

**WOMANKIND (WORLDWIDE)**

**A Company limited by guarantee**

**REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2021**



**EQUAL • RESPECTED • PROUD**

**Registered Company No: 02404121 (England and Wales)  
Charity No: 0328206**

**WOMANKIND (WORLDWIDE)**

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**Company Registration** 02404121 (England and Wales)

**Charity Registration** 328206

**Ambassadors** Dr Kate Young  
Baroness Helena Kennedy QC

**Trustees**

Maggie Baxter CBE	(Chair)
Siobhan Allen	(Vice Chair, appointed 16 September 2020)
Laura Hucks	(Vice Chair, retired 16 September 2020)
Jenny Jones	(Honorary Treasurer)
Roshana Arasaratnam	
Twasiima Bigirwa	(appointed 1 June 2020)
Sophie Efange	
Annie Kelly	(retired 17 June 2020)
Lia Larson	
Susana Leith Smith	
Francoise Moudouthe	(appointed 1 June 2020)
Fenella Porter	
Lubna Qu'nash	
Juanita Rosenior	
Noelia Serrano	(retired 16 September 2020)
Rebecca Wood	

**Chief Executive** Caroline Haworth

**Registered Office** Wenlock Studios  
50-52 Wharf Road  
London N1 7EU

**Bankers**

Lloyds TSB Bank plc	National Westminster Bank plc
399 Oxford Street	130 Whitechapel High Street
London WC1 2BU	London E1 7PS

**Auditors** MHA Macintyre Hudson  
6<sup>th</sup> Floor  
2 London Wall Place  
London EC2Y 5AU

## A Message from the Chair

It has been an unprecedented year, dogged by the Covid-19 pandemic and resulting social and economic crises. We have recognised the structural schisms and inequalities laid bare by the pandemic throughout the world and at home, and that the challenges of the year have affected our own resilience, as well as that of our partners and other colleagues in the women's rights sector. We have all needed to intensify our focus on health, including mental health and wellbeing and to muster our feminist solidarity to support each other through a very difficult time. Never more so than now, as in addition to existing crises we apprehend the fear and violence borne by our sister women's rights activists in Afghanistan in recent weeks, and initiate support as best we can. And indeed, as we reflect upon and fight against the grievous cuts to spending made by the Foreign, Commonwealth and Development Office (FCDO) at this critical time. Cuts that will severely hamper the rights and wellbeing of vulnerable women and girls throughout the world.

Nevertheless, as you will glean from this report, Womankind is resilient and has remained in good shape to face the unpredictability and undoubted challenges brought by the Covid-19 crisis. We have worked flexibly and adapted our support to meet the changing needs of our partners. We established a Resilience Fund from which we were able to share core, flexible resources with our partners rapidly, at a time of great stress for their organisations and the communities which they serve. We remain indebted to Lorraine Hendy for the legacy gift she made in 2019, enabling this critical intervention. Further, we have learned a lot about managing flexible funds as a result, which will be woven into our new strategy 2021-2030. This was the fifth and final year of our strategy: *Building Women's Movements for Transformational Change*. For most of the year, Womankind and our partners pushed ahead successfully with our work to end violence against women and girls, support women's political participation and advance women's power over economic resources, continuing to build momentum and attract support.

During the year, as well as continuing to support ground-breaking women's rights projects and policy, advocacy and communications work, we undertook an external evaluation of our strategy, which validated our shift to a movement strengthening approach. We also undertook a brand refresh, revamped the website and instigated participatory work on racial justice and coloniality, inspired by Black Lives Matter campaigns across the globe. The latter resulted in an organisation-wide anti-racism pledge. These three formative pieces of work fed into the development of new organisation strategy, alongside expert analyses and evidence from our partners, stakeholders and teams. We will complete the new strategy in the coming weeks.

In June 2020 we welcomed two new trustees based in the global South: Françoise Kpeglo Moudouthe with roots in Cameroon but now based in Ghana, and Ugandan Twasiima P. Bigirwa. In September, trustee and former Honorary Treasurer, Noelia Serrano, and Vice Chair Laura Hucks, came to the end of their second terms and stepped down. My sincerest thanks to both of them for their longstanding and excellent service to Womankind. Also in September, Siobhan Allen was elected to replace Laura as Vice Chair and we have benefitted enormously from her skill and dedication since. In addition, we strengthened our executive leadership with the appointment of Interim Director Finance & Resources, Navjyot Johal. Navjyot has a wealth of skill and experience from which we are benefiting immensely.

Next year will be my final year as Chair of Womankind, though I will be staying on as a trustee to assist transition. I am delighted to be passing on the baton at a time when the organisation is strong and has a clear vision of the future. As always, my gratitude is due to the amazing staff, partners, ambassadors, trustees and other volunteers that we are so lucky to work alongside. Our sincerest thanks are also due to our unflinching supporters, whose commitment has been especially extraordinary during this difficult year and without whom Womankind could not have continued its incredibly important work.

**Maggie Baxter CBE**  
Chair of the Board of Trustees

## About us

### Who we are

Womankind Worldwide is a feminist, UK-based, women's rights organisation working to collaborate as part of the women's movement in transformational change in the lives of women in Africa, Asia and worldwide. We are passionate about feminism and anti-racism and this year developed a pledge in order to set out organisation-wide commitments to work proactively on anti-racism: <https://www.womankind.org.uk/wp-content/uploads/2021/04/Womankind-Worldwides-commitment-to-anti-racism.pdf>

Since our launch over 30 years ago on International Women's Day 1989, Womankind Worldwide has reached over 47 million women and their families. Our Charitable Objects are: to alleviate poverty and to protect the physical, mental, and emotional health of women; to promote equality of opportunity; to advance the education of women; and to advance the education of the public in these issues. To these ends, our Vision is a just world where the rights of all women are respected, valued and realised and we focus on pursuit of three core Strategic Aims:

- Achieve an end to all forms of violence against women and girls;
- Achieve equal influence of women in decision making and ability to exercise political power;
- Secure equal economic rights and control over resources.

In pursuit of our Aims, we support women to transform their lives and their communities by working in partnership with women's rights organisations and movements. We influence international policies and practices on women's rights by sharing our knowledge and experience and that of our partners. Further, we influence others to increase resources to women's rights organisations and movements.

### What we do

Womankind establishes solidarity and partnerships with women's rights organisations and movements in our focus countries, providing practical support and capacity strengthening resources in areas such as information, advocacy and communications, intersectionality, documentation, research and learning, movement building, and funding and sustainability.

We establish relationships based on solidarity. We respect our partners' expertise and experience, learning from them and creating opportunities for them to share learning with each other and with policy makers and decision makers locally, in the UK and internationally. We support our partners with contacts and publicity to increase their impact, networks and influence.

Four key principles underpin our work:

- **Collective action through women's movements:** as feminists, we know that change happens and benefits for women's rights are sustained when women organise and mobilise together.
- **The central role of women's rights organisations:** we believe in the power of women's rights organisations which are rooted in the realities of their communities and understand the context, problems and solutions for positive change for women.
- **Partnership and solidarity:** we establish strong relationships with our partners and plan programmes with them for joint action and sustainable capacity strengthening.
- **Context specific approaches:** we recognise there is no 'one size fits all' solution to achieve women's rights, and that each programme must be developed by local movements and the women they support and empower.

