Charity number
1203220

Women for Peace and Participation (WPP)

Annual Report and Financial Statements

for the year ended 31 December 2025

Charitable Incorporated Organisation

Women for Peace and Participation (WPP)
Annual Report and Financial Statements

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Women for Peace and Participation (WPP)
Charity information

Charity name
Women for Peace and Participation (WPP)

Charity number
1203220, registered with the Charity Commission for England and Wales

Legal form
Charitable incorporated organisation (foundation model), registered on 23 May 2023 and governed by its constitution

Principal office
296 Long Drive
Ruislip
Middlesex
HA4 0HZ

Trustees
Marika Theros - Chair
Gillian Dare - Deputy Chair
Sobia Kapadia - Treasurer
Nazifa Haqpal - Communication and Coordination (resigned)

Key management
Quhramaana Kakar - Founding Director
Abida Kakar - Country Lead and Coordinator

Independent examiner and accountants
Faisal Ahamed AFA MIPA
Taxonomy Accountants Ltd
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London E1 1JX
Regulated by the Institute of Financial Accountants, Firm No. 295092
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Bankers
Lloyds Bank plc
25 Gresham Street
London EC2V 7HN

Website
www.wppeace.org

Women for Peace and Participation (WPP)
Vision, mission and objectives

Vision

Building inclusive and peaceful societies through access to equal opportunities.

Mission

Women for Peace and Participation's goal is to promote social inclusion and provide an opportunity for excluded groups of Afghan women and youth to shape the future of their country through participation in social and political processes.

Objectives

Women for Peace and Participation (WPP) promotes the involvement of women and youth in peacebuilding processes at the grassroots, provincial and national levels. In Afghanistan WPP works in several regions, with a particular focus on the Southern, Western and Central regions (Kandahar, Helmand, Kabul and Mazar). We work with women and youth to:

1. Empower women and youth by building their capacities and skills to engage in peacebuilding and conflict resolution.
2. Develop the leadership skills of the next generation of women and youth.
3. Facilitate peace mediation at the community level.
4. Enhance opportunities for the inclusion of women and youth in decision-making processes.
5. Promote informal education and livelihoods.
6. Strengthen networking and solidarity.
7. Advocate at local, national, regional and international levels.
8. Develop partnerships with individuals, communities and organisations working in development, peacebuilding and state-building, all aimed at creating a shared consensus on the policies needed to bring effective political, economic and social change in war-torn societies.

A substantial part of this work focuses on hard-to-reach and remote populations, building their capacity and enabling them to take part in policy formulation and implementation at community, provincial and national levels. In addition to its programmes in Afghanistan, WPP conducts research, builds networks of women and youth activists, and is called upon to advise on the challenges of inclusive peacebuilding.

Women for Peace and Participation (WPP)
Trustees' report
for the year ended 31 December 2025 - Charity number 1203220

The trustees present their annual report and the financial statements of the charity for the year ended 31 December 2025. The financial statements comply with the Charities Act 2011, the charity's constitution and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (the Charities SORP). The charity's reference and administrative details are set out on page 1.

Trustees

The following persons served as trustees during the year:

Marika Theros - Chair
Gillian Dare - Deputy Chair
Sobia Kapadia - Treasurer
Nazifa Haqpal - Communication and Coordination (resigned)

Objectives and activities

Charitable objects

The charity's objects are to promote social inclusion for the public benefit by working with people who are socially excluded on the grounds of their national or ethnic origin, religion, belief or creed (in particular, members of the Afghan community) to relieve the needs of such people and assist them to integrate into society via a referral system, in particular by:

a) increasing, or co-ordinating, opportunities for members of the Afghan community to engage with service providers, to enable those providers to adapt services to better meet the needs of that community;

b) providing a local network group that encourages and enables members of the Afghan community to participate more effectively with the wider community;

c) providing education and training in the English language and in vocational skills;

d) capacity building and leadership training for women refugees to build a network (for empowerment) and self-help groups; and

e) providing social and recreational facilities, safe spaces and events involving the local community.

Public benefit

The trustees have complied with their duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. The charity's work benefits Afghan women and young people, in the United Kingdom and in Afghanistan, who are excluded from social and political life. Its programmes are open to the women and young people they are designed for, and the trustees consider that the activities described below further the charity's objects for the public benefit.

