COMPANY REGISTRATION NUMBER: 08002509
CHARITY REGISTRATION NUMBER: 1147913

Rights of Women Incorporated Limited

Company Limited by Guarantee

Financial Statements

31 March 2026

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Rights of Women Incorporated Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2026

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	19
Statement of financial activities (including income and expenditure account)	24
Statement of financial position	25
Statement of cash flows	26
Notes to the financial statements	27

Rights of Women Incorporated Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2026

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2026.

Reference and administrative details

Registered charity name	Rights of Women Incorporated Limited
Charity registration number	1147913
Company registration number	08002509
Principal office and registered office	52-54 Featherstone Street London EC1Y 8RT

The trustees

Jayne Butler - Chair	(Appointed 6 November 2025)
Aramide Ogunlana - Treasurer	
Annie Hedge	(Resigned 3 December 2025)
Elisha Augustin	
Laura Bennett	
Olivia Dehnavi	
Kristina Glenn	
Kat Hacker	
Katherine Minett	
Hannah Phillips	(Resigned 17 September 2025)
Fiona Turnbull	

Director (Staff team)	Estelle du Boulay
Auditor	Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF
Bankers	Unity Trust Bank plc Four Brindley Place Birmingham B1 2JB Lloyds Bank 31/33 Holloway Road London N7 8JP Triodos Bank Deanery Road Bristol BS1 5AS

Chair's report

It is a pleasure to be appointed as Chair of Rights of Women, following Annie Hedge's departure, during our landmark 50th anniversary year. As we move beyond this important milestone, we remain focused on the future: building on five decades of progress while ensuring that our services, expertise and influence continue to meet the changing needs of women seeking access to justice.

This year has been one of reflection, collaboration and renewal. Against a backdrop of continued economic pressures, growing demand for specialist legal advice, and ongoing challenges within the justice system, Rights of Women has remained steadfast in its commitment to providing free, confidential and high-quality legal support to women affected by violence and abuse. We are proud that around 2,743 women accessed our legal advice services this year, receiving expert guidance at some of the most difficult moments in their lives.

Alongside delivering our frontline services, we have dedicated significant time to shaping the organisation's future. Trustees and staff came together to refresh our strategic plan for 2026-2030, drawing on a shared vision developed across the organisation. This process has identified new priorities and ways of working that will enable us to maximise our impact, bringing greater alignment across our advice, education and influencing activities so that each strengthens the others and contributes to lasting change for women.

The year has also seen us explore how best to embed this strategy throughout the organisation, including developing a new enabling framework and strengthening our focus on wellbeing. By investing in the people, systems and culture that underpin our work, we are ensuring that Rights of Women remains resilient, ambitious and equipped to meet the challenges ahead.

I would like to thank our staff, trustees, volunteers and supporters for their dedication, expertise and commitment over the past year. Together, we have laid strong foundations for the future while continuing to deliver life-changing support and advocacy. As we look ahead, we remain united by the vision that has guided Rights of Women since 1975: a future where the law delivers equality, justice and safety for all women.

Jayne Butler

1.1 About Rights of Women (ROW)

Rights of Women (established 1975) is a women's legal rights organisation which specialises in supporting women who are experiencing - or at risk of experiencing - all forms of Violence Against Women and Girls (VAWG), including domestic abuse and sexual violence.

Our purpose is to increase women's understanding of their legal rights and improve their access to justice so that they can live free from abuse and oppression and can make informed choices about their safety. We increase their skills to overcome problems so they can navigate the law and legal processes with confidence.

Our core provision is free specialist confidential legal advice given directly to women throughout England and Wales via telephone advice lines covering family, immigration and asylum, employment law (sexual harassment at work) and criminal law.

1.2 Vision and Mission

In accordance with the objectives of Rights of Women, the vision and mission are as follows:

Vision

Equality, justice and safety in the law for all women

Mission

Rights of Women advises, educates and empowers women by: -

- Providing women with free, confidential legal advice by specialist women solicitors and barristers
- Enabling women to understand and benefit from their legal rights through accessible and timely publications and training
- Campaigning to ensure that women's voices are heard and law and policy meets all women's needs

1.3 Strategic Priorities

Our Strategic Plan 2026-2030 is organised around an integrated delivery model comprised of three mutually reinforcing pillars: Advice, Legal Education and Influencing. At the centre of the strategy is our specialist legal expertise, rooted in trauma-informed, intersectional feminist practice and grounded in the lived experience of women.

Pillar 1: Advice

Vision: All women can access specialist, trauma-informed legal advice when they need it that enables them to make informed, safe choices and to secure justice.

Our intention

- Expand access to specialist legal advice for all women, particularly seeking to reach women who are most marginalised by structural and systemic inequality.
- Ensure women's lived experience meaningfully shapes advice services and access to justice outcomes.
- Strengthen our own systems and the wider advice ecosystem to improve availability, safety and quality of legal advice provision for women.

Strategic objectives

1. Sustain and strengthen our frontline specialist advice services for women facing the greatest intersectional barriers to justice.
2. Embed lived experience as a core driver of advice service design and development.
3. Strengthen the wider advice ecosystem through collaboration and innovation.
4. Use strategic casework, data and insight to inform our education and influencing work.

Pillar 2: Legal Education

Vision: Women and those who support them have the knowledge, tools and confidence to understand, assert and defend their rights.

Our intention

- Provide public legal education that equips women with clear, accessible legal knowledge about their rights.
- Strengthen the legal knowledge and capacity of organisations and communities that support women.
- Ensure real benefits are gained in practice by legal reform through provision of training and support on implementation of legal changes.

Strategic objectives

1. Provide trusted, accessible legal information for women facing the greatest barriers to justice.
2. Improve reach and accessibility of legal education through targeted distribution and partnerships.
3. Build sector capacity through high-quality training, peer learning and legal updates.
4. Support accountability for legal reform through education and implementation support.

Pillar 3: Influencing

Vision: Laws, policies and justice systems work in practice for women, reflecting their realities and delivering equality, safety and justice.

Our intention

- Achieve legal and policy change that delivers real-world safety, equality and access to justice for women.
- Improve how justice systems operate so processes are trauma-informed, inclusive and rights-respecting.
- Shift public and policy narratives so women's lived experience shapes decisions and protects hard-won rights.

Strategic objectives

1. Secure meaningful legal and policy reform grounded in women's lived experience.
2. Drive improvements in justice system practice through collaboration and demonstration.
3. Shape public and policy narratives through clear, consistent and strategic communication.

Structure, governance and management

Structure

Rights of Women is a company limited by guarantee, Rights of Women Incorporated Limited (number 08002509) and a registered charity (number 1147913) with the Charity Commission.

Governance

The Board of Trustees met four times during the year on a hybrid basis.

The day-to-day management of the organisation continues to be delegated to the Director, Estelle du Boulay, who was assisted during this period in the delivery of the organisation's services by our Senior Leadership team comprised of Mary McGloin (Operations Manager) and Senior Legal Officers (SLOs) Jasbindar Bhatoa, Hannah Couchman, Olive Craig, Mandip Ghai and Nicole Masri.