### Where we work

Our involvement with women's movements and women's rights organisations in our focus countries is at the heart of what we do. Those countries are currently Ethiopia, Kenya, Uganda, Zimbabwe and Nepal. This year Womankind was **in partnership with 45 diverse organisations** and funded **26 projects** across these countries. Our work with partners contributed to policy and advocacy progress and **supported 25,1225 individuals directly** and **16,368,412 individuals indirectly**. We provided funding and support to the following partners:

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### ETHIOPIA

1. Addis Continental Institute of Public Health (AC-IPH)
2. Association for Women's Sanctuary and Development (AWSAD)
3. *Association of Women In Boldness (AWiB)*
4. Centre for Accelerated Women's Economic Empowerment (CAWEE)
5. *Ethiopian Women Lawyers Association (EWLA)*
6. Ethiopian Women with Disability National Association (EWDNA)
7. *Organisation for Women in Self Employment (WISE)*
8. Setaweet
9. Siiqqee Women's Development Association (SWDA)

### KENYA

10. Federation of Women Lawyers – Kenya (FIDA Kenya)
11. Minority Women in Action (MWA)
12. Polycom Development Project (Polycom)
13. Women Challenged to Challenge (WCC)

### NEPAL

14. Feminist Dalit Organisation (FEDO)
15. LOOM
16. Mitini Nepal
17. National Indigenous Women's Federation (NIWF)
18. Nepal Disabled Women's Association (NDWA)
19. Saathi
20. Sankalpa - Women's Alliance for Peace, Justice, and Democracy
21. Tewa
22. Voices of Women Media (VOW Media)
23. Women for Human Rights (WHR) Nepal

### UGANDA

24. *Centre for Domestic Violence Prevention (CEDOVIP)*
25. Freedom and Roam Uganda (FARUG)
26. Forum for Women in Democracy (FOWODE)
27. Isis-Women's International Cross-Cultural Exchange (Isis-WICCE)
28. Mentoring & Empowerment for Young Women (MEMPROW)
29. National Association for Women's Action in Development (NAWAD)
30. National Association of Professional Environmentalists (NAPE)
31. National Association of Women's Organisations in Uganda (NAWOU)
32. National Union of Women with Disabilities of Uganda (NUWODU)

### ZIMBABWE

33. Deaf Women Included
34. Female Prisoners Support Trust (Femprist)
35. Musasa
36. Pakasipiti
37. Women and Land in Zimbabwe (WLZ)
38. Women in Politics Support Unit (WiPSU)
39. Women's Action Group (WAG)
40. Women's Coalition of Zimbabwe (WCoZ)
41. Zimbabwe Chamber of Informal Economy Associations (ZCIEA)
42. Zimbabwe Women Lawyers Association (ZWLA)

### PAN-AFRICA/REGIONAL

43. FEMNET
44. Eastern African Sub-regional Support Initiative for the Advancement of Women (EASSI)
45. Strategic Initiative for Women in the Horn of Africa (SIHA)

## Our Achievements 2020 – 2021

In recent weeks we have tried to do what we can to support staff and their families from women rights organisations in Afghanistan with whom we have worked for over a decade. This has been essential emergency stage support, mainly attempting to secure passage to safety and exerting influence on the UK government to act urgently in support of these women. Conceiving ongoing support is in progress and we look forward to reporting back on it in due course.

Throughout 2020-21 we have reflected on the remarkable resilience of our partner women's rights organisations (WROs) in our focus countries, as they continued to push the boundaries on women's rights, whilst contending with the immense difficulties presented by the global COVID-19 pandemic. The pandemic has compounded existing challenges, including the suppression of civic space, inhibiting women's livelihoods, especially in the informal sector, increasing unpaid care undertaken by women and violence against women and girls.

We drew upon designated funds from the legacy kindly left to us by Lorraine Hendy, as well as new funding from trusts, foundations and individuals, to create a £1.25 million **Womankind Resilience Fund** as our response to the COVID-19 pandemic and the situation of our partner WROs. This Fund helped us to make flexible grants to 42 of Womankind's 45 partner WROs, across all our focus countries. It was important that Womankind was able to be proactive at this time of great need for partners, where this type of flexible support could make a critical difference to the survival of WROs, the health and wellbeing of their staff, their contribution to the pandemic response and the wellbeing of the communities they serve, and the continuation of their work overall at a time when most funding was cut or delayed. For partners, the flexible nature of the funding meant that they were able to spend it according to greatest need. They did not have to spend time and energy creating applications and funds were transferred as quickly and efficiently as possible. Our learning about flexible funds will be collated later in the year, however the fund was possible due to the years of work Womankind had invested in building strong partnerships, based on feminist values and trust. Freedom and Roam Uganda (FARUG) said, "***I can hardly remember a grant that has had such a large impact***".

Partners have used the funds for wide-ranging activities, including distribution of hygiene kits, production of flyers to raise awareness of COVID-19 (including making information accessible for women with disabilities), providing counselling and mental health support for women who experienced violence, purchasing vehicles to help staff get into the office and into the community, payment of staff wages and office bills, and continuation of services and safe spaces for LBTQI+ people dealing with forced marriage, violence and rape. The Resilience Fund has been highly valued by partners and has given us insights into how we can build flexible funding into Womankind's partnerships in future.

Much of the change resulting from our partners' work highlights the **importance of local, grassroots organisations** which has helped women to survive the challenges of this year and continue fighting for gender equality. This is assisted by the mix in our partnership of networks, such as the Women's Coalition of Zimbabwe (WCoZ), and partners who work with women who are on the margins of women's movements, such as Freedom and Road Uganda (FARUG) working with LBTQI+ people and Women Challenged to Challenge (WCC) in Kenya, working with women with disabilities. Partners have used their diverse networks to deliver essential services to women when duty-bearers failed to uphold women's rights and honour their obligations, but also to find new virtual ways to hold duty-bearers to account and advocate for change.

January 2021 saw the initiation of the first year of the five-year, six partner, three country, €10.7 million **AWESOME project, funded by the Ministry of Foreign Affairs, Netherlands**. AWESOME, *Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality*, reflects our "theory of change" on strengthening movements to be more representative of diverse women, focused on sexual and gender based violence and on women's participation and leadership, in the context of shrinking civic space. Ethiopian Women with Disability Association (EWDNA) and Siqqee Women's Development Association (SWDA) in Ethiopia, Women Challenged to Challenge (WCC) and Federation of Women Lawyers (FIDA) in Kenya, National Union of Women with Disabilities of Uganda (NUWODU) and Forum for Women in Democracy (FOWODE) in Uganda, and Womankind, working at the regional and global levels, will work both independently and collectively to support and be more representative of diverse groups of women, including women with disabilities, resulting in a stronger collective voice with which to challenge social norms and influence policies and decisions.

Throughout the year Womankind continued to collaborate on a wide range of partnership projects in our focus countries, as well as to influence policy and decision makers in the UK and at the global level. Below are three examples of our projects' achievements in 2020-21, one under each of our three aims:

**Aim 1: achieve an end to all forms of violence against women and girls**

**Project Example: Young women and girls’ testimonies of sexual violence in informal settlements is providing evidence for Polycom Development Project to influence legislative change in Kenya.** A report on the extent of sexual violence against young women and girls in Kibera informal settlement in Nairobi was published at the end of the ‘Slum girls overcoming all forms of mental and physical violence’ project, using girls’ testimonies collected over one and a half years.

Polycom developed the report to bring new energy to calls for an amendment to the Sexual Offences Bill in Kenya, to legislate in relation to young women and girls' experiences of sexual violence, previously denied based on a lack of evidence in 2018. During the launch event, Esther Passaris, the Member of Parliament Women Representative for Nairobi County (pictured, right), committed to carrying the Bill's amendment forward to parliament using Polycom's report to evidence the need. In her speech, she stated that the project had really helped adolescent girls and she would like it to be escalated to other schools in Nairobi.



This project demonstrates Pillar 5 of Womankind's movement strengthening theory of change: feminist documentation and research, as well as the influencing power of the collective, in this case young women and girl's voices from informal settlements.

**Aim 2: achieve equal influence in decision making and ability to exercise political power**

**Project Example: Elected women supported to fulfil their mandates by Feminist Dalit Organisation (FEDO), Women for Human Rights (WHR) and Tewa, in Nepal.** Three partners in Nepal are working across five districts in Province 7 to support elected women, many of whom are from groups that are marginalised, such as Dalit women, single (widowed) women, and rural women. In January to March 2021, 159 elected women participated in a Leadership Development Training course. Topics included gender-based budgeting, power analysis, gender-based violence, and leadership skills. Before this, these elected women had received no training on how to lead effectively in support of women's rights in government meetings, even though many had been in their positions for months or years.