Our key objectives for the year were:

a) to strengthen the participation of Afghan women in peace, security and policy processes through WPP's Strategizing a Seat at the Table Initiative (SSTI);

b) to support community-level peacebuilding, mediation and capacity building with women and young people in Afghanistan;

c) to bring Afghan women peacebuilders together with international partners through thematic workshops, networking and advocacy; and

d) to strengthen the charity's governance, financial systems and funding base.

Activities during the year (project names and descriptions)

- **Strategizing a Seat at the Table Initiative (SSTI).** WPP's SSTI initiative strengthens the networks, skills and alliances of Afghan women so that they can take a meaningful part in peacebuilding and in policy discussions about the future of Afghanistan. During 2025 the initiative was supported by the International Civil Society Action Network (ICAN), Women in International Security (WIIS) Italy and Vital Voices Global Partnership. In March 2025 the charity commissioned a summary of the SSTI strategy to guide the next phase of the initiative.
- **SSTI thematic workshop, Italy.** In July 2025 WPP convened an SSTI thematic workshop in Italy, funded by WIIS Italy and Vital Voices. The charity met participants' international travel and accommodation, per diems and local transport, engaged facilitators to lead the sessions, and produced printed materials and briefing papers for participants.

- **Community peacebuilding in Afghanistan.** With the support of ICAN, WPP continued its work with women and young people in Afghanistan, delivered by its team in the country. Programme funds of £21,995 were transferred or carried to Afghanistan during the year to meet the costs of local activities, as formal banking channels there are not reliably available.
- **Advocacy at the United Nations.** In October 2025 WPP took part in the annual Women, Peace and Security Week in New York, with travel part-funded by ICAN, engaging with international policy makers and partners on the participation of Afghan women in peace processes.
- **Crisis toolkit.** The charity completed the development of its crisis toolkit, a practical guide to responding to emergencies affecting the women and young people taking part in its programmes.
- **Organisational development.** The charity's external accountants provided QuickBooks Online training in May 2025, the charity renewed its insurance cover, and in October 2025 it agreed an engagement with its external accountants covering its annual accounts and monthly management reporting.

Achievements and performance

1. **SSTI thematic workshop.** The workshop in Italy was delivered in July 2025. Its costs of £17,750 were met from grants of £15,435 from WIIS Italy and Vital Voices and £2,315 from the charity's general funds.
2. **Community peacebuilding in Afghanistan.** The ICAN-supported programme continued throughout the year, and ICAN released a further instalment of £18,135 in August 2025.
3. **Advocacy.** WPP was represented at Women, Peace and Security Week in New York in October 2025.
4. **Funding.** ICAN, WIIS Italy and Vital Voices supported the charity in 2025, and ICAN and WIIS Italy made further grants in 2026.
5. **Systems.** The charity's bank transactions are now recorded in QuickBooks Online and reconciled to the bank statements, with support from its external accountants.

Financial review

Income

Total income for the year was £40,812 (2024: £225,196). All of it was grant income for specific projects and is accounted for as restricted: ICAN £25,377 (62%), WIIS Italy £10,034 (25%) and Vital Voices Global Partnership £5,401 (13%). All of the charity's income came from non-profit organisations; none came from governments, United Nations or multilateral agencies, or individual donors. The reduction from 2024 reflects the completion in 2024 of the UKRI Global Challenges Research Fund programme delivered through the London School of Economics and Middlesex University, and the timing of ICAN's grant cycle.

Expenditure

Expenditure was £79,891 (2024: £232,167), all on charitable activities. Direct programme costs were £75,071 (94%) and support and governance costs £4,820 (6%).

Result for the year

Net expenditure for the year was £39,079 (2024: £6,971). Programme costs exceeded the restricted grant income received in the year by £34,300, and this was met from the charity's unrestricted funds, which had been built up in earlier years (note 10).

Financial position

At 31 December 2025 the charity's funds were £(7,362) (2024: £31,717). Cash at the bank was £1,842, and liabilities of £9,204 were outstanding for consultancy and accountancy services provided before the year end, all of which were paid in February and March 2026.

Cash disbursements

Cash of £7,700 was withdrawn during the year: £5,000 in January 2025 for programme activities in Afghanistan and £2,700 in July 2025 for per diems and local transport at the Italy workshop. Both amounts have been charged to expenditure on charitable activities: the £5,000 to programme delivery in Afghanistan and the £2,700 to workshop and event costs (note 3). The charity's finance policy requires every cash disbursement to be documented, authorised and approved, and the trustees are ensuring that itemised disbursement records are completed and kept with the accounting records.