The Finance Subgroup met virtually 4 times throughout the year, chaired by the Treasurer.

Our direct services for women continue to be supported by our team of 57 active volunteer women barristers and solicitors. The Board of Trustees would like to acknowledge the very significant commitment and energy of the Rights of Women staff team and volunteers in the delivery of our vital services for women.

Away Day

On 17 October 2025, trustees and staff came together for a hybrid organisational away day, generously hosted by Linklaters at their London offices. Building on the significant work undertaken in the previous year to develop a shared, organisation-wide vision, the day provided an opportunity to reflect on progress and shape the next stage of our journey. Through collaborative discussions and group exercises, colleagues and trustees explored the emerging 2026-2030 Strategic Plan, including a new enabling framework to support delivery of our ambitions. A dedicated session on wellbeing reinforced our commitment to embedding wellbeing at the heart of how we work and achieve our mission. The day demonstrated the strength of our collective vision and laid important foundations for the years ahead.

Risk Management

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. The charity has established and maintains a detailed risk register including, but not limited to: governance, operations, finances, compliance with law and the external financial and political climate. This is reviewed at every Board meeting by the trustees. In addition to this, the charity maintains and regularly reviews a wide range of organisational policies and procedures that address mitigating risk.

Objectives and activities

The Memorandum and Articles of Association of Rights of Women state the objects of the organisation to be restricted to: -

(a) the elimination of discrimination on the grounds of gender;
(b) advancing the education of women and raising awareness of equality and diversity;
(c) commissioning and conducting research on gender equality and diversity issues and publishing the results to the public;
(d) cultivating a sentiment in favour of equality of women and diversity;
(e) campaigning in relation to gender equality and diversity issues and in furtherance of the elimination of discrimination on the grounds of gender;
(f) conducting policy work in relation to gender equality and diversity issues.

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Public benefit

We have referred to the advice contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Our objects are carried out for the public benefit as follows: -

- Our services are restricted for the benefit of women and are available to all women in England and Wales.

- Women experience many barriers to accessing the law and their legal rights. Existing or proposed new law and legal policy often discriminate against or disadvantage women as a whole or as members of a particular group. In our approach, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation. For example, we recognise and seek to contribute towards ending discrimination within the law towards Black and minoritised women; migrant women including refugees and asylum-seeking women; disabled women; women with low socio-economic status; lesbian and bisexual women; trans women; women with no recourse to public funds.

- Through all our services and activities, we aim to ensure that all women have equal access to the law, their legal rights and justice. In this way we aim to ensure that women enjoy a more equal role in society.

- Through our advice lines and publications women benefit from increased knowledge and understanding and increased confidence in using the law enabling them to overcome the disadvantages they experience. In particular our services focus on supporting women affected by violence and abuse – recognised by the UN as one of the most significant discriminations faced by women.

Objectives and activities *(continued)*

- Through our training for professionals who support women we aim to increase awareness and understanding of the law as it relates to women, enabling these professionals to better support women.

- Through our policy work we aim to ensure that the law and legal policy meet the needs of women and does not disadvantage them. We undertake research to demonstrate the impact of law and legal policy developments on women in order to raise awareness and lobby for changes which will ensure greater equality for women. Our research and policy documents are disseminated to local and national Government, policy makers, statutory and voluntary sector organisations. We regularly meet with law and policy makers to discuss the impact on women and campaign for developments which ensure greater equality for women.

- Through our communications work we aim to advance the education of women, raise awareness and public support of our policy and campaigning work, and shift public attitudes to promote equality and diversity.

Achievements and performance

Income Diversification

We raised funds from an increasingly diverse range of sources outside our primary grant funding income stream. This included our fourth Annual Legal Fundraising Dinner, trialling pay-per-head training courses, and a matched fund campaign through the Big Give. We also continued work growing the number of regular and individual donors to the organisation.

Partnerships

During the financial year, we were supported in our work by five law firms who work assisted through pro-bono activities, in-kind support and fundraising – Sharpe Pritchard, Slaughter & May, Clifford Chance, Freshfields and Linklaters. This work has significantly strengthened our capacity to support women in need.

Staff & Volunteer Update

We are indebted to the women who volunteer their time and expertise to support our work. During the year, ROW had 57 volunteers, the majority of whom are working solicitors or barristers. They provided free legal advice to women on our advice lines who would otherwise be unable to access any advice from a lawyer.

This year we welcomed over 9 new volunteers and provided six induction days to support their onboarding. Our volunteers also contribute beyond providing advice - 11 supported us at our annual legal dinner and several joined us on our annual legal walk.

As a result of feedback at our 2025 Away Day, Rights of Women is currently researching best practice and feasibility of introducing a wellbeing day to support staff and expect this in 2026.

To further support our staff team, ROW commissioned an externally facilitated workshop (from Brett Geller Psychology Services) on Trauma Informed Support Strategies for distressed callers and staff well-being. We continue to develop this work as a key element of supporting our service users and commitment to staff welfare.

EDI and anti-racism work update

We continued to strengthen our commitment to equity, diversity and inclusion (EDI) and anti-racism. We built on the work carried out at the 2023 EDI-focused Away Day to further embed this work across all areas of the organisation. We remain committed to ensuring that our services, workplace culture, and policy advocacy are inclusive, anti-racist, and shaped by the diverse, intersectional experiences of the women we serve. Throughout the year, a staff and Board-led EDI working group has been monitoring implementation of a 5-year plan to increase equity, diversity and inclusion goal within all aspects of our work.

Advice

We continued to provide free legal advice to women who have experienced or are at risk of experiencing VAWG. In the past year our legal advice services have supported a total of 2,743 callers.

Achievements and performance *(continued)*

	Family Law Advice Services	Criminal Law Advice Services	Employment Law Advice Services	Immigration & Asylum Law Advice Services	Professionals Advice Line
Number of beneficiaries advised	1626	353	265	452	47

FLOWS (Finding Legal Options for Women Survivors)

FLOWS is a partnership with RCJ Advice, that utilises transformative digital tools to improve access to legal advice and guidance for survivors of domestic abuse and the professionals who support them across England and Wales enabling safer pathways and best practice delivery.

As part of our delivery, we facilitate the online FLOWS Forum, which is an unreplicated online community for legal professionals and frontline domestic abuse service professionals to share expertise and seek advice on family and criminal law issues. The forum provides expert guidance and updates on the law through posts and free training sessions from Rights of Women; responses to specific queries from professionals on supporting women survivors and peer-to-peer engagement. Our delivery also incorporates a criminal law advice service for women survivors including FLOWS Answers, an online tool that provides answers in writing to women.

FLOWS membership during Apr 25 - Mar 26 was 1826 professionals by the end of the year. We also hosted 6 events on relevant law and policy to support members in their work.

Education

Publications

In 2025-26 95,863 legal guides, handbooks, reports, briefings, consultation responses and publications were downloaded from our website.
Training

Through our training we provide professionals with a practical understanding of the legal rights and remedies available to the women they work with. This, in turn, helps ensure that more women have access to the knowledge and information they need.