Interviews with a sample of the women found that 100% are now engaging differently in government meetings as a result of the training. The women said they have gained confidence and also knowledge to help them put forward issues of importance to women in these decision-making spaces.

*“Even after two years of getting elected, I used to allocate budget for physical infrastructure not knowing how to work, but now with the better understanding of ward level budget allocation process, we have been able to plan programs that would directly benefit women. This not only uplifts my confidence in growing in position but moreover knowing that I would be a small reason for the progress of the women in our community gives me great pride and motivation...”* Kala Baduwal, Ward Chairperson, at the Leadership Development Training in February 2021 (pictured, left).

**Aim 3: secure women's economic rights and control over resources**

**Project example: Women who were previously incarcerated (ex-prisoners) in Zimbabwe are gaining income, confidence and breaking down social stigma in their communities, with support from Female Prisoners Support Trust (FEMPRIST).** In the first six months of a 12-month project, the FEMPRIST 'Another Chance' project supported forty women ex-prisoners to build skills with which to start their own small businesses, largely in vegetable cultivation, packaging and sale, and poultry rearing. At the same time, FEMPRIST provided crucial psychosocial support for the women through facilitated wellbeing circles. This was in response to the findings of FEMPRIST's research from their previous Womankind-supported project 'Her Life Behind Bars'. This research had found that as many as one in six women released from prison are at risk of reoffending, due to lack of reintegration support and social stigma affecting their ability to find a sustainable source of income. Since starting their new businesses, none of the forty women have reoffended. The women are making an average USD 30 per week, which means they no longer need to rely on the goodwill of relatives or faith-based organisations for income. They have a basic level of financial independence as they reintegrate into the community. The women are building their confidence and self-esteem by contributing financially to their families and communities, and are breaking down social stigma about women ex-prisoners, which is leading to cultural and institutional shifts that enable women to participate in community activities as free members of society. Some of the women are now engaging successfully in dialogues with community leaders on the reintegration of women ex-prisoners, for example to access government seed aid. *"Before I would keep to myself, did not want to join other women in the village because I was scared, they would gossip about me. But now I join them in community activities, I don't mind whatever they say about me. I have served my sentence and paid my dues!"* - Sophia, participant.

**Movement Strengthening:**

All Womankind's partnership work is designed to contribute to aspects of strengthening women's movements, as our principal, overarching strategy for achieving women's rights. Two project examples follow:

**Project example: Processes of collective feminist documentation acted as a mobilisation tool for intersectional movement strengthening, as part of the UN Women led 25 year review of progress on the Beijing Declaration and Platform for Action (BDPfA).** The BDPfA had envisioned a world where each woman and girl could exercise her freedoms and choices. Last year we reported on the publication of 10 national and one regional parallel report by 11 partners in Kenya, Uganda, Zimbabwe and Nepal which aimed to influence Beijing +25 policy spaces. The reports highlighted the status of women's rights and made concrete recommendations. Some of the reports focused on women and girls facing intersecting discriminations and marginalisation, including LBTQI+ people, women with disabilities, young women, Dalit women, women based in rural areas and women based in informal settlements. In 2020-21, we received partners' final project reports, which told us more about the impact of the processes that partners engaged in and how this has strengthened their movements.

The process of developing the reports acted as a movement mobilisation tool, wherein partners brought together diverse constituencies to reflect on the BDPfA, how it relates to their lives and work, to review progress made, remaining gaps, and what can be done to enable delivery on its promise. Civil society, WROs, community-based organisations, and diverse communities of women were mobilised to work in solidarity to call for Beijing's full implementation. The process of mobilising and working together on the parallel reports created solidarity, helped to broaden women's movements, and made them more inclusive. For example, the majority of organisations involved in developing the FIDA Kenya-led report were introduced to the Africa Women Leaders Network (AWLN) during their engagement in the report process. AWLN is an initiative of African women leaders from multiple sectors, with the support of the African Union Commission and the United Nations. It works to enhance the leadership of African women in line with Africa Agenda 2063. As a result, most of the organisations have joined this movement and a Kenyan Chapter has been launched by Professor Margaret Kobia, Cabinet Secretary for Public Service and Gender Affairs. Youth activists and youth-led WROs involved in the process also joined UN Women's Generation Equality campaign.

The parallel reports developed are being used to influence governments and regional and international bodies within the process of the Beijing +25 review, and beyond. For example, Women's Coalition of Zimbabwe has used their report to influence the National Constitutional Amendment and Marriage Bill, with the majority of the recommendations in their submission being adopted by the Parliamentary Portfolio Committee of Justice and Legal Affairs and the Minister of Justice, Legal and Parliamentary Affairs. The FIDA Kenya-led parallel report has been instrumental in informing the government's report on the implementation of the 12th & 13th State Report on the African Charter on Human and People's Rights. Womankind's #AllNotSome campaign also contributed to movement building by mobilising the public, including Womankind supporters, to learn more about the Beijing Commitments, and amplifying the voices of women who are often excluded or marginalised. Partnership work on BDPfA demonstrates three of Womankind's movement

strengthening pillars: Pillar 2 on enabling movement actors to connect with each other, Pillar 4 on inclusion and intersectional approaches, and Pillar 5 on feminist documentation and research.

**Project example: Community Champions take on leadership positions and connect into the wider Zimbabwean women's movement with support from Women's Action Group (WAG).** 90 Community Champions in Zimbabwe (30 per district across three districts) trained as part of the 'Building Bridges for Feminist Movement Building' project. Now they are taking up advocacy issues and demanding accountability from duty bearers for service delivery in their communities, including water supply, with a focus on how women and girls are affected. In addition, these Community Champions are raising awareness of Gender Based Violence, offering psychosocial support, and referring cases to service providers. ***"Women are actively participating in movement building as they are coming together to tackle common issues affecting them for example water challenges, Gender Based Violence, poverty and health related issues."*** – WAG team comment in their project report.

The Community Champions are actively participating in leadership and taking on decision-making positions in School Development Committees, churches, health centre committees and in traditional courts. In Bulawayo, two Community Champions were nominated to be part of the District COVID-19 Taskforce representing persons with disabilities and youth, one Champion was elected to be the Health Cluster Lead under the Women's Coalition of Zimbabwe, and another Champion got her first job as a Programmes Officer at a local WRO. In Masvingo district, five Champions were appointed as Village Heads, one was elected Church Secretary in an Apostolic church and two were elected to traditional leaders committees; positions rarely occupied by women. This indicates the project is influencing change and challenging structures and ideologies that perpetuate gender inequalities and power imbalances. These Community Champions are aligned with Women's Coalition of Zimbabwe chapters, thus providing structural links between grassroots communities and the wider Zimbabwean women's movement. WAG also conducted 'Feminist School' training for younger women activists to 'build a bridge' and enhance understanding between established feminist leaders in the movement and emerging leaders.