Reserves policy

The trustees' policy is to hold unrestricted free reserves equal to at least six months of the charity's unrestricted core running costs, so that the charity can meet its commitments if grant payments are delayed. On the 2025 level of core costs (£4,779) this means free reserves of at least £2,400. At 31 December 2025 free reserves were negative at £(7,362), because programme costs in excess of the restricted grants were met from reserves during the year. The charity's cash position has improved since the year end with the receipt of further grants, and the trustees plan to rebuild free reserves to the target level by including a contribution to core costs in grant budgets and by matching programme spending to the funding available.

Going concern

The financial statements have been prepared on the going concern basis. Although the charity had net liabilities of £7,362 at 31 December 2025, all of its liabilities at that date were paid in February and March 2026. Between 1 January and 27 July 2026 the charity received grant income of £76,840 from ICAN and WIIS Italy, and at 27 July 2026 it held £21,920 at the bank. Having reviewed the charity's funding and planned expenditure for at least twelve months from the date of approval of these financial statements, the trustees are satisfied that the charity can meet its liabilities as they fall due.

Plans for future periods

In 2026 the charity is continuing the SSTI programme, including an SSTI thematic group visit to Brussels in April 2026, with funding from ICAN and WIIS Italy, together with its community peacebuilding work in Afghanistan. The trustees are seeking new funders to reduce the charity's dependence on a small number of grant-makers, and will set an annual budget for each financial year.

Structure, governance and management

Structure: Women for Peace and Participation is a charitable incorporated organisation (foundation model) registered with the Charity Commission for England and Wales on 23 May 2023. Its only voting members are its trustees. The trustees are responsible for the governance of the charity and carry out their duties in line with the requirements of the Charity Commission. They bring a range of skills to the charity, including Afghan field experience, peacebuilding, media, charity governance, management and fundraising. The trustees take all major decisions on strategy, policy and finance and consider other matters by email as they arise.

Appointment of trustees: Trustees are appointed by the board in accordance with the constitution, having regard to the skills the board needs. New trustees complete a trustee declaration and are introduced to the charity's governing document, policies and work. Nazifa Haqpal has resigned as a trustee.

Management: Day-to-day management is delegated to the Founding Director, Quhramaana Kakar, supported by the Country Lead and Coordinator, Abida Kakar. The charity has no employees. The people who deliver its work in the United Kingdom and Afghanistan are engaged as consultants, and the charity is supported by volunteers.

Related parties and conflicts of interest: One trustee was paid for services provided to the charity during the year. The Founding Director, the Country Lead and Coordinator and a project and coordination assistant treated as a related party were paid fees for their services, and programme funds for activities in Afghanistan were paid to a further related party. These arrangements are set out in notes 6 and 7. Under clause 7 of the constitution, a trustee must declare any interest in a proposed transaction or arrangement with the charity and must not take part in the discussion of, or vote on, any matter in which a conflict of interest could arise.

Risk management

The trustees have identified the following principal risks and the measures taken to manage them:

- **Funding concentration:** In 2025, 62% of income came from a single funder (ICAN) and grants are short-term. The charity is seeking new funders and has adopted the reserves policy set out above.
- **Liquidity:** The charity ended 2025 with net liabilities, and its bank account was overdrawn from 31 July until 4 August 2025. Cash flow is monitored against confirmed grant income, and programme commitments are limited to funds received or confirmed.
- **Financial controls and cash disbursements:** Programme funds are sometimes carried in cash or sent through the hawala system to Afghanistan, where formal banking is unreliable. The charity's cash management procedure requires a signed receipt from the person who receives the funds and a receipt

for each payment made from them, the finance policy requires every disbursement to be documented, authorised and approved, and the bank account is reconciled in QuickBooks Online.

- **Safety and security in Afghanistan:** The security and political situation in Afghanistan creates risks for participants, partners and the charity's team. These are managed through the charity's safeguarding policy and the crisis toolkit developed in 2025.
- **Reliance on a small team:** The charity depends on a small number of consultants and volunteers, and the trustees keep its reliance on key individuals under review.
- **Data protection and cybersecurity:** The charity holds personal data about participants, consultants and partners, some of whom are at risk in Afghanistan, and takes care over how that data is stored and shared.
- **Legal and regulatory change:** Changes in charity law, sanctions and financial regulation can affect international transfers. The charity follows sanctions and banking requirements for payments connected with Afghanistan and takes professional advice where needed.