Achievements and performance *(continued)*

In total this year we delivered training and events to professionals to over 1,200 attendees throughout England and Wales.

Training covered topics including:

- Migrant Victims of Domestic Abuse Concession (MVDAC)
- Supporting survivors with fact-finding hearings
- Domestic Abuse Act 2021 – Injunctions and powers for dealing with domestic abuse
- Sexual Violence and Criminal Justice Processes for Professionals
- Sexual Harassment Law for Employers: Handling Disclosures and Conducting Trauma-Informed Investigations

Voices of Women panel

To increase access to our work and ensure it meets the evolving needs of diverse women, we work with a group of women with lived experience of the issues we focus on to advise and inform our activities - called the Voices of Women (VOW) panel.

This year we worked alongside new members who had joined the panel with lived experience of the immigration system. We held an in-person away day on 30th January 2026 to bring the members together to consider how they can be more involved in shaping our influencing priorities and developed a survivor engagement action plan together.

Influencing

Public legal understanding and education

At the end of the year our combined social media audience exceeded 73,000 across Facebook, Bluesky, Instagram, LinkedIn, and X. We moved away from posting on X at the start of 2026 to focus on other platforms. We regularly publish legal and policy information to increase women's understanding of the law and VAWG.

Our newsletter now reaches over 5,700 subscribers, providing key information on our campaigns, services, legal resources, and impact.

Developing our relationships with the media

As part of our strategic communications work, we have been developing and solidifying new and existing relationships with key journalists and publications and taking proactive approaches to increasing women's understanding of VAWG and the justice system.

A new partnership was established with Fresh Communications to assist us in dissemination of key information and messaging to the public through the media was implemented during 2025/26.

Achievements and performance ***(continued)***

Policy influencing and campaigning

Family Law

Domestic Abuse Injunctions

We contributed to the development of the new Domestic Abuse Protection Orders (DAPOs) by participating in the official Sector Reference Group, where we raised concerns about gaps in existing protective measures and emphasised the need to prioritise survivors' voices.

We also supported the sector's readiness for the upcoming pilot schemes by sharing information with frontline organisations and responded to consultations on the draft statutory guidance and proposed Family Procedure Rules for DAPOs.

Family Court Reform

Our family court policy work focuses on improving how survivors and children are treated in child arrangements cases, particularly in relation to domestic abuse.

This year, we advanced this work on a three-year local pilot focused on building best practice domestic abuse responses in one family justice area. We look forward to sharing learnings and outputs in due course.

We also wrote to the new Secretary of State for Justice regarding the need for family court reform and met with ministers and parliamentarians to raise our concerns. We drafted potential amendments to legislation which we hope to take further in the future.

We supported survivors and the professionals that support them through strategic litigation, for example supporting a refuge to challenge an order to facilitate contact between a child and the other parent, which was against their safeguarding policy. We continued to support a very small number of clients through our project on parental alienation through its winding down phase and worked on a final report.

We also continued to contribute to the President of the Family Division's Transparency Implementation Group.

Rights of Cohabiting Partners

Our work helped secure a commitment to reform cohabitation law reform for cohabiting couples in last year's Labour Manifesto. This year, we engaged with civil servants on the commitment with a government consultation expected later in 2025.

Achievements and performance ***(continued)***

We also participated in a workshop with leading academics and lawyers, highlighting the need for any reform to protect and centre the needs of survivors.

In collaboration with Surviving Economic Abuse we explored how work on these issues can be carried out with experts by experience and the VAWG sector. We have also examined how cohabitation laws operate internationally and how reform could better reflect the needs and realities of survivors in England and Wales. This work will continue next year.

Criminal Law

Campaign win: Independent legal advice ("ILA") for survivors

Following a coordinated campaign across for ILA across the sector, ROW welcomed the decision that ILA will be rolled out across England and Wales following the successful pilot. The Government is currently running a tendering process for the delivery of the ILA service, and the detailed findings of the pilot will soon be released. ROW remains involved in the ongoing discussions around the rollout and will monitor developments closely.

Campaign win: Bad Experiences, Not Bad Character

Our joint campaign around past disclosures of sexual violence and their use in court was successful, with the Government committing to make changes to restrict the use of so-called 'victim bad character' evidence. Following work with the Government we saw the introduction of these protections as part of the Courts and Tribunals Bill. Given grave concerns around other parts of the same bill (see below), ROW is taking a careful approach in calling for the removal of clauses relating to jury trials and the erosion of appeal rights while preserving those clauses contained elsewhere (whether as part of this bill or an alternative future bill).

Campaign win: Keep Counselling Confidential

Our successful campaign, reported in last year's report, jointly won Sheila McKechnie's "Campaign of the Year" in June 2025.

New campaign: Protecting the right to elect a jury trial

Rights of Women has led the VAWG sector in responding to the erosion of the right to a jury trial contained in the Courts and Tribunals Bill, particularly highlighting the discriminatory impact on Black and minoritised women. We have also called on the Government to better recognise that survivors are often criminalised by the state and attempts to portray survivors exclusively as victims in the criminal justice process disguised how these provisions would have unfair impacts across the board. With support from JUSTICE, we coordinated a high-profile joint letter with sister organisations across the sector, resulting in media coverage and Government engagement. Our work around this issue has also resulted in positive relationship-building with supportive Parliamentarians. We continue to advocate for the retention of jury trials and call out the co-option of the VAWG sector when the state attempts to introduce measures that erode our rights.

Achievements and performance ***(continued)***

Employment Law

Improved Legal Protections

In 2025-26, we welcomed the passage of the highly anticipated Employment Rights Act 2025 (ERA) which introduced several important measures to tackle sexual harassment in the workplace. One such change we welcomed was the reintroduction of employer liability for third-party harassment, restoring a critical protection for workers that we have consistently advocated for. Under the ERA, and building on the Worker Protection Act 2024, we successfully pushed for the strengthening of the preventative duty on on employers requiring them to take all reasonable steps to prevent sexual harassment - an approach we originally recommended during the passage of the Worker Protection Act but which was not adopted at that time. In 2026 we will continue to work with the Equality and Human Rights Commission (EHRC) on updating their technical guidance on sexual harassment at work in light of these legislative changes.

We also supported the Can't Buy My Silence campaign to end the misuse of non-disclosure agreements (NDAs) in cases of workplace harassment and discrimination. The inclusion of measures to restrict the use of NDAs within the ERA represents a significant campaign milestone. We will continue to contribute to policy development in this area by responding to the Government's consultation in 2026.

Immigration & Asylum Law

Digital immigration status

Following the rollout of digital immigration status (eVisas) last year, we have continued to advocate for improvements to the system to ensure it better meets the needs of vulnerable clients. In particular, we have emphasised the importance of ensuring that eVisas display accurate and accessible information regarding an individual's immigration status as well as the conditions of their permission.

This is a critical issue, as misunderstandings about a person's immigration permission can have serious consequences. For example, an individual may travel outside the UK when their specific visa conditions do not permit this, or they may submit an application for settlement under the domestic abuse route despite not meeting the eligibility criteria. We are aware of victims of domestic abuse being wrongly refused re-entry to the UK due to border officials misunderstanding of their status.