## Achievements against Objectives and KPIs 2019-20

This section sets out how Womankind performed against the KPIs and targets set for 2020-21, as described in last year's Annual Report, as well as indicating some key learning and next steps. The five Strategic Objectives we report against describe how we have delivered on the Vision in our Theory of Change, in this fifth and final year of our 2016-2021 strategy: *Building Women's Movements for Transformational Change*. <https://www.womankind.org.uk/wp-content/uploads/2020/09/Womankind-ToC-Final-WEB.pdf>

Strategic Objective 1	Achievement
<p>Work alongside women's movements at local and national levels to strengthen their resilience and support feminist advocacy and action.</p>	<p><b>First target and KPI: <i>At least 50 partners and strategic allies utilise Womankind's support, knowledge, research and tools, including evidence about the benefits of investing in women's rights.</i></b></p> <p><b>Result:</b> 45 Womankind partners benefitted from mutual support, research, knowledge and tools, of which 42 also received Resilience Grants, to support them during the Covid-19 situation. The Stakeholder Survey was not undertaken, due to the Covid 19 situation, so there is no data for strategic allies. The Partnership Survey indicated the following types of support were most commonly highlighted by respondents: Funding (100%), Support to identify funding (90%), Jointly designing funding proposals (83%), support to participating in regional and international policy spaces (83%) and Solidarity (80%). During the year we engaged with numerous allies and stakeholders, including global Civil Society allies, networks and policy makers, however we did not undertake our usual Stakeholder Survey as qualitative feedback into our external evaluation and strategy development processes was solicited at this time.</p> <p>According to the 2020 external evaluation of WK strategy, 53% of partners report that their partnership with Womankind has significantly helped their organisations forge or strengthen international alliances. Further, partners who felt they had achieved international alliances also felt their successes would not have been achievable without Womankind's support/facilitation.</p> <p><b>Second target and KPI: <i>At least 10 partners report greater use and greater reach of their communications including ICTs, social media and websites with Womankind's support.</i></b></p> <p><b>Result:</b> 18 partners were funded (through 6 projects) for work that contributes to Pillar 3: Appropriate communications and ICT support is provided to facilitate network and alliance building and action. Further 25 of 30 respondents to the Partner Survey (83%) reported that Womankind's support had fully or partially helped them attain their communications goals.</p>
<p><b>Learning and next steps</b></p>	<p>This year has been an exceptional year due to Covid-19. However, whilst our approaches and those of our partners have had to be adapted, often significantly and swiftly, many of the KPIs for Year 5, the final year of this strategy 2016-2021, have been met. Lessons learnt about the resilience of our partners and Womankind itself, and how to support feminist advocacy and action in situations of crisis and uncertainty through interventions such as Resilience Grants, will be carried forward into the development of our new strategy 2021-2030, over the forthcoming year.</p>

Strategic Objective 2	Achievement
<p>Build solidarity and forge strategic alliances for change at the international level through participation in collective advocacy and campaigning with partners from our focus countries and other actors supporting the goals of the global women's movement</p>	<p><b>First target and KPI: <i>An increase in policy engagement with Womankind from key stakeholders (e.g. partners, civil society, governments, regional bodies and international organisations), including demand from at least 30 key stakeholders for Womankind input into policy development</i></b></p> <p><b>Result:</b> Our policy and advocacy work pivoted significantly to virtual engagement during the year, as a result of the Covid-19 pandemic, further our usual Stakeholder Survey was not conducted. Thus the data for this metric are not available. Through virtual organising Womankind has been able to reach large numbers of people, often more than 150, with webinars and meetings. It is difficult to gauge the impact of these events on policy makers, however.</p> <p><b>Second target and KPI: <i>Overall 50% increase across social media to promote and provide platforms and voice for Womankind and partners to share feminist positions and messages which build solidarity</i></b></p> <p><b>Result:</b> 38% increase on baseline.</p>
<p><b>Learning and next steps</b></p>	<p>Despite the challenges brought on by the Covid-19 situation throughout the year, new ways were found to work collaboratively with partners and stakeholders on evidence building and policy influencing. Lessons on virtual working from this period will be carried forward. Whilst effective they highlight limitations for the development of meaningful relationships and partnerships. It was notable that many policy arenas became hybrid spaces, with some people participating in person and some remotely. This increased inequalities around participation, with those joining remotely struggling to engage and contribute equally with those physically present. Given that most global policy spaces are located in the global North, this disadvantaged our Partners and other women's rights organisations in the global South. Our target for social media fell short, however, emphasis on overall number of social media followers is no longer considered to be the best measure. A brand refresh in September 2020, including the launch of a new website, has underpinned 100,000 new page views (15%), and blog views have almost doubled, increasing the reach of our messages. Since the current strategy began in 2016, website traffic has increased by 55%.</p>

Strategic Objective 3	Achievements
<p>Implement a partnership approach which supports sustainability, working collectively to ensure that the political space for feminist organisations is maintained and developed</p>	<p><b>First target and KPI: <i>At least 80% of partners agree that the relationship with Womankind is underpinned by our stated Principles of Partnership</i></b></p> <p><b>Result:</b> 93% of surveyed partners fully agree that our relationship is centred in a feminist, rights-based approach with women's rights and empowerment at its core. A further 7% partially agree, 0 partners disagree</p> <p><b>Second target and KPI: <i>At least 30 partners report that their relationship with Womankind helps them to leverage other funding and resources, and opportunities to engage in advocacy</i></b></p> <p><b>Result:</b> 21 of 30 respondents to the Partnership Survey indicated that Womankind support had fully or partially helped them access other funding, 70%. Extrapolated to the full partnership of 45 this represents 32 partners.</p>

	100% of respondents to the Partnership Survey indicated that Womankind support fully (67%) or partially (35%) adds value to their policy and advocacy work.
<b>Learning and next steps</b>	This year we have had the opportunity to design and test new, flexible financing instruments, including the <b>Resilience Fund</b> , in order to support our partners to access funds as quickly and efficiently as possible. Learning in this regard will be important in the development of our new strategy to 2030. Partners who believe our partnership ‘fully’ helps them to access other funding has increased, from 10% in 2019/20 to 38% this year. However there has been a slight change in the overall ratings, with the combined scores for ‘fully’ and ‘partially’ reducing from 80% to 72%, and the combined scores for ‘not very much’ and ‘not at all’ increasing from 20% to 28%. This is not a major increase, especially when contrasted with the strong increase in partners responding ‘fully’. However, it will be useful to reflect in forthcoming new strategy discussions about Womankind’s role in securing funding for women’s movements. The high value placed on collaboration on policy and advocacy will also be germane to new strategy.

<b>Strategic Objective 4</b>	<b>Achievement</b>
Build a strong, diverse, supportive internal culture at Womankind, employing a ‘whole organisation approach’ and enabling team members to embrace change, innovate and speak with a bold, confident feminist voice	<p><b>First target and KPI: 70% of staff report a more supportive internal culture which nurtures inclusion, innovation and personal development as feminists.</b></p> <p><b>Result:</b> The Staff Survey 2021 did not directly ask this question, but the following results from it indicate we continue to do well on this indicator:</p> <p><i>Is decision making inclusive? <b>94%</b> said yes completely / yes partly</i>  <i>Are you being developed in your role? <b>76%</b> said yes completely / yes partly</i>  <i>Do you feel supported to take risks? <b>88%</b> said yes completely / yes partly</i>  <i>Do you feel we are living our values? <b>88%</b> said yes completely / yes partly:</i></p> <p><b>Second target and KPI: A least 3 core cross organisation business processes piloted, adapted and institutionalised.</b></p> <p>On the face of it this indicator has been far surpassed since cross organisation processes were successfully adapted en masse in the shift to operating as a virtual organisation, due to the Covid-19 pandemic. However, further work is needed to complete the establishment of the full suite of Project Cycle Management processes.</p>
<b>Learning and next steps</b>	Under the leadership of a new Director Finance & Resources, strengthening of business processes continues to take place; this will remain a priority next year. Next steps include consideration of hybrid flexible working and different premises for the longer term, staff health and wellbeing, commitments on representation across the organisation made under our anti-racism pledge, and requirements emerging from new strategy development for 2021 to 2030.