Independent examination

The trustees have appointed Faisal Ahamed AFA MIPA of Taxonomy Accountants Ltd to carry out an independent examination of the financial statements under section 145 of the Charities Act 2011.

This report was approved by the trustees on 27 October 2026 and signed on their behalf by:



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Marika Theros
Chair of Trustees

Women for Peace and Participation (WPP)
Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources for that period. In preparing those financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper 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 Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the charity's constitution. 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.

Women for Peace and Participation (WPP)
Independent examiner's report to the trustees of Women for Peace and Participation (WPP)

I report to the charity trustees on my examination of the accounts of Women for Peace and Participation (WPP) ('the CIO') for the year ended 31 December 2025, which are set out on pages 9 to 17.

Responsibilities and basis of report

As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

The CIO's accounting records are maintained by the CIO. My firm, Taxonomy Accountants Ltd, assisted the trustees in preparing these accounts and in making the year-end adjustments to the accounting records, which the trustees have reviewed and approved.

Independent examiner's statement

Except for the matter set out below, I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the CIO as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

Matter relating to accounting records

Cash withdrawals of £7,700 were made from the charity's bank account during the year: £5,000 in January 2025 for programme activities in Afghanistan and £2,700 in July 2025 for per diems and local transport at the charity's workshop in Italy. The withdrawals themselves are evidenced by the bank statements, and both amounts have been charged to expenditure on charitable activities on the basis of explanations provided by the charity's management, which are consistent with the activities the charity carried out in the year. Itemised records showing to whom and for what the cash was then disbursed were not available for my examination, and I have been unable to verify that expenditure by other means.

Comparative figures

The financial statements for the year ended 31 December 2024, from which the comparative figures are derived, were not subject to independent examination.

I have no other concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



..

Faisal Ahamed AFA MIPA
Independent Examiner
Managing Director & Principal, Taxonomy Accountants Ltd
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Regulated by the Institute of Financial Accountants, Firm No. 295092; Practising Certificate 1000342492
Telephone 07546 588 700; faisal@taxonomyaccountants.com; taxonomyaccountants.com

Date: 27 October 2026

Women for Peace and Participation (WPP)
Statement of financial activities (including income and expenditure account)

for the year ended 31 December 2025

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income from:					
Charitable activities: grants	2	-	40,812	40,812	224,396
Other income	2	-	-	-	800
Total income		**-**	**40,812**	**40,812**	**225,196**
Expenditure on:					
Raising funds		-	-	-	-
Charitable activities	3	4,779	75,112	79,891	232,167
Total expenditure		**4,779**	**75,112**	**79,891**	**232,167**
Net expenditure		**(4,779)**	**(34,300)**	**(39,079)**	**(6,971)**
Transfers between funds	10	(34,300)	34,300	-	-
Net movement in funds		**(39,079)**	**-**	**(39,079)**	**(6,971)**
Reconciliation of funds:					
Total funds brought forward		31,717	-	31,717	38,688
Total funds carried forward	**10**	**(7,362)**	**-**	**(7,362)**	**31,717**

All of the charity's activities are continuing. The charity has no recognised gains or losses other than those shown above, and the net movement in funds is the same as the net expenditure for the year after transfers.

The comparative statement of financial activities for 2024, analysed by fund, is set out in note 11. The notes on pages 12 to 17 form part of these financial statements.

Women for Peace and Participation (WPP)
Balance sheet

at 31 December 2025

	Note	2025 £	2024 £
Current assets			
Cash at bank and in hand		1,842	31,717
Creditors: amounts falling due within one year	8	(9,204)	-
Net current (liabilities)/assets		**(7,362)**	**31,717**
Total net (liabilities)/assets		**(7,362)**	**31,717**
The funds of the charity			
Restricted funds	10	-	-
Unrestricted funds	10	(7,362)	31,717
Total charity funds	**9**	**(7,362)**	**31,717**

The financial statements on pages 9 to 17 were approved by the trustees on 27 October 2026 and signed on their behalf by:



.....