Domestic abuse policy

On 26 March 2026, the Government introduced welcome amendments to the Immigration Rules by removing the maintenance, accommodation, English language, and Life in the UK requirements for children applying under the domestic abuse route (Appendix Victim of Domestic Abuse (VDA)). Previously, these requirements created an inconsistency within the route, as partners escaping domestic abuse were exempt from them while their children remained subject to the criteria, despite children traditionally being included as dependants without such obligations. We had been advocating for this change since January 2024 and welcomed the Home Office's decision to address this disparity.

The Home Office also published updated VDA guidance, incorporating several of our recommendations relating to evidential requirements and the consideration of counterclaims. Through sustained and collective engagement on these issues, we helped ensure that the final guidance adopted a more balanced and victim-focused approach, resulting in significantly better outcomes for survivors of domestic abuse than would otherwise have been achieved.

Achievements and performance *(continued)*

Earned Settlement

Over the past six months, significant work has been undertaken in relation to the proposed earned settlement scheme. We submitted evidence both to the House of Lords and to the Home Office in response to its consultation, highlighting the potentially discriminatory impact of the proposals. In particular, we raised concerns that women are likely to be disproportionately affected by the introduction of mandatory requirements relating to minimum English language proficiency, minimum earnings thresholds, and expanded good character criteria.

We argued that these measures could create substantial barriers to settlement, preventing some women from ever qualifying for indefinite leave to remain or significantly extending the time required to achieve settled status. This risk is particularly acute for those who may have breached immigration conditions, such as by overstaying or accessing public funds. We also highlighted the potential safeguarding implications of the proposals, warning that they could increase vulnerability and, in some cases, leave women feeling unable to leave abusive relationships for fear of jeopardising their future immigration status.

EU Settlement Scheme (EUSS)

Following a Government announcement earlier this year confirming that holders of pre-settled status under the EU Settlement Scheme (EUSS) - including partners of EU nationals granted limited leave under the scheme - can retain their EUSS status after being granted another form of immigration permission, Rights of Women produced guidance explaining the implications of this policy change. The guidance also provided practical information on the steps clients can take, and who to contact, if they encounter difficulties evidencing their immigration status. This development represented a significant and unprecedented change in Home Office policy, as migrants have historically been unable to hold more than one form of immigration status simultaneously. To support implementation and raise awareness of the change, the guidance was widely disseminated across the violence against women and girls (VAWG) and migrant support sectors through stakeholder groups, professional networks, and specialist forums. We also promoted awareness of the policy and its practical implications through active participation at conferences and other sector engagement activities.

Organisational Policy Priorities

Access to Legal Aid

With respect to immigration legal aid the Government extended the scope of legal aid to all individuals eligible to apply for indefinite leave as a victim of domestic abuse. This was a massive victory for us as we have been campaigning and engaging on this issue for many years. The benefit of this change will enable more women to be able to access legal representation for their immigration applications.

Key advisory and expert stakeholder groups

This year we sat on a range of key groups including the EU Delegation's Monitoring Network, Home Office EU Settlement Scheme Safeguarding User Group, Home Office User Experience Advisory Group (Future Border & Immigration System), Welsh Government's VAWDASV Workplace Harassment workstream, and the NHS England sexual misconduct and domestic abuse group.

Achievements and performance ***(continued)***

Partnerships

Family and Criminal Law

We continue to work in close partnership with key organisations across the VAWG sector, including Rape Crisis England & Wales, Imkaan, the End Violence Against Women Coalition and the Centre for Women's Justice, collaborating on joint policy work and campaigning to strengthen legal protections and improve justice outcomes for women in the criminal justice system. We have also built a positive, collaborative relationship with Hibiscus and were pleased to work closely with them on our response to the recent Victims' Code Consultation.

We also co-chair the Family Courts and VAWG Working Group with Women's Aid. The group discusses emerging issues in the family courts in the context of VAWG, shares updates from across the sector and explores opportunities for collaborative action.

Sexual Harassment in the workplace

We continued our partnership with the #ThisIsNotWorking alliance (comprising women's organisations and the trade union movement) and supported the #CantBuyMySilence campaign, working collectively to advance protections against workplace sexual harassment and the misuse of NDAs.

We also developed a positive working relationship with the Workers' Policy Project and joined the #EndNotDefend campaign, which seeks to bring workplace sexual harassment within the remit of the Health and Safety Executive, reflecting a growing focus on prevention and employer accountability.

Migrant rights sector

We continue to work in close collaboration with organisations at the forefront of advocacy on issues relating to migrant rights. We liaise closely with the Immigration Law Practitioners' Association informing and supporting their advocacy and working alongside each other in collaboration on a wide variety of issues relating to migration and access to justice.

We joined a new 'No Recourse to Public Funds' partnership, a collective impact initiative founded by Migration Exchange, Citizens UK and Praxis to help build a movement for change addressing the harms caused by excluding migrants from public funds like benefits and social housing.

We also worked closely with the 3million charity to amplify our recommendations to address the gaps in protection for victims of domestic abuse under the EU Settlement Scheme.

Financial review

Grants and donations from a broad range of sources including major grant givers such as AB Charitable Trust, Access to Justice Foundation, Esmee Fairbairn Foundation, Henry Smith Charity, Firebird Foundation, Impact London, Justice Together Initiative, Legal Education Foundation, Sam and Bella Sebba Foundation. Our FLOWS partnership with RCJ Advice has been funded by the Ministry of Justice. As part of the London Violence Against Women and Girls Consortium we have received funding for the Ascent project from London Councils and the Mayor's Office for Policing and Crime (MOPAC). We also received public donations and smaller grants from partners such as Garden Court Chambers, Slaughter & May and Sharpe Pritchard LLP.

Income generating activities included training courses, both bespoke for individual organisations and more general.

Fundraising activities included holding our fourth annual fundraising dinner for members of the legal community. Income generating activities included delivering bespoke training courses, conducting digital fundraising campaigns, a matched funding campaign through the Big Give, as well as an ongoing crowdfunding campaign raising funds to support our work seeking additional legal protection for cohabiting women.

Fundraising Practice

Fundraising was conducted entirely in-house by the Director and the Fundraising Development Manager. All fundraising is carried out in accordance with the Fundraising Regulator guidelines, as well as Rights of Women's Ethical Fundraising Policy.

Reserves

The Trustees have approved a Reserves Policy designed to maintain the charity's financial stability and ensure continuity of essential services. The policy aims to hold unrestricted reserves equivalent to six months of core operating costs. This enables Rights of Women to manage fluctuations in income, respond to delays in funding, and continue delivering specialist legal advice and support to women without disruption.

The policy comprises a number of reserve categories to reflect different financial risks and obligations. Unrestricted reserves provide protection against short-term funding gaps and unforeseen expenditure. Designated reserves, approved by the Board, are held to meet potential redundancy liabilities, contractual commitments and responsible wind-up costs should these ever be required. In addition, Legacy funds have been designated for future development projects.