<b>Strategic Objective 5</b>	<b>Achievements</b>
Strengthen, increase and diversify Womankind’s predictable financing base in a complex, competitive and rapidly changing environment	<p><b>First target and KPI: 2020-21 year on year 11% increase in total unrestricted income</b></p> <p><b>Result: 15%</b></p> <p><b>Second target and KPI: 2020-21 ratio of restricted income to restricted costs in the funded project portfolio of at least 80%</b></p> <p><b>Result: 85%</b></p>

	<p><b>Third target and KPI: <i>Year on year growth in total restricted income at least 22%</i></b></p> <p><b>Result:</b> 400%</p>
<p><b>Learning and next steps</b></p>	<p>The year has inevitably be impacted by the Covid-19 pandemic and we have adapted as best we can under the circumstances. We have focussed on strengthening communications with committed donors, whilst using the learning from movement building initiatives to demonstrate the positive impacts of more flexible funding approaches, for example our Resilience Fund grants which have been so critical to our partners during the pandemic. We have shifted focus more toward digital marketing, which is showing promising results. Lessons learned about flexible funding and decolonising funding will inform our new Financing Strategy to meet the needs of forthcoming new organisation strategy.</p>

## Fundraising Performance

2020-21 was year three of our Financing Strategy 2018-23 and saw greater investment by donors in our movement strengthening work overall, despite the Covid-19 pandemic. Notable amongst these was the Government of the Netherlands Ministry of Foreign Affairs, €10.7 million *Power of Women* grant for our AWESOME initiative: *Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality, 2021-26*. This project is a collaboration between Womankind and partners in Ethiopia, Kenya and Uganda, representative of and working to support diverse groups of women, including women with disabilities, to challenge social norms and influence policy discourse. Another highlight was our annual fundraising Gala auction, taken online due to the pandemic, but still raising £104,641; a success, given the circumstances. We have also continued to increase returns on our broader digital fundraising and invested further in expertise to support it. The large grants we have secured will significantly increase the return on investment for future years.

Of concern during the year were changes in the UK government, with the merger of the Department for International Development with the Foreign and Commonwealth Office, followed by cuts contravening the UK's commitment of 0.7% of Gross National Income to be spent on overseas development assistance. Cuts which Womankind continues to oppose through its advocacy with the UK government, in concert with peer organisations in the sector. These events have led to uncertainty over the UK government's commitment to women's rights internationally, and to the provision of predictable, quality grant funding. The longer-term funding landscape continues to be unpredictable as funders' concerns about the post-Covid-19 global economy grow, affecting their grant giving programmes. Our individual donors' contributions and their thoughtful and generous legacies are therefore more important than ever, especially as they provide vital flexible income which enables us to support partners in the best way possible, with flexible funding for women's movements. New financing strategy designed to support new organisation strategy 2021-2030 will consider how to meet this flexible funding need and how to ensure our fundraising meets our anti-racism stance and ambition.

## Financial Review

The Charity achieved total unrestricted and restricted income of £6,275,486 (2019: £3,106,472). The increase in the year was mainly due to large grant secured from the Government of Netherlands (a multiyear grant for the period 2021-2026).

Our principal funding sources are diverse and include donations from Individuals, Legacies, Trusts and Foundations, and Companies, as well as key grants from the UK Government and institutions such as Comic Relief.

44% of all income received in 2020-21 was unrestricted compared to 79% in 2019-20. This change was due to the restricted grant from the Government of the Netherlands received in 2020-21.

Our expenditure for the year was £6,228,527, (2019-20: £3,405,254). Unrestricted expenditure for the year was £3,264,540 (2019-20: £2,346,660) while restricted expenditure was £2,963,987 (2019-20: 1,058,595).

The charity continues to focus on delivering more for our partners and monitor its cost base and resources to ensure spending is in line with income forecasts.

Fund balances at the end of the year amounted to £3,018,842 (2020: 2,971,884). Unrestricted funds amounted to £2,895,886 (2019: £3,293,527) and restricted funds amounted to £122,956 (2019: (£321,643)).

## Reserves Policy

Womankind is a charity financed mainly by donated income. By its nature, the income is variable as the propensity to donate is affected by many factors outside the control of the charity. The Trustees therefore review the reserves regularly to ensure that there are adequate funds to enable us to:

- React to any unexpected adverse impact to our finances and cover any potential future liabilities.

- Provide uninterrupted delivery of the charity's objectives to meet the needs of current and future beneficiaries, regardless of short to medium term fluctuations in income and expenditure.

The charity operates within a Reserves Policy which is reviewed as part of the charity's budgeting and planning processes. The Trustees consider that a sufficient level of free reserves for the organisation is between £750k and £1.1 million of unrestricted expenditure. This has been reviewed subsequently, in the light of the Covid-19 situation prevailing throughout 2020 and is still deemed an appropriate level of free reserves at this time.

Free reserves represent unrestricted general funds, excluding restricted and designated funds. Our free reserves as at 31<sup>st</sup> March 2021 are therefore valued at £778,862 (2020: £700,465), which is little below the current Reserves Policy. Trustees are confident that the charity continues to be solvent.

### **Designated Funds**

In 2018/19 the Charity received a very generous legacy of over £2M from a supporter. It was agreed by the Board of Trustees that these funds would be held in a separate, designated fund and be used to support initiatives that will increase the impact and sustainability of Womankind's work.

A sub-committee of the Board was delegated to manage the fund, and a five-year plan of projects and activities to utilise these funds was agreed. The Board further agreed that any legacies which exceeded £100K would be added to the pool of designated funds and be used for the same purposes. During the year £808,943 legacy income was added and £1,154,487 of this designated reserve was spent on our partners across our five focus countries in four phases of Resilience Grants. These grants supported partner women's rights organisations to survive, sustain their work and continue to deliver women's rights impact during the challenges of the Covid-19 emergency.

At 31<sup>st</sup> March 2021 the total funds were £2,117,024 (2019: £2,593,062).

### **Investment Policy**

Womankind does not currently have investments in equity or stocks. Our treasury policy is to diversify our deposit funds (here defined as funds over and above what is required on a day-to-day basis) in at least two institutions providing a competitive yield. Some, but not all of these funds can be placed in a fixed term deposit but for a period of no longer than one year.

In the light of the substantial legacy received Womankind has undertaken due diligence on investment options and have selected CCLA to be our investment managers. CCLA is an ethical investment house. The investment policy has been reviewed during the year.

### **Foreign Exchange Policy**

It is our policy to hold funds in the currency in which those funds will be transferred to partners and therefore we do not hedge against currency fluctuations or currently attempt to predict movements in exchange rates.

### **Future Plans**

During the 2020-21 year we have focussed on the development of new organisation strategy, as well as working to maximise delivery on our movement strengthening strategy 2016-2021. The strategy process has been delayed somewhat, as a result of the Covid-19 pandemic, but considerable progress has been made and the new strategy is now on course to be finalised in the first few months of next year, with an inception phase to March 2022 and full implementation thereafter. The new strategy is taking shape as a deepening of our feminist movement strengthening strategy, with a change of perspective which prioritises anti-racism, a deeper understanding of coloniality and the Covid

and post-Covid context faced by our partners, and our own organisation. We will design and adopt a new approach to measurement for the new strategy in the forthcoming year and will report against it next year.

The 2020-21 year has also been a year in which we have started to learn to do things differently in the light of Covid-19 and taken on board emergent ideas about what organisations of the future might look like, especially in relation to hybrid models with greater flexible working. We will continue to prioritise staff wellbeing and self-care as we shape our organisation to meet the needs of our new strategy.

Throughout the year, we will continue to learn, adapt to new circumstances, build our resilience and invest in the resilience of our partners, in order to support broad, inclusive feminist movement strengthening and build the case for investing in women's rights and women's movements worldwide.