Marika Theros
Chair of Trustees

Charity number 1203220

Women for Peace and Participation (WPP)
Statement of changes in funds

for the year ended 31 December 2025

	Unrestricted funds £	Restricted funds £	Total funds £
At 1 January 2024	**38,688**	**-**	**38,688**
Income	800	224,396	225,196
Expenditure	(7,771)	(224,396)	(232,167)
At 31 December 2024	**31,717**	**-**	**31,717**
At 1 January 2025	**31,717**	**-**	**31,717**
Income	-	40,812	40,812
Expenditure	(4,779)	(75,112)	(79,891)
Transfers between funds	(34,300)	34,300	-
At 31 December 2025	**(7,362)**	**-**	**(7,362)**

Restricted funds are grants given for specific projects. Expenditure on those projects in 2025 exceeded the grant income received for them, and the deficits were met by transfers from unrestricted funds (note 10).

1 Accounting policies

Basis of preparation

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 (FRS 102) (the Charities SORP (FRS 102), second edition, effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. The charity is a public benefit entity as defined by FRS 102. The financial statements are prepared under the historical cost convention and are presented in pounds sterling, rounded to the nearest pound.

The comparative figures for 2024 are presented on the same basis as those for 2025, with grants received for specific projects shown as restricted funds. This presentation does not change the total income, expenditure or funds of the charity for 2024.

Going concern

At 31 December 2025 the charity had net liabilities of £7,362. The liabilities at that date were paid in February and March 2026, and between 1 January and 27 July 2026 the charity received grant income of £76,840. The trustees have reviewed the charity's funding and planned expenditure for at least twelve months from the date of approval of these financial statements and consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Grant income is recognised when the charity is entitled to the funds, receipt is probable and the amount can be measured reliably. Grants received for specific projects are accounted for as restricted funds. Where a grant is subject to conditions that the charity has not yet met, the income is deferred; no income was deferred at 31 December 2025 or 31 December 2024. Refunds received of amounts overpaid by the charity to suppliers or consultants are credited against the cost to which they relate.

Expenditure

Expenditure is recognised on an accruals basis when there is a legal or constructive obligation to make a payment, it is probable that settlement will be required and the amount can be measured reliably. All expenditure relates to the charity's charitable activities. Direct costs comprise programme delivery, consultancy, facilitation, travel and event costs. Support costs comprise insurance, software, website and banking costs, and governance costs comprise accountancy fees. As the charity carries on a single charitable activity, no apportionment of support costs is required. The charity is not registered for VAT and expenditure includes any VAT incurred.

Cash disbursements

Cash withdrawn from the bank to meet programme costs in Afghanistan, where formal banking channels are not reliably available, and to pay per diems and local transport costs at programme events, is charged to expenditure on charitable activities in the period in which it is disbursed, within the programme to which it relates.

Fund accounting

Unrestricted funds are available for use at the trustees' discretion in furtherance of the charity's objects. Restricted funds are grants given for particular projects and are used only for those projects. Where expenditure on a restricted project exceeds the restricted income received for it and no further income is receivable at the year end, the deficit is met by a transfer from unrestricted funds.

Foreign currencies

Transactions in foreign currencies are recorded in sterling at the exchange rate applied by the bank on the date of the transaction.

Financial instruments, creditors and accruals

The charity has only basic financial instruments. Cash at bank and creditors are measured at their transaction amount. Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in a payment that can be measured reliably, including accruals for services received in the year that were unpaid at the year end.

Taxation

The charity is a charity within the meaning of paragraph 1 of Schedule 6 to the Finance Act 2010 and is exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes.

Critical judgements and estimates

The charity's accounting records did not record expenditure by project during 2025. Expenditure has been allocated to restricted funds using the description recorded for each transaction and the explanations of the charity's management. The year-end accruals are based on payments made after the year end for services provided before 31 December 2025. Costs and income relating to 2024 that were not recognised in the 2024 financial statements are included in 2025, as set out in note 3.

2 Income from charitable activities and other income

	2025 £	2024 £
Grants for charitable activities		
International Civil Society Action Network (ICAN)	25,377	163,838
Women in International Security (WIIS) Italy	10,034	16,439
Vital Voices Global Partnership	5,401	-
UKRI Global Challenges Research Fund, through the London School of Economics and Middlesex University	-	44,119
Total grants	**40,812**	**224,396**
Other income: events	-	800
Total income	**40,812**	**225,196**

ICAN's grants in 2025 comprised £23,732 for the SSTI and Afghanistan programme and £1,645 towards the charity's participation in Women, Peace and Security Week. All grant income was restricted (2024: grants of £224,396 restricted and event income of £800 unrestricted).

