
	<u>253,930</u>	<u>27,477</u>	<u>281,407</u>	<u>192,483</u>

3.1 Income from donations & legacies was £281,407 (2024 - £192,483) of which £253,930 (2024 - £187,541) was attributable to restricted funds and £27,477 (2024 - £4,942) was attributable to unrestricted funds - general.

4 Income from Charitable Activities

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Performance Related Grants				
DLUHC – 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	27,000
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	69,625	-	69,625	35,625
MOPAC Service 1	210,349	-	210,349	210,347
MOPAC Service 2	100,620	-	100,620	100,620
Other Income				
Rent & Service Charges Receivable	-	679,930	679,930	646,743
	<u>542,775</u>	<u>939,930</u>	<u>1,482,705</u>	<u>1,415,516</u>

4.1 Income from charitable activities was £1,482,705 (2024 - £1,415,516) of which £542,775 (2024 - £508,773) was attributable to restricted funds and £939,930 (2024 - £906,743) was attributable to unrestricted funds - general.

5 Income from Investments

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Bank interest receivable	<u>7,923</u>	<u>5,292</u>

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

5.1 Income from investments was £7,923 (2024 - £5,292) of which £nil (2024 - £nil) was attributable to restricted funds and £7,923 (2024 - £5,292) was attributable to unrestricted funds - general.

6 *Expenditure on Raising Funds*

	2025 £	2024 £
Fundraising and publicity	<u>3,853</u>	<u>2,255</u>

6.1 Of the £3,853 fundraising expenditure in 2025 (2024 - £2,255), £nil (2024 - £nil) was attributable to restricted funds and £3,853 (2024 - £2,255) was attributable to unrestricted funds - general.

7 *Analysis of Expenditure on Charitable Activities*

Charitable Activities – 2025

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total 2025 £	Total 2024 £
Staff costs	538,956	253,419	792,375	741,959
Premises costs	60,259	142,811	203,070	232,190
External staff related costs	111,133	40,676	151,809	193,808
Communications	-	3,690	3,690	1,144
Printing, postage & stationery	-	2,307	2,307	6,846
Training, travel and recruitment	19,394	10,567	29,961	37,194
Depreciation	-	8,285	8,285	5,226
Servicing of equipment	1,020	12,509	13,529	16,582
IT hardware	1,128	(1,128)	-	1,568
IT software & maintenance	20,150	48,144	68,294	77,423
Housing association management charge	-	252,986	252,986	234,935
Audit and accountancy	7,814	23,493	31,307	19,083
Other professional fees	2,000	18,900	20,900	20,056
Other costs	50,092	32,870	82,962	38,598
Beneficiary costs	1,750	821	2,571	926
Maintenance charge	-	15,718	15,718	24,030
Rent payable	31,427	-	31,427	59,712
Bad debts provision	-	26,202	26,202	11,464
	<u>845,123</u>	<u>892,270</u>	<u>1,737,393</u>	<u>1,722,744</u>

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

7.1 Charitable Activities – 2024

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	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
Rent payable	59,712	-	59,712	-
Bad debts provision	-	11,464	11,464	44,823
	<u>769,514</u>	<u>953,230</u>	<u>1,722,744</u>	<u>1,494,278</u>

8 Analysis of Support and Governance Costs

	Support costs £	Governance costs £	Total 2025 £	Total 2024 £
Premises	1,537	-	1,537	22,408
Communications	548	-	548	334
Office	59,742	-	59,742	60,167
Staff related costs	2,530	-	2,530	2,323
Audit & accountancy	-	15,600	15,600	16,200
Other professional fees	635	-	635	3,000
Sundry costs	547	-	547	-
	<u>65,539</u>	<u>15,600</u>	<u>81,139</u>	<u>104,432</u>

9 Net Income/(Expenditure) for the Year

	2025 £	2024 £
<i>This is stated after charging:</i>		
Depreciation	8,285	5,226
Auditor's remuneration	15,600	16,200
	<u>23,885</u>	<u>21,426</u>

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

10 Trustee Remuneration and Expenses

The trustees were not paid any remuneration nor received any other benefits during the year (2024 – nil). Travel expenses of £nil (2024 - £nil) were paid on behalf of no trustee (2024 – no trustee).

11 Analysis of Staff Costs

	2025 £	2024 £
Wages and salaries	717,947	673,842
Social security costs	66,096	59,205
Employers pension costs	8,332	8,444
	<u>792,375</u>	<u>741,491</u>

11.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 (2024 - none).

11.2 During the year the company paid £151,809 (2024 - £188,254) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £192,069 (2024 - £184,928). The charitable company considers its key personnel to comprise its Senior Management Team.