The focus points for the 2021-22 year are:

- Finalisation of new organisation strategy 2021-2030, building on what Womankind and our partners have learnt about feminist movement strengthening, anti-racism and coloniality and the Covid and Post-Covid context in which we are now operating. Sub-strategies, including Organisation Development, Financing, Influencing and Partnership strategies, for example, will be developed and new monitoring, evaluation and learning frameworks built.
- Originally inspired by Black Lives Matter campaigns worldwide, prioritising our solidarity with Black, Indigenous and Women of Colour in the UK and globally, and re-committing to overcoming discrimination and inequality will be a priority. We will plan, deliver on, monitor and renew our anti-racism pledge: <https://www.womankind.org.uk/wp-content/uploads/2021/04/Womankind-Worldwides-commitment-to-anti-racism.pdf>
- Further learning about resourcing flexible funding and managing flexible grants funds, extending learning from last year's *Resilience Fund* and the new *Womankind Her Voice Fund* to support Partners' feminist activism and policy and advocacy initiatives.
- Developing our communications and sharing materials which document our partners' achievements and explain how women's movements make and sustain change, including on the frontline of the Covid-19 situation. Delivering a sustainable decolonising communications approach.
- Maximising opportunities to collaborate with our partners to support their national level policy and advocacy initiatives and influence global policy commitments during the year, including in relation to women's rights, as the Covid and post-Covid situation emerges and depleted economic conditions deepen.
- Developing a Funding Charter, in line with our anti-racism pledge, to decolonise our fundraising and marketing, and a Financing Strategy which will meet the needs of new organisational strategy and provide a route map transitioning to full compliance with the Fundraising Charter, over time.
- Strengthening our operations management and building sustainable capacity in our Finance & Resources team, systems and processes.
- Continuing to increase flexibility and emphasise wellbeing and self-care amongst our own teams and partner women's rights organisations.

## How Womankind is run

### Management and Governance Structure

Womankind Worldwide is a charitable company limited by guarantee. It was incorporated on 13<sup>th</sup> July 1989, and registered as a charity on 25<sup>th</sup> July 1989. In November 2013, the Board of Trustees revised and approved new Articles of Association.

A Board of Directors (the trustees) governs Womankind Worldwide. The Board is responsible for the overall policies and strategic direction of the charity, along with its financial and legal probity and appointment of trustees. They prepare and approve the Annual Report and financial statements in accordance with UK accounting standards and to comply with FRS102 Charities Statement on Recommended Practice.

The Board met 5 times in 2020-21. Due to the Covid-19 situation, these meetings were conducted by video link, on Zoom. Day-to-day operational management is delegated to the Chief Executive, supported by the Senior Management Team. There is one committee, the Finance & Resources Committee (FRC), chaired by the Honorary Treasurer. The FRC meets quarterly to consider policy, review progress against targets and undertake an assurance and monitoring role, ultimately making recommendations to the Board. It reviews financial controls, risk, investment and reserves policies regularly and oversees the audit process. During the COVID 19 pandemic the Board and FRC have continued to meet virtually to provide support and governance to the organisation. Trustees are also called upon by the staff when their own particular skills, experience and expertise is useful to operational activities and during the 2020-21 year have been fully involved in the development of new organisation strategy.

### **Recruitment, induction and training**

New trustees are recruited through open advertisement. All trustees are interviewed to ensure that the Board has the balance of skills and experience required to govern the charity and oversee delivery of the organisation's vision, mission and strategic aims. Last year, this included the recruitment of trustees based in Africa, in recognition of the importance of expertise and experience from the global South in the governance and direction of the charity. This will become even more important as we implement our new strategy to 2030. New trustees have a full induction which includes meeting key staff members and familiarisation with key policies. They also undergo additional training for example on charity governance, safe-guarding, financial scrutiny and major donor fundraising. The Charity is reviewing its current governance arrangements against the updated Governance code in 2021 and will address any issues raised.

### **Remuneration policy**

Pay for all staff, is reviewed annually based on cost-of-living data. In 2019-20, an extensive benchmarking exercise was carried out based principally on XpertHR charity sector salary and benefits benchmarking data, in order to ensure that Womankind's salaries at all levels were fair, in relation to the sector. Womankind's salary scales are based on this data for every level of employee, including the key management personnel consisting of the Chief Executive Officer and Senior Management Team. This benchmarking exercise will next be undertaken in 2022-23 to ascertain whether Womankind's salaries have remained fair, and to indicate and adjustments to our pay scales necessary.

### **Wider network**

In June 2014, the Charity Commission directed that the charity called Women at Risk ('the linked charity') be treated as forming part of Womankind (Worldwide). The effect of this link means that this single set of accounts includes balances and transactions for Women at Risk. Women at Risk does not undertake any operations and any donations made to Women at Risk are included in Womankind (Worldwide) unrestricted income.

Womankind Worldwide Inc. is Womankind Worldwide's sister organisation based in the US which holds 501(c)3 status. A Board of Directors (who are US citizens), governs Womankind Worldwide Inc. and they are supported by a Company Secretary. In addition, one of the Directors, a US citizen resident in the UK, is also a Womankind (Worldwide) trustee. They use the Womankind (Worldwide) logo and licence to fundraise in the US for Womankind (Worldwide)'s work, allowing US citizens to support our work tax-effectively. Womankind Worldwide Inc. files annual tax returns to the Internal Revenue Service.

### **Public Benefit Statement**

Womankind (Worldwide)'s objectives, as set out in its Memorandum and Articles, are to:

- Relieve the poverty and sickness and preserve and protect the mental, physical, sexual and emotional health of women in any part of the world;
- Promote equality of opportunity between men and women in any part of the world;
- Advance the education of women in any part of the world;
- Advance the education of the public in any part of the world in subjects relating to economic conditions, mental, physical, sexual and emotional health of women and in matters relating to equality of opportunity between men and women throughout the world.

In reviewing our aims and objectives and in planning our future activities, the trustees confirm that we have referred to the Charity Commission's guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives of the charity. Details of activities to further public benefit are set out throughout this report.

## Risk Management

Risk management is an integral part of the governance of the charity. We take care to understand and address key risks in order to mitigate and manage their likelihood and impact. Risk registers are kept which log principal risks and steps taken to mitigate them at different levels of the organisation. The Senior Management Team risk register is reviewed quarterly by the Finance & Resources Committee, and the strategic level risk register by the full Board. In addition, the CEO gives an oral update to the Finance & Resources Committee and Board each quarter, for their review and input. The Senior Management Team considers major risks and mitigating actions on an ongoing basis, as part of their decision-making.

The following high-level risks were identified and are managed through this process:

1. Risk that the global Covid-19 pandemic reduces Womankind and her partners' ability to deliver on women's rights advocacy and action.

Womankind had reviewed its Business Continuity Plan early in the pandemic to support mitigation of this risk. The Senior Management Team planned and executed a rapid but orderly transition to a virtual organisation in March 2020 and continued to manage and adapt flexibly thereafter, throughout the year. Important was individual support to each team member, on a one to one, bespoke basis, and emphasis on staff wellbeing and health, including mental health. Operational plans were continuously reviewed and adapted/updated in the light of the situation in the UK, in focus countries and globally. During 2020, Womankind executed four phases of flexible Resilience Grants to support our partner women's rights organisations in all our focus countries to adapt, protect their staff and continue their important work.

2. Risk that our strategy does not deliver demonstrable impact. This would lead to reputational damage, loss of confidence of key stakeholders in our focus countries and internationally, and failure to replicate and expand our activities.

This risk was mitigated by the maintenance of a clear, well documented evidence base relating to our theory of change, investment in high quality technical development inputs to our projects and maintenance of a strong focus on learning. Extensive external evaluation of the strategy during 2020 indicated that the strategy was delivering demonstrable impact, however, the mitigation approach was continued as Womankind and our partners adapted our work to the realities of the Covid-19 situation.

3. Political context in the UK post Brexit reduces income from traditional funding sources.

This risk was compounded by the risk that the merger of DFID and the FCO would result in a reduction in grant funding available; this crystallised in the light of the Covid-19 situation. To mitigate these risks, we continued to monitor the situation on an ongoing basis, including through sector networks, and to implement our medium-term Financing Strategy, for which the 2020-21 year was the third year. A key plank of the strategy was further diversification of Womankind's funding base, including attracting greater support from major donors and US foundations. We also explored alternative sources of bilateral donor funding, for example through the Netherlands, whilst continuing to advocate worldwide on the imperative to fund international women's rights work. Financing Strategy will be revisited in the light of new organisational strategy, to be finalised during 2021.