All of the charity's income in 2025 came from non-profit organisations. No income was received from governments, the United Nations or other multilateral bodies, or individual donors.

3 Expenditure on charitable activities

	2025 £	2024 £
Direct costs		
Programme delivery in Afghanistan	21,995	
Programme consultancy, coordination and facilitation	43,811	
Travel and accommodation	5,924	
Workshop and event costs	3,341	
Total direct costs	**75,071**	**210,258**
Support costs		
Insurance	1,301	
Software and subscriptions	1,168	
Website, email and IT	406	
Bank charges and interest	495	
Total support costs	3,370	
Governance costs: accountancy fees	1,450	
Total support and governance costs	**4,820**	**21,909**
Total expenditure on charitable activities	**79,891**	**232,167**
Analysed by fund:		
Restricted funds (note 10)	75,112	224,396
Unrestricted funds	4,779	7,771
	79,891	232,167

Comparative figures for 2024 are shown at the level analysed in the 2024 financial statements. Programme consultancy, coordination and facilitation fees are paid to the individuals who deliver the charity's work, who are engaged as consultants (notes 5 and 7). Programme delivery in Afghanistan includes £5,000 withdrawn in cash, and workshop and event costs include £2,700 of cash for per diems and local transport at the Italy workshop. Refunds of £1,577 from facilitators who were paid twice in July 2025 have been deducted from programme consultancy costs.

Expenditure for 2025 includes £15,539 relating to activities in 2024 that was not recognised in the 2024 financial statements: consultancy fees to the Country Lead of £3,599 for June to September 2024 and £1,120 narrated as December 2024, and programme payments to Mukhtar Kakar of £10,820 narrated as 2024 payments. Income for 2025 includes £5,598 received from ICAN in March 2025 as the final instalment of its 2024 grant. The comparative figures for 2024 are shown as reported in the 2024 financial statements.

4 Net expenditure for the year

Net expenditure for the year is stated after charging fees payable to Taxonomy Accountants Ltd, the firm of the independent examiner, of £1,450 (2024: nil) for other services: preparation of the 2024 financial statements (£800), QuickBooks training (£450) and monthly accounting and management reporting from November 2025 (£200). No fee was charged in the year for independent examination (2024: nil).

5 Staff costs and key management personnel

The charity had no employees during the year (2024: none). The individuals who deliver the charity's work are engaged as consultants and their fees are included in note 3. No individual received remuneration of more than £60,000 (2024: none).

The charity's key management personnel are the trustees, the Founding Director and the Country Lead and Coordinator. The Founding Director and the Country Lead provide their services as consultants,

and their fees for the year totalled £30,752 (2024: £70,917), as set out in note 7. Payments to trustees are set out in note 6.

6 Trustees' remuneration and expenses

Sobia Kapadia, Treasurer, received £633 (2024: £17,377) for consultancy services: in 2025 for developing the charity's crisis toolkit, and in 2024 for country implementation management and work on the crisis toolkit. Marika Theros, Chair, received £2,301 in 2024 for consultancy services to the SSTI programme (2025: nil). No other trustee received remuneration or other benefits from the charity in either year.

Clause 6(2)(b) of the charity's constitution allows a trustee to be paid for providing services to the charity where this is permitted by, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011. Those conditions include a written agreement setting out the amount payable, a decision by the other trustees that the arrangement is in the charity's best interests, and a limit on the number of trustees who may benefit.

No expenses were reimbursed to trustees during the year (2024: none).

7 Related party transactions

Key management personnel

Quhramaana Kakar, Founding Director, received fees of £19,388 (2024: £33,871) for programme direction, advocacy and fundraising services, including £1,314 accrued at 31 December 2025.

Abida Kakar, Country Lead and Coordinator, received fees of £11,364 (2024: £37,046). Of this, £8,079 (2024: £2,360) was payable to her directly, including £3,599 for June to September 2024 paid in May 2025 and £1,120 narrated as December 2024 that was accrued at 31 December 2025, and £3,285 (2024: £34,686) was payable to Sphere Consultancy, through which part of her services is provided, and was accrued at 31 December 2025.