The Board reviews reserves quarterly as part of its financial oversight and risk management responsibilities. This review considers current and forecast income, the external funding environment, operational risks and the organisation's strategic priorities.

Financial review ***(continued)***

At 31 March 2026, total reserves stood at £832,961, comprising:

- £390,823 unrestricted reserves, representing approximately six months' core operating costs in line with the Board-approved reserves policy;
- £333,287 designated reserves for redundancy liabilities and closure-related obligations;
- £3,545 restricted funds relating to specific grant-funded activities; and
- £105,306 legacy reserves ringfenced for designated organisational development work.
- The Trustees are satisfied that the charity's reserves position remains appropriate to support its financial resilience and the delivery of its strategic objectives.

Review of the charity's financial position at the year end

The Board have reviewed the charity's financial position at year end and are satisfied the charity continues to be in good financial health.

At the year end the Justice Together Initiative fund had a deficit of £92 which relates to timings of multi-year grants and will be recovered from future restricted income relating to the fund.

Post balance sheet events affecting the charity

There are no significant post balance sheet events affecting the charity to note.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report and the strategic report were approved on 16 September 2026 and signed on behalf of the board of trustees by:

Jayne Butler

Jayne Butler – Chair
Trustee

Aramide Ogunlana

Aramide Ogunlana - Treasurer
Trustee

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited

Year ended 31 March 2026

Opinion

We have audited the financial statements of Rights of Women Incorporated Limited (the 'charity') for the year ended 31 March 2026 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2026 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 charity'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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity 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:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws
  and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents
  with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business
- Through these procedures, we did not become aware of any actual or suspected non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

J Rhodes

Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

16 September 2026

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2026

	Note	2026 Unrestricted funds £	2026 Restricted funds £	2026 Total funds £	2025 Total funds £
Income					
Donations	5	95,029	–	95,029	57,508
Legacies	5	105,306	–	105,306	–
Charitable activities	6	111,159	794,810	905,969	999,448
Other trading activities	7	44,150	–	44,150	55,418
Investment income	8	5,252	–	5,252	3,342
Total income		360,896	794,810	1,155,706	1,115,716
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	9	22,807	–	22,807	25,916
Expenditure on charitable activities	10,11	165,928	844,975	1,010,903	970,622
Total expenditure		188,735	844,975	1,033,710	996,538
Net income and net movement in funds		172,161	(50,165)	121,996	119,178
Reconciliation of funds					
Total funds brought forward		657,255	53,710	710,965	591,787
Total funds carried forward		829,416	3,545	832,961	710,965

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 27 to 47 form part of these financial statements.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2026

	Note	2026 £	2025 £
Fixed assets			
Investments	**16**	1	1
Current assets			
Debtors	**17**	83,893	89,438
Cash at bank and in hand		1,025,104	893,026
		1,108,997	982,464
Creditors: amounts falling due within one year	**18**	276,037	271,500
Net current assets		832,960	710,964
Total assets less current liabilities		832,961	710,965
Net assets		832,961	710,965
Funds of the charity			
Restricted funds		3,545	53,710
Unrestricted funds		829,416	657,255
Total charity funds	**21**	832,961	710,965

These financial statements were approved by the board of trustees and authorised for issue on 16 September 2026, and are signed on behalf of the board by:

Jayne Butler

Aramide Ogunlana

Jayne Butler – Chair
Trustee

Aramide Ogunlana - Treasurer
Trustee

The notes on pages 27 to 47 form part of these financial statements.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2026

	2026 £	2025 £
Cash flows from operating activities		
Net income	121,996	119,178
Adjustments for:		
Other interest receivable and similar income	(5,252)	(3,342)
Accrued expenses	4,957	3,661
Changes in:		
Trade and other debtors	8,918	64,147
Trade and other creditors	(3,793)	62,473
Cash generated from operations	126,826	246,117
Interest received	5,252	3,342
Net cash from operating activities	132,078	249,459
Net increase in cash and cash equivalents	132,078	249,459
Cash and cash equivalents at beginning of year	893,026	643,567
Cash and cash equivalents at end of year	1,025,104	893,026

The notes on pages 27 to 47 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 52-54 Featherstone Street, London, EC1Y 8RT.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity, rounded to the nearest pound.

Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Rights of Women Incorporated Limited can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

We have had a significant legacy given to us, and we are currently showing this internally as a separate fund. Trustees have ringfenced this for designated organisational development work.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

3. **Accounting policies** *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment	-	25% p.a. straight line

Investments

Unlisted equity investments are initially recorded at cost and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Capitalisation of Fixed Assets

Tangible fixed assets are capitalised where the cost of an individual asset is £1,000 or more, provided that the asset is expected to provide economic benefits to the company over more than one accounting period. Assets costing less than £1,000 are charged to the profit and loss account in the period of purchase.

3. **Accounting policies** *(continued)*

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. **Limited by guarantee**

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 9 members of the company (2025: 10).

5. Donations and legacies

	Unrestricted Funds £	**Total Funds 2026 £**	Unrestricted Funds £	Total Funds 2025 £
Donations				
City of London Solicitors' Company's Charitable Fund	–	–	6,642	6,642
Crowd Justice: Help Women Escaping Domestic Abuse secure the right to their home	–	–	3,884	3,884
Garden Court Chambers Limited	4,000	4,000	4,000	4,000
Gift Aid	4,931	4,931	2,363	2,363
Impact London	12,500	12,500	–	–
Slaughter and May	5,000	5,000	–	–
The Big Give Trust	15,771	15,771	10,978	10,978
The William Brake Foundation	2,000	2,000	–	–
Other donations under £2000	50,827	50,827	29,641	29,641
Legacies				
Legacies & Bequests	105,306	105,306	–	–
	200,335	200,335	57,508	57,508

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2026 £**
A&O Shearman Foundation	–	3,332	3,332
AB Charitable Trust	30,000	–	30,000
Access to Justice Foundation (ILTA)	–	100,000	100,000
Access to Justice Foundation (IOTLS)	–	111,368	111,368
Ascent (London Council's A & C)	–	76,271	76,271
Ascent (London Council's ASSO)	–	38,535	38,535
Ascent Plus	–	15,186	15,186
City Bridge Foundation	–	19,537	19,537
Esmee Fairbairn	40,000	–	40,000
Firebird Foundation	–	40,000	40,000
FLOWS (Ministry of Justice)	–	132,983	132,983
GMIAU	–	51,982	51,982
Justice Together Initiative	–	70,610	70,610
The Hibiscus Initiative (Ministry of Justice)	–	788	788
The Legal Education Foundation	–	59,250	59,250
The Roddick Foundation	–	14,968	14,968
The Sam & Bella Sebba Charitable Foundation	–	60,000	60,000
Training income and speakers' fees	40,866	–	40,866
Miscellaneous Income	293	–	293
	111,159	794,810	905,969