12 Staff Numbers

The average monthly head count was 22 staff (2024 - 23 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2025 Number	2024 Number
Management	4.0	3.9
Project workers	14.5	14.3
Administration	1.9	1.8
	<u>20.4</u>	<u>20.0</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.

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

14 Fixed Assets

	Office Equipment & Computers £	Hostel Furniture & Equipment £	Total £
<i>Cost</i>			
At 1 April 2024	188,803	58,233	247,036
Additions	8,724	8,980	17,704
At 31 March 2025	<u>197,527</u>	<u>67,213</u>	<u>264,740</u>
<i>Depreciation:</i>			
At 1 April 2024	185,937	56,866	242,803
Charge for the year	4,608	3,677	8,285
At 31 March 2025	<u>190,545</u>	<u>60,543</u>	<u>251,088</u>
<i>Net Book Value:</i>			
At 31 March 2025	<u>6,982</u>	<u>6,670</u>	<u>13,652</u>
At 1 April 2024	<u>2,866</u>	<u>1,367</u>	<u>4,233</u>

15 Financial Instruments

	2025 £	2024 £
<i>Carrying amount of financial assets</i>		
Debt instruments at amortised cost	<u>471,980</u>	<u>215,304</u>
<i>Carrying amount of financial liabilities</i>		
Measured at amortised cost	<u>241,658</u>	<u>229,810</u>

16 Debtors

	2025 £	2024 £
Operating debtors	254,141	331,333
Less: Provision for doubtful debts	(184,964)	(299,008)
	<u>69,177</u>	<u>32,325</u>
Other debtors	4,575	4,465
Prepayments and accrued income	168,306	355,974
	<u>242,058</u>	<u>392,764</u>

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

17 *Creditors: Amounts falling due within one year*

	2025 £	2024 £
Operating creditors	91,256	72,791
Taxation and social security	17,103	17,732
Other creditors	87,323	87,281
Accruals	45,976	52,006
	<u>241,658</u>	<u>229,810</u>

18 *Pensions*

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

The charge to the income and expenditure account in respect of the defined contribution scheme was £8,332 (2024 - £8,444).

19 *Analysis of Charitable Funds*

19.1 *Unrestricted Funds – Current Year*

	Balance 1 April 2024 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 March 2025 £
General funds	188,528	975,330	(896,123)	(7,451)	260,284
	<u>188,528</u>	<u>975,330</u>	<u>(896,123)</u>	<u>(7,451)</u>	<u>260,284</u>

Unrestricted Funds – Previous Year

	Balance 1 April 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 March 2024 £
General funds	253,517	916,977	(955,485)	(26,481)	188,528
	<u>253,517</u>	<u>916,977</u>	<u>(955,485)</u>	<u>(26,481)</u>	<u>188,528</u>

Name of unrestricted fund

Description, nature and purposes of the fund

General funds

The "free reserves" after allowing for any designated funds.

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

19.2 Restricted Funds – Current Year

	Balance 1 April 2024 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 March 2025 £
Asian Women's Resource Centre	42,862	102,754	(83,557)	-	62,059
Big Lottery Fund - Equine Project	5,229	-	-	-	5,229
Big Lottery Fund - Vision of Me	32,895	-	-	-	32,895
City Bridge Trust	1,308	-	-	-	1,308
Clifford Chance LLP	11,139	-	(8,075)	-	3,064
Comic Relief - Leadership Investment	28,794	42,500	(64,417)	-	6,877
Comic Relief - Winter Campaign	26,784	26,000	(49,789)	-	2,995
DLUHC ¹ - Covid 19	23	-	-	-	23
DLUHC ¹ - LB of Newham	-	100,000	(107,451)	7,451	-
DLUHC ¹ - OYA Project	120	-	-	-	120
IRISi	23,954	69,625	(72,530)	-	21,049
Kering Foundation	15,942	46,616	(50,554)	-	12,004
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
Ministry of Justice - MOPAC ²	72	-	-	-	72
MOPAC ² - OYA Project	-	62,181	(62,181)	-	-
MOPAC ² - Service 1	-	210,349	(210,349)	-	-
MOPAC ² - Service 2	-	100,620	(100,620)	-	-
National Lottery Community Fund	67	-	-	-	67
Rosa Fund	49	-	-	-	49
Women's Aid Federation	-	36,060	(35,600)	-	460
Total	192,963	796,705	(845,123)	7,451	151,996