Other related parties

The trustees treat as related parties two further individuals who share a family name with the Founding Director and the Country Lead:

Omar Kakar, project and coordination assistant, received fees of £7,475 (2024: £15,526), including £3,285 accrued at 31 December 2025.

Mukhtar Kakar received £16,995 (2024: £20,250) to meet the costs of programme activities in Afghanistan.

Trustees

Payments to trustees are disclosed in note 6.

At 31 December 2025 the charity owed £9,004 to related parties. This is included in accruals (note 8) and was paid in February and March 2026.

8 Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals	9,204	-

Accruals comprise consultancy fees of £9,004 and accountancy fees of £200 for services provided before 31 December 2025, all of which were paid in February and March 2026.

9 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds £
At 31 December 2025			
Cash at bank	1,842	-	1,842
Creditors	(9,204)	-	(9,204)
Net (liabilities)/assets	**(7,362)**	**-**	**(7,362)**
At 31 December 2024			
Cash at bank	31,717	-	31,717
Net assets	**31,717**	**-**	**31,717**

10 Movements in funds

	At 1 Jan 2025 £	Income £	Expenditure £	Transfers £	At 31 Dec 2025 £
Restricted funds					
ICAN - SSTI and Afghanistan	-	23,732	(55,053)	31,321	-
SSTI thematic workshop, Italy	-	15,435	(17,750)	2,315	-
ICAN - WPS Week, New York	-	1,645	(2,309)	664	-
Total restricted funds	**-**	**40,812**	**(75,112)**	**34,300**	**-**
Unrestricted funds					
General fund	31,717	-	(4,779)	(34,300)	(7,362)
Total funds	**31,717**	**40,812**	**(79,891)**	**-**	**(7,362)**

	At 1 Jan 2024 £	Income £	Expenditure £	Transfers £	At 31 Dec 2024 £
Restricted funds					
ICAN	-	163,838	(163,838)	-	-
UKRI GCRF (LSE / Middlesex)	-	44,119	(44,119)	-	-
WIIS Italy	-	16,439	(16,439)	-	-
Total restricted funds	**-**	**224,396**	**(224,396)**	**-**	**-**
Unrestricted funds					
General fund	38,688	800	(7,771)	-	31,717
Total funds	**38,688**	**225,196**	**(232,167)**	**-**	**31,717**

Purposes of restricted funds

ICAN - SSTI and Afghanistan: grants from the International Civil Society Action Network for the Strategizing a Seat at the Table Initiative and the charity's community peacebuilding work in Afghanistan.

SSTI thematic workshop, Italy: grants from WIIS Italy (£10,034) and Vital Voices Global Partnership (£5,401) for the SSTI thematic workshop held in Italy in July 2025.

ICAN - WPS Week, New York: a grant from ICAN towards the cost of the charity's participation in Women, Peace and Security Week in New York in October 2025.

2024 funds: grants from ICAN, from UKRI through the London School of Economics and Middlesex University (Global Challenges Research Fund Gender, Justice and Security Hub) and from WIIS Italy, each spent in full on its project during 2024.

Transfers

Expenditure on each restricted project in 2025 exceeded the grant income received for it in the year. No further income for these projects was recognised as receivable at 31 December 2025, and the deficits totalling £34,300 have been met by transfers from unrestricted funds.

11 Comparative statement of financial activities for 2024

	Unrestricted funds £	Restricted funds £	Total 2024 £
Income from:			
Charitable activities: grants	-	224,396	224,396
Other income	800	-	800
Total income	**800**	**224,396**	**225,196**
Expenditure on charitable activities	7,771	224,396	232,167
Net expenditure and net movement in funds	**(6,971)**	**-**	**(6,971)**
Total funds brought forward	38,688	-	38,688
Total funds carried forward	**31,717**	**-**	**31,717**

12 Events after the reporting period

Between 1 January and 27 July 2026 the charity received grant income of £76,840, from ICAN (£54,192) and WIIS Italy (£22,648). The liabilities of £9,204 at 31 December 2025 were paid in February and March 2026.

13 Legal status

Women for Peace and Participation (WPP) is a charitable incorporated organisation (foundation model) registered with the Charity Commission for England and Wales, charity number 1203220. Its principal office is 296 Long Drive, Ruislip, Middlesex HA4 0HZ. The trustees are the only members of the CIO, and under clause 8 of the constitution the members have no liability to contribute to the assets of the CIO if it is wound up.