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
A&O Shearman Foundation	–	–	–
AB Charitable Trust	15,000	–	15,000
Access to Justice Foundation (ILTA)	–	100,000	100,000
Access to Justice Foundation (IOTLS)	–	109,613	109,613
Ascent (London Council's A & C)	–	74,775	74,775
Ascent (London Council's ASSO)	–	38,200	38,200
Ascent Plus	–	28,992	28,992
City Bridge Foundation	–	–	–
Crucible Foundation	–	50,000	50,000
Esmee Fairbairn	45,000	50,000	95,000
Firebird Foundation	–	40,000	40,000
FLOWS (Ministry of Justice)	–	133,303	133,303
GMIAU	–	8,327	8,327
Henry Smith (Covid 19)	–	40,000	40,000
Home Office (EUSS)	–	33,333	33,333
Justice Together Initiative	–	69,367	69,367
The Hibiscus Initiative (Ministry of Justice)	–	–	–
The Legal Education Foundation	–	15,000	15,000
The Roddick Foundation	–	15,000	15,000
The Sam & Bella Sebba Charitable Foundation	–	45,000	45,000
Training income and speakers' fees	58,247	–	58,247
Trust for London	–	29,900	29,900
Miscellaneous Income	391	–	391
	118,638	880,810	999,448

7. Other trading activities

	Unrestricted Funds £	**Total Funds 2026 £**	Unrestricted Funds £	Total Funds 2025 £
Fundraising events	44,150	44,150	55,418	55,418

8. Investment income

	Unrestricted Funds £	**Total Funds 2026 £**	Unrestricted Funds £	Total Funds 2025 £
Bank interest receivable	5,252	5,252	3,342	3,342

9. Costs of other trading activities

	Unrestricted Funds £	**Total Funds 2026 £**	Unrestricted Funds £	Total Funds 2025 £
Costs of other trading activities - Staging events	22,807	22,807	25,916	25,916

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2026 £**
Core Costs	63,403	–	63,403
A&O Shearman Foundation	–	2,634	2,634
AB Charitable Trust	30,000	–	30,000
Access to Justice Foundation (ILTA)	–	102,047	102,047
Access to Justice Foundation (IOTLS)	–	110,101	110,101
Ascent (London Council's A & C)	–	75,875	75,875
Ascent (London Council's ASSO)	–	38,535	38,535
Ascent Plus	–	15,186	15,186
City Bridge Foundation	–	19,537	19,537
Esmee Fairbairn	40,935	–	40,935
Esmee Fairbairn Family Justice	–	30,213	30,213
Esmee Funding Plus Wellbeing Support	1,744	–	1,744
Firebird Foundation	–	39,208	39,208
FLOWS (Ministry of Justice)	–	131,888	131,888
GMIAU	–	53,416	53,416
Henry Smith (Covid 19)	–	677	677
Impact London	12,500	–	12,500
Justice Together Initiative	–	70,778	70,778
The Hibiscus Initiative (Ministry of Justice)	–	788	788
The Legal Education Foundation	–	71,318	71,318
The Roddick Foundation	–	13,342	13,342
The Sam & Bella Sebba Charitable Foundation	–	61,491	61,491
Support costs	17,346	7,941	25,287
	165,928	844,975	1,010,903

10. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Core Costs	151	–	151
A&O Shearman Foundation	–	–	–
AB Charitable Trust	15,000	–	15,000
Access to Justice Foundation (ILTA)	–	100,000	100,000
Access to Justice Foundation (IOTLS)	–	109,613	109,613
Ascent (London Council's A & C)	–	74,775	74,775
Ascent (London Council's ASSO)	–	38,200	38,200
Ascent Plus	–	28,992	28,992
City Bridge Foundation	–	–	–
Crucible Foundation	–	50,000	50,000
Esmee Fairbairn	39,031	–	39,031
Esmee Fairbairn Family Justice	–	19,787	19,787
Esmee Funding Plus Wellbeing Support	3,256	–	3,256
Firebird Foundation	–	40,000	40,000
FLOWS (Ministry of Justice)	–	133,302	133,302
GMIAU	–	3,815	3,815
Henry Smith	–	30,000	30,000
Henry Smith (Covid 19)	–	40,305	40,305
Home Office (EUSS)	–	33,248	33,248
Impact London	–	–	–
Indigo Trust	12,484	–	12,484
Justice Together Initiative	–	72,641	72,641
The Hibiscus Initiative (Ministry of Justice)	–	–	–
The Legal Education Foundation	–	2,172	2,172
The Roddick Foundation	–	15,000	15,000
The Sam & Bella Sebba Charitable Foundation	–	42,808	42,808
Treebeard (PA)	–	17,501	17,501
Trust for London	–	36,278	36,278
Support costs	10,573	1,690	12,263
	80,495	890,127	970,622

11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	**Total funds 2026**	Total fund 2025
	£	£	£	£
Core Costs	63,403	17,346	80,749	10,690
A&O Shearman Foundation	2,634	320	2,954	–
AB Charitable Trust	30,000	–	30,000	15,000
Access to Justice Foundation (ILTA)	102,047	2,198	104,245	100,000
Access to Justice Foundation (IOTLS)	110,101	1,267	111,368	109,613
Ascent (London Council's A & C)	75,875	396	76,271	74,775
Ascent (London Council's ASSO)	38,535	–	38,535	38,200
Ascent Plus	15,186	–	15,186	28,992
City Bridge Foundation	19,537	–	19,537	–
Crucible Foundation	–	–	–	50,000
Esmee Fairbairn	40,935	–	40,935	39,065
Esmee Fairbairn Family Justice	30,213	–	30,213	19,787
Esmee Funding Plus Wellbeing Support	1,744	–	1,744	3,256
Firebird Foundation	39,208	792	40,000	40,000
FLOWS (Ministry of Justice)	131,888	1,096	132,984	133,302
GMIAU	53,416	661	54,077	3,815
Henry Smith	–	–	–	30,000
Henry Smith (Covid 19)	677	–	677	40,305
Home Office (EUSS)	–	–	–	33,333
Impact London	12,500	–	12,500	–
Indigo Trust	–	–	–	12,484
Justice Together Initiative	70,778	486	71,264	72,726
The Hibiscus Initiative (Ministry of Justice)	788	–	788	–
The Legal Education Foundation	71,318	329	71,647	3,387
The Roddick Foundation	13,342	–	13,342	15,000
The Sam & Bella Sebba Charitable Foundation	61,491	396	61,887	43,113
Treebeard (PA)	–	–	–	17,501
Trust for London	–	–	–	36,278
	985,616	25,287	1,010,903	970,622

12. Analysis of support costs

	Core Costs £	Ascent (London Council's A & C) £	Firebird Foundation £	The Legal Education Foundation £	The Sam & Bella Sebba Charitable Foundation £	Access to Justice Foundation (ILTA) £	GMIAU £
Staff costs	1,379	–	–	–	–	1,286	–
Governance costs	4,604	–	–	–	–	–	–
Legal & Professional Fees	5,363	396	792	329	396	912	661
Audit	6,000	–	–	–	–	–	–
	17,346	396	792	329	396	2,198	661