4. Risk to beneficiary wellbeing as a result of inadequate vulnerable adult and/or child protection in our partnership programmes. This could lead inter alia to serious harm to vulnerable adults and/or children, legal action and reputational damage.

We review our safeguarding and safeguarding related policies and procedures annually and undertake awareness raising and training for staff and trustees, in order to mitigate this risk. We also provide support on

policy and practice in relation to safeguarding to our partners in the global south.

5. Risk of regulatory or legal action due to failure to comply with legislation. This could lead to loss of confidence by partners, donors and other stakeholders.

We have developed a medium-term Financial Management Strengthening Plan in order to monitor uptake of recommendations made by our Auditors and strengthen our systems and processes in line with the requirements of our new strategy, in due course. This plan is regularly monitored and adapted by the Senior Management Team and the Finance & Resources Committee of the Board of Trustees. In relation to non-financial risk, we routinely monitor developments in fundraising regulation, data protection and Charity Commission requirements, in order to assure compliance, as well as legal requirements such as those pertaining to intellectual property and employment law, for example.

6. Risk to reputation by association when diversifying our income sources (individuals and organisations) who may not be well aligned with our values. This could result in negative media and publicity affecting key supporter groups and in turn to withdrawal of funding and other forms of support.

To mitigate this risk we review our due diligence policy and process annually, assessing potential donors and partnerships against our ethical policies and values and against external risks. This approach will be reviewed in depth as we develop our Funding Charter, under our anti-racism pledge, and our Financing Strategy, in order to meet the needs of new organisation strategy 2021-2030.

### **Grant Making Policy**

Womankind's grants to partners have traditionally been from restricted funds, where there is an agreed framework and budget in place following detailed assessments of the projects. On occasion, and more frequently latterly, for example on receipt of a large legacy, Womankind may make grants from unrestricted funds. In such a case the trustees will make decisions based on advice from the Senior Management Team and will seek to make the grants as flexible as possible, in line with best practice guidance on quality funding. In all cases, before making a grant, Womankind completes an appraisal of the project and the proposed partner organisations, including in relation to due diligence. This ensures that there is a good strategic fit between Womankind and the partner, and that the project objectives are consistent with shared principles and reflect a coherent initiative, which is cost-effective in bringing the intended impact.

Grants are managed through specific agreements with partners, which set out the conditions of the grant, including reporting requirements and when disbursements will happen. Grants are usually disbursed in instalments to ensure that agreed timings and results are being met and managed. A formal review process is in place, and multi-year grants are awarded following satisfactory review.

### **Womankind's approach to fundraising**

We aim to keep our supporters at the heart of everything we do. Each year they enable us to work alongside women to prevent or mitigate violence, take control of their livelihoods and have a say in the decisions that affect them. We are committed to being fully transparent and accountable about how their generous gifts are used.

We are registered with the Fundraising Regulator and follow the Code of Fundraising Practice, including the policy on dealing with vulnerable people.

We keep up to date on changing regulation and ensure we comply with it by changing processes where necessary. We actively welcome feedback from supporters and regularly use it to improve our fundraising.

In the year ending March 2021 we did not work with any fundraising agencies but did work with consultants on particular fundraising initiatives and applications. We worked closely with all these consultants to ensure they adhered to the Code of Fundraising Practice and the policy on dealing with vulnerable people.

During 2021 we received sponsorship for our online Fundraising Gala event from Weil, Gotshal and Manges LLP and Goldman Sachs. We also continued our corporate partnership with OptiBac Probiotics and received donations as a result of sales of their 'For Women' probiotic.

## Statement of Trustee Responsibilities

The trustees, who are also directors of Womankind Worldwide for the purposes of company law, are responsible for preparing the Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102, the financial reporting standard applicable in the UK and Republic of Ireland.

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company 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 Charities Statement of Recommended Practices (SORP), Accounting and Reporting by Charities;
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether appropriate accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a 'going concern' basis, unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the trustees is aware at the time the report is approved.

There is no relevant audit information of which the charitable company's auditors are unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## Guarantees

Members of the charitable company (the trustees) guarantee to contribute an amount not exceeding £1 to the assets in the event of winding up. The trustees have no beneficial interest in the charitable company.

## Auditors

The report of the trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 8<sup>th</sup> December 2021 and signed on their behalf by:

**Maggie Baxter CBE – Chair**

**Jenny Jones – Honorary Treasurer**

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMANKIND (WORLDWIDE)

### Opinion

We have audited the financial statements of Womankind (Worldwide) (the 'charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, 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 Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been 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. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

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 Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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 (incorporating the Directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the Directors' report) has been prepared in accordance with applicable legal requirements.

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

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

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

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

### **Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement included in the Trustees' Annual Report, the Trustees (who are also the Directors of the charity 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance concerning actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business;
- Reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

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

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

### **Use of this 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 charitable 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.

### **Sudhir Singh DChA FCA**

(Senior Statutory Auditor)

For and behalf of MHA MacIntyre Hudson,

Statutory Auditors

London, United Kingdom

Date: 20 December 2021

WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2021

Statement of financial activities (incorporating an income and expenditure account)

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
<b>Income from:</b>						
Donations and legacies	2,706,840	454,485	3,161,325	2,258,861	533,445	2,792,306
Charitable activities	-	3,007,780	3,007,780	-	132,287	132,287
Other trading Activities	104,641		104,641	177,500	-	177,500
Investments	1,740		1,740	4,379	-	4,379
<b>Total income</b>	<b>2,813,221</b>	<b>3,462,265</b>	<b>6,275,486</b>	<b>2,440,740</b>	<b>665,732</b>	<b>3,106,472</b>
<b>Expenditure on:</b>						
<b>Raising funds</b>	981,650	-	981,650	962,161	-	962,161
<b>Charitable activities</b>						
Eliminating Violence against Women	988,340	1,283,705	2,272,045	348,873	527,120	875,993
Increasing Women's Civil & Political	1,022,902	1,328,595	2,351,497	867,955	217,381	1,085,336
Economic Empowerment	271,648	351,687	623,335	167,670	314,094	481,764
<b>Total expenditure</b>	<b>3,264,540</b>	<b>2,963,987</b>	<b>6,228,527</b>	<b>2,346,659</b>	<b>1,058,595</b>	<b>3,405,254</b>
<b>Net income / (expenditure) for the year</b>	<b>(451,319)</b>	<b>498,278</b>	<b>46,959</b>	<b>94,081</b>	<b>(392,863)</b>	<b>(298,782)</b>
<b>Net movement in funds</b>	<b>(451,319)</b>	<b>498,278</b>	<b>46,959</b>	<b>94,081</b>	<b>(392,863)</b>	<b>(298,782)</b>
<b>Transfer between funds</b>	53,679	(53,679)	-	-	-	-
<b>Reconciliation of funds:</b>						
Total funds brought forward	3,293,527	(321,643)	2,971,884	3,250,556	20,110	3,270,666
<b>Total funds carried forward</b>	<b>2,895,887</b>	<b>122,956</b>	<b>3,018,843</b>	<b>3,344,637</b>	<b>(372,753)</b>	<b>2,971,884</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