Restricted Funds – Previous Year

	Balance 1 April 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 March 2024 £
Asian Women's Resource Centre	70,351	68,911	(96,400)	-	42,862
Big Lottery Fund - Equine Project	5,229	-	-	-	5,229
Big Lottery Fund - Vision of Me	32,895	-	-	-	32,895
City Bridge Trust	1,308	-	-	-	1,308
Clifford Chance LLP	15,167	-	(4,028)	-	11,139
Comic Relief - Leadership Investment	6,294	22,500	-	-	28,794
Comic Relief - Winter Campaign	784	26,000	-	-	26,784
DLUHC ¹ - Covid-19	23	-	-	-	23
DLUHC ¹ - LB of Newham	774	100,000	(107,331)	6,557	-
DLUHC ¹ - OYA Project	120	-	-	-	120
IRISi	32,893	35,625	(44,564)	-	23,954
Kering Foundation	24,622	70,130	(78,810)	-	15,942
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
Ministry of Justice - MOPAC ²	72	-	-	-	72
MOPAC ² - OYA Project	84	62,181	(71,119)	8,854	-
MOPAC ² - Service 1	39,381	210,347	(257,216)	7,488	-
MOPAC ² - Service 2	5,844	100,620	(110,046)	3,582	-
National Lottery Community Fund	67	-	-	-	67
Rosa Fund	49	-	-	-	49
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 2025

<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
Asian Women's Resource Centre	The Ascent Ending Harmful Practices Lead Partner is the AWRC. This funding from London Councils was to provide support services to women who have no recourse to public funds.
Big Lottery Fund - Equine Project	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.
Big Lottery Fund - 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.
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.
Clifford Chance LLP	Supporting financial independence through workshops.
Comic Relief - Leadership Investment	Supporting the leadership infrastructure of LBWP to ensure sustainability of a historically under-funded organisation and its work.
Comic Relief - Winter Campaign	Supporting the organisations infrastructure following the Cost-of-Living Crisis and increases in utility services.
DLUHC ¹ - 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 ¹ - 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.
DLUHC ¹ - LB 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.
IRISI	Supports the work of the GPs through training on Domestic abuse and how to identify the signs, through GP Practices. Enabled direct GP/Healthcare referrals into a designated post, which supports survivors of domestic abuse.

¹ Department for Levelling Up, Housing and Communities
² The Mayor's Office for Policing and Crime

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
Kering Foundation	Supported the holistic approach of LBWP in tackling domestic abuse, violence against women and girls, with emphasis on those who are migrant, with some experiences of sexual harassment. In addition, promoting awareness gender-based violence on migrant women and girls.
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.
Ministry of Justice - 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).
MOPAC ² - OYA Project	The OYA consortium had 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.
MOPAC ² - Service 1	Safe Accommodation services employ 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 ² - Service 2	Safe Accommodation services employ 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.
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

1 Department for Levelling Up, Housing and Communities:
2 The Mayor's Office for Policing and Crime

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
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.
Women's Aid Federation	These grants are given to individual women, through an application process to support women to leave a violent situation and move elsewhere, access money if No Recourse to Public Funds, purchase furniture for a new home and others under their criteria.

19.3 Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds. During the year, £7,451 (2024 - £26,481) was transferred from the general reserves to one restricted reserves.

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

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total 2025 £
Tangible fixed assets	-	13,652	13,652
Cash at bank and in hand	151,996	246,232	398,228
Other net current assets/(liabilities)	-	400	400
	<u>151,996</u>	<u>260,284</u>	<u>412,280</u>

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £
Tangible fixed assets	-	4,233	4,233
Cash at bank and in hand	192,963	21,341	214,304
Other net current assets/(liabilities)	-	162,954	162,954
	<u>192,963</u>	<u>188,258</u>	<u>381,491</u>

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

	2025 £	2024 £
Net income for the year	30,789	(111,708)
Adjustments for:		
Interest income	(7,923)	(5,292)
Depreciation	8,285	5,226
(Increase)/decrease in debtors	150,706	(255,150)
Increase/(decrease) in creditors	11,848	40,180
	<u>193,705</u>	<u>(326,744)</u>

LONDON BLACK WOMEN'S PROJECT LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

21.1 Analysis of Changes in Net Debt

	At 1 April 2024 £	Cash-flows £	At 31 March 2025 £
Cash in bank and in hand	<u>214,304</u>	<u>183,924</u>	<u>398,228</u>

22 Related Party Transactions

There were no related party transactions during the year. In the previous year, one trustee's family member was employed as a subcontractor during the year. She was paid £3,500 for her services. There were no outstanding balances at the year-end date in relation to related parties (2024 – none).