	A&O Shearman Foundation £	Access to Justice Foundation (IOTLS) £	Ministry of Justice (FLOWS) £	Justice Together Initiative £	**Total 2026 £**	Total 2025 £
Staff costs	–	–	–	–	2,665	–
Governance costs	–	–	–	–	4,604	–
Legal & Professional Fees	320	1,267	1,096	486	12,018	6,583
Audit	–	–	–	–	6,000	5,680
	320	1,267	1,096	486	25,287	12,263

13. Net income

Net income is stated after charging/(crediting):

	2026	2025
	£	£
Audit fee	6,000	5,680

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2026	2025
	£	£
Wages and salaries	705,720	718,286
Social security costs	78,691	68,350
Employer contributions to pension plans	21,566	22,574
	805,977	809,210

The average head count of employees during the year was 20 (2025: 21). The average number of full-time equivalent employees during the year is analysed as follows:

	2026	2025
	No.	No.
Number of staff involved in charitable activities	11	12
Number of administrative staff	3	3
Number of management staff	2	2
	16	17

No employee received employee benefits of more than £60,000 during the year (2025: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £66,756 (2025: £65,310).

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2025: nil).

Expenses totalling £507 (2025: nil) was reimbursed to one trustee during the year in relation to travelling expenses.

16. Investments

	Other investments £
Valuation	
At 1 April 2025	1
Additions	–
At 31 March 2026	1
Impairment	
At 1 April 2025 and 31 March 2026	–
Carrying amount	
At 31 March 2026	1
At 31 March 2025	1

All investments shown above are held at valuation.

Investments represent 3 ordinary shares held in Tindlemanor Limited, company number: 01380213, registered office 52/24 Featherstone Street, London, EC1Y 8RT.

17. Debtors

	2026 £	2025 £
Trade debtors	74,349	84,760
Prepayments and accrued income	9,544	4,678
	83,893	89,438

18. Creditors: amounts falling due within one year

	2026 £	2025 £
Trade creditors	6,964	21,627
Accruals and deferred income	269,072	246,457
Social security and other taxes	–	3,415
Other creditors	1	1
	276,037	271,500

19. Deferred income

	2026	2025
	£	£
At 1 April 2025	223,208	156,667
Amount released to income	(223,208)	(156,667)
Amount deferred in year	237,493	223,208
At 31 March 2026	237,493	223,208

20. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £21,566 (2025: £22,574).

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2025 £	Income £	Expenditure £	Transfers £	**At 31 March 2026** £
General funds	339,083	360,896	(188,735)	(120,421)	390,823
Designated Fund - Staff redundancy and notice period	172,500	–	–	14,764	187,264
Designated Fund - Wind up costs of business	145,672	–	–	351	146,023
Designated Fund - Legacy funds – Future development projects	–	–	–	105,306	105,306
	657,255	360,896	(188,735)	–	829,416

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
General funds	249,622	234,906	(106,411)	(39,034)	339,083
Designated Fund - Staff redundancy and notice period	279,138	–	–	(106,638)	172,500
Designated Fund - Wind up costs of business	–	–	–	145,672	145,672
Designated Fund - Legacy funds – Future development projects	–	–	–	–	–
	528,760	234,906	(106,411)	–	657,255

21. **Analysis of charitable funds** *(continued)*

The General Fund is to support any short term shortfall, for example a gap between grants, or to cover specific expenses where grant or other funding is not available.

The following unrestricted Grants/Awards received are included within the General fund:

Big Give: This money was raised from donations from the public through an online crowdfunder to support women experiencing VAWG through provision of legal advice.

Esmee Fairbairn: This grant is for unrestricted core costs to increase access to justice for women experiencing gender-based violence. It is focused on strategic immigration and asylum law policy influencing work to create system change in England and Wales.

Esmee Fairbairn Wellbeing: This grant is in addition to the main Esmee Fairbairn grant and is to enable us to provide extra support towards staff, volunteer or trustee wellbeing.

Garden Court: This small grant covers core costs associated with the charity's work to support the delivery of access to justice.

Impact London: This is a additional grant from Impact London (formerly Impact 100) which is a philanthropic impact fund to give transformative grants to local charities that primarily benefit women and girls in London.

AB Charitable Trust: A grant to support access to justice for women facing VAWG through specialist legal advice services and policy influencing.

Designated Funds are reserves ringfenced by the board to meet redundancy and winding up costs in the event of loss of funding. In addition, Legacy funds have been designated for future development projects.

Staff redundancy & notice period payments £187,264 (2025: £172,500)

Wind up costs of business £146,023 (2025: £145,672)

Legacy funds £105,306 (2025: nil)

At 31 March 2026 £333,287 (2025: £318,172)

21. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2025 £	Income £	Expenditure £	Transfers £	At 31 March 2026 £
A&O Shearman Foundation	–	3,332	(2,954)	–	378
Access to Justice Foundation (ILTA)	4,245	100,000	(104,245)	–	–
Access to Justice Foundation (IOTLS)	–	111,368	(111,368)	–	–
Ascent (London Council's A & C)	–	38,535	(38,535)	–	–
Ascent (London Council's ASSO)	–	76,271	(76,271)	–	–
Ascent Plus	–	15,186	(15,186)	–	–
City Bridge Foundation	–	19,537	(19,537)	–	–
Crucible Foundation	–	–	–	–	–
Esmee Fairbairn Family Justice	30,213	–	(30,213)	–	–
Firebird Foundation	–	40,000	(40,000)	–	–
FLOWS (Ministry of Justice)	1	132,983	(132,984)	–	–
GMIAU	4,512	51,982	(54,077)	–	2,417
Henry Smith	–	–	–	–	–
Henry Smith (Covid 19)	677	–	(677)	–	–
Home Office (EUSS)	–	–	–	–	–
Justice Together Initiative	562	70,610	(71,264)	–	(92)
The Hibiscus Initiative (Ministry of Justice)	–	788	(788)	–	–
The Legal Education Foundation	11,613	59,250	(71,647)	–	(784)
The Roddick Foundation	–	14,968	(13,342)	–	1,626
The Sam & Bella Sebba Charitable Foundation	1,887	60,000	(61,887)	–	–
Treebeard (PA)	–	–	–	–	–
Trust for London	–	–	–	–	–
	53,710	794,810	(844,975)	–	3,545

21. Analysis of charitable funds *(continued)*

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
A&O Shearman Foundation	–	–	–	–	–
Access to Justice Foundation (ILTA)	4,245	100,000	(100,000)	–	4,245
Access to Justice Foundation (IOTLS)	–	109,613	(109,613)	–	–
Ascent (London Council's A & C)	–	74,775	(74,775)	–	–
Ascent (London Council's ASSO)	–	38,200	(38,200)	–	–
Ascent Plus	–	28,992	(28,992)	–	–
City Bridge Foundation	–	–	–	–	–
Crucible Foundation	–	50,000	(50,000)	–	–
Esmee Fairbairn Family Justice	–	50,000	(19,787)	–	30,213
Firebird Foundation	–	40,000	(40,000)	–	–
FLOWS (Ministry of Justice)	–	133,303	(133,302)	–	1
GMIAU	–	8,327	(3,815)	–	4,512
Henry Smith	30,000	–	(30,000)	–	–
Henry Smith (Covid 19)	982	40,000	(40,305)	–	677
Home Office (EUSS)	–	33,333	(33,333)	–	–
Justice Together Initiative	3,921	69,367	(72,726)	–	562
The Hibiscus Initiative (Ministry of Justice)	–	–	–	–	–
The Legal Education Foundation	–	15,000	(3,387)	–	11,613
The Roddick Foundation	–	15,000	(15,000)	–	–
The Sam & Bella Sebba Charitable Foundation	–	45,000	(43,113)	–	1,887
Treebeard (PA)	17,501	–	(17,501)	–	–
Trust for London	6,378	29,900	(36,278)	–	–
	63,027	880,810	(890,127)	–	53,710

21. **Analysis of charitable funds** *(continued)*

AB Charitable Trust: A grant to support access to justice for women facing VAWG through specialist legal advice services and policy influencing.

A&O Shearman Foundation: This grant supports work to advance women's rights through reform of the law relating to cohabitation, with a particular focus on addressing the needs of women survivors of Violence Against Women and Girls (VAWG). It primarily funds staffing costs associated with policy influencing and related project work.

Ascent (Advice and Counselling): This grant is from London Councils is for the Ascent project which tackles VAWG in London. This strand is delivered by a cohort of organisations working together from the London VAWG Consortium and the lead partner is Women and Girls Network. Our delivery focuses on advice, training for professionals and legal publications to support women survivors in London. It primarily covers staffing and direct delivery costs.

Ascent (Support Services to Organisations): This grant is from London Councils is for the Ascent project which tackles VAWG in London. This strand is delivered by a cohort of organisations working together from the London VAWG Consortium and the lead partner is Women's Resource Centre. Our delivery focuses on strengthening VAWG professionals and their organisations in London through training and capacity building. It primarily covers staffing and direct delivery costs.

Ascent Plus: This grant is for the Ascent Plus project which is an additional grant to extend the reach of the London Councils Advice and Counselling Ascent project. It is a consortium grant from MOPAC and Solace Women's Aid is the lead partner.

Big Give: This money was raised from donations from the public through an online crowdfunder to support women experiencing VAWG through provision of legal advice.

City Bridge Foundation: This three-year grant supports the organisation's provision of legal advice and related policy influencing work in London. It also supports volunteering, the involvement of women with lived experience in shaping our work, collaborative work across the sector, and associated staffing and project costs.

Crucible Foundation: This donation is from a Charitable Trust to fund project work in relation to our Sexual Harassment in the Workplace and Family Law areas.

Esmee Fairbairn: This grant is for unrestricted core costs to increase access to justice for women experiencing gender-based violence. It is focused on strategic immigration and asylum law policy influencing work to create system change in England and Wales.

Esmee Fairbairn Wellbeing: This grant is in addition to the main Esmee Fairbairn grant and is to enable us to provide extra support towards staff, volunteer or trustee wellbeing.

Esmee Fairbairn Family Justice Transformation: This grant is to support learning and evaluation of an enquiry site in Surrey to improve the culture of the Family Court in relation to domestic abuse.

Firebird Foundation: This grant funds staffing and project costs for an influencing and practice-based project focused on transforming the family justice system response to women survivors of domestic abuse.

21. **Analysis of charitable funds** *(continued)*

FLOWS (Ministry of Justice): This grant is for a partnership project with RCJ Advice called FLOWS (Finding Legal Option for Women Survivors) covering staffing costs and project costs. The project focuses on using tech and digital solutions to assist individual women survivors and professionals to access support with family law and criminal legal issues.

Garden Court: This small grant covers core costs associated with the charity's work to support the delivery of access to justice.

GMIAU: This grant is for a partnership project led by Greater Manchester Immigration and Asylum Unit (GMIAU), with funding coming Greater Manchester Combined Authority. The partnership provides immigration advice to people experiencing domestic abuse in Greater Manchester. The aim is to ensure that people fleeing domestic abuse have access to high quality immigration advice regarding their options and are helped to gain access to public funds where this is possible.

Henry Smith Covid 19: This grant towards running costs of a project providing legal advice, advocacy and support for women who have experienced or are at risk of Violence Against Women and Girls across England and Wales.

Hibiscus Initiatives (Ministry of Justice): This grant was received as part of a partnership project led by Hibiscus Initiatives, with funding from the Ministry of Justice. It supported short-term engagement work with service users to inform the Victims' Code consultation and primarily covered project and staffing costs.

Home Office EUSS: This grant funds immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

Improving Outcomes Through Legal Support (IOTLS): This grant from the Access to Justice Foundation (ATJF) is to support our frontline specialist legal advice delivery and ensure beneficiaries can access timely advice and support throughout their legal journey. It primarily funds the costs frontline advisers.

Improving Lives Through Advice (ILTA): This grant from the Access to Justice Foundation (ATJF) and Community Fund is part of a grant programme that aims to demonstrate how multi-year advice funding builds sustainability, infrastructure, connections and best practice EDI approach in the delivery of frontline legal advice. It primarily funds costs associated with advice delivery including frontline advisers.

Impact London: This is a additional grant from Impact London (formerly Impact 100) which is a philanthropic impact fund to give transformative grants to local charities that primarily benefit women and girls in London.

Justice Together Initiative (JTI): This grant is for policy influencing work carried out in the area of immigration and asylum law in relation to access to justice for migrant women survivors with insecure immigration status. It funds policy work and the associated delivery of advice work that provides an evidence base for this work. It primarily funds staffing and project costs.

21. Analysis of charitable funds *(continued)*

Legal Education Foundation (LEF): This grant is influencing work to transform the family justice system to meet the needs of women survivors of VAWG.

Roddick Foundation: This grant funds delivery work to develop an understanding of the experiences of women victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. It primarily covers staffing costs.

Sam & Bella Sebba Charitable Foundation: This grant funds staffing, evaluation and project costs for an influencing and practice-based project focused on transforming the family justice system response to women survivors of domestic abuse.

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2026 £**
Investments	1	–	1
Current assets	1,105,495	3,502	1,108,997
Creditors less than 1 year	(276,037)	–	(276,037)
Net assets	829,459	3,502	832,961

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Investments	1	–	1
Current assets	928,754	53,710	982,464
Creditors less than 1 year	(271,500)	–	(271,500)
Net assets	657,255	53,710	710,965

23. Analysis of changes in net debt

	At 1 Apr 2025 £	Cash flows £	**At 31 Mar 2026 £**
Cash at bank and in hand	893,026	132,078	1,025,104

24. Limitation of auditors' liability

By way of a members' resolution dated 171th September 2025, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

25. Related parties

The charity holds three ordinary shares valuing at £1 in Tindlemanor Limited, which owns the property occupied by the charity. The only transactions with the company during the financial year was for the payment of service charges, room hire and storage space, which amounted to £19,024 (2025: £19,621).