The Appended notes form part of these Financial Statements

**Balance sheet****As at 31 March 2021****Company no. 0240121**

	<b>Note</b>	<b>£</b>	<b>2021 £</b>	<b>£</b>	<b>2020 £</b>
<b>Fixed assets:</b>					
Intangible assets	12		<b>16,169</b>		-
Tangible assets	13		<b>20,019</b>		6,362
			<hr/>		<hr/>
			<b>36,188</b>		6,362
<b>Current assets:</b>					
Debtors	14	<b>1,782,752</b>		<b>1,060,646</b>	
Cash at bank and in hand		<b>3,504,295</b>		<b>2,824,745</b>	
Cash at bank Women at Risk		<b>16,694</b>		<b>6,084</b>	
		<hr/>		<hr/>	
		<b>5,303,741</b>		<b>3,891,475</b>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	15	<b>(2,321,086)</b>		<b>(925,953)</b>	
<b>Net current assets</b>			<b>2,982,655</b>		2,965,522
<b>Total net assets</b>			<hr/> <b>3,018,843</b> <hr/>		<hr/> 2,971,884 <hr/>
<b>The funds of the charity:</b>					
Restricted income funds	17		<b>122,956</b>		(321,643)
Unrestricted income funds:					
Designated funds		<b>2,117,024</b>			2,593,062
General funds		<b>778,853</b>			700,465
		<hr/>			<hr/>
Total unrestricted funds			<b>2,895,887</b>		3,293,527
<b>Total charity funds</b>			<hr/> <b>3,018,843</b> <hr/>		<hr/> 2,971,884 <hr/>

The financial statements of Womankind Worldwide have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The financial statements were approved and authorised for issue by the trustees on 8<sup>th</sup> December 2021 and signed on their behalf by:

Maggie Baxter  
Chair

Jenny Jones  
Treasurer

**Statement of cash flows****For the year ended 31 March 2021**

	Note	2021	2020
		£	£
<b>Cash flows from operating activities</b>	18		
<b>Net cash provided by operating activities</b>		688,418	1,504,849
<b>Cash flows from investing activities:</b>			
Interest from investments		<u>1,740</u>	<u>4,379</u>
<b>Net cash provided by investing activities</b>		1,740	4,379
<b>Change in cash and cash equivalents in the year</b>		690,158	1,509,228
Cash and cash equivalents at the beginning of the year		<u>2,830,829</u>	<u>1,321,601</u>
<b>Cash and cash equivalents at the end of the year</b>	19	<u><u>3,520,987</u></u>	<u><u>2,830,829</u></u>

Movement in creditors are shown in Note 18, Net cash flow from operating activities. The charity has no other debt.

## Notes to the financial statements

### 1 Principal Accounting policies

#### Basis of preparation

Womankind Worldwide is registered in England and Wales with registered office address of Wenlock Studios, 50-52 Wharf Road London, N1 7EU. The Company registration number is 02404121 and the Charity number is 328206.

These financial statements are prepared on a going concern basis, under the historical cost convention. The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Statement of Recommended Practice (SORP 2015) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Companies Act 2006. The financial statements have been prepared in pound sterling, which is the functional currency of the charity. Monetary amounts in the financial statements are rounded to the nearest pound.

#### Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern for the foreseeable future. In making their judgement, the Trustees have considered and analysed the risks of the effect of the Covid-19 global pandemic on the income of the Charity. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on donations as well as income levels received to date in the financial year 2021-2022. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties which would affect the going concern status of the Charity. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

The principal accounting policies adopted in preparation of the financial statements are set out below.

#### a) Income

All income is included in the consolidated SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability. All income is classified between restricted and unrestricted.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within Grant income. Grants are credited to the SOFA when the charity is entitled to the funds. Entitlement to grants income maybe subject to performance conditions in which case it could be classified as performance related grants and recognized when performance conditions are met. Entitlement for projects for longer than a year, this will be assessed by the targets set up in the grant application.

Income is only deferred where there are time constraints imposed by the donor. For the performance related income or if the funding is performance related. Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

- Grants supporting the core activities of the charity are included within donations and legacies.
- Grants that have condition to specific deliver charitable activity are included within income for charitable activities.

#### b) Revenue Grants

Revenue grants including government grants are credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless they relate to a specific future period, in which case they are deferred.

**c) Grants for Fixed Assets**

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of fixed assets purchased with such grants is charged against the restricted fund. Where a fixed asset is donated to the charity for its own use, it is treated in a similar way to a restricted grant.

**d) Restricted funds**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.

**e) Unrestricted funds**

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. The fund comprises the accumulated surpluses and deficits of unrestricted income and expenditure.

**Designated funds**

Designated funds are unrestricted funds that are earmarked for a particular purpose by the trustees. The notes to the accounts explain the purpose of designated funds at the discretion of the trustees in furtherance of the objects of Womankind Worldwide.

**f) Expenditure**

Expenditure is recognised in the period in which it is incurred, on an accruals basis. Expenditure includes attributable VAT which cannot be recovered. Expenditure is allocated to the activity where the cost relates directly to that activity. Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities together with associated support costs. Charitable expenditure is reported as it relates to work undertaken by the charity, being supporting partners to deliver the objectives of the charity.

Grants are recognised as per the Grants Payable policy.

The costs of raising funds relate to the costs incurred by the charity in raising funds for the charitable work.

Support costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements and the requirements of good charity governance.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Governance costs and support costs have been allocated to expenditure on charitable activities based upon estimated staff time spent under each activity.

**g) Tangible Fixed Assets**

Tangible Fixed Assets are recognised at cost less depreciation. Office equipment and software assets are capitalised if their value is £1,000 or over.

**Depreciation**

Depreciation is provided on office equipment at 25% on a straight line basis so as to write off the cost less estimated residual value of each asset systematically over its expected useful life. A full year's depreciation is charged in the year of purchase, regardless of the precise month in the year the asset was purchased.

**Intangible Fixed Assets**

Amortisation is recognised so as to write off the cost less their reduced values over their useful lives on the following basis:

Website costs - 5 years straight line

**h) Pension**

The charitable company contributes to a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

**i) Grants payable**

Grants payable in furtherance of the charity's objects are attributed to the related classification heading in the SOFA:

- Grants payable from are recognised as expenditure when payment is due to the partner organisation in accordance with the terms of the partner agreement. the related Income on Grants which will be used to cover these payments are recognised, in accordance with the charity's standard Income recognition policy. partner agreements may be for longer than one year, but funding commitment are typically for a year's duration related to the delivery of the activities as set out in the agreement.

- Grants payable from Unrestricted Designated funds are recognised as fully expended on SOFA in the year the decision was made and liability for grants which are payable over future accounting periods is accrued in the year.

The projects are regularly monitored and reviewed. SMT retains the right to terminate grant commitments if they are not satisfied with the progress of the project during the monitoring and review process.

**j) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**k) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

**l) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**m) Financial Instrument**

Womankind Worldwide holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors – trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 14. Prepayments are not financial instruments

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments and are measured at amortised cost as detailed in Note 15. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has

already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

**n) Employee benefit at termination**

Termination benefits, including redundancy costs, are recognised when the Charity has an obligation to pay the benefits and they can be measured reliably

**o) Operating Leases**

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

**p) Critical estimates**

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. In making their judgements Trustees considered the effects of the global pandemic COVID-19 on both the future funding and future direction of the Charity. In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

**Notes to the financial statement (continued)**

**2 Income: 'Donations and legacies**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
Gift Aid	245,053	8,951	<b>254,004</b>	199,619
Legacies	815,463	-	<b>815,463</b>	508,640
Donations Women at Risk	-	-	-	22,000
Individual Giving	1,313,093	33,781	<b>1,346,874</b>	1,164,368
Community and Events	23,118	-	<b>23,118</b>	104,452
Corporates	212,549	30,000	<b>242,549</b>	352,964
Comic Relief	-	291,405	<b>291,405</b>	12,600
Statutory	9,000	47,427	<b>56,427</b>	178,281
Major Donors	9,550	20,929	<b>30,479</b>	53,112
Trusts and Foundations	75,744	21,992	<b>97,736</b>	108,521
Others	3,270	-	<b>3,270</b>	1,125
	<u>2,706,840</u>	<u>454,485</u>	<u><b>3,161,325</b></u>	<u>2,705,682</u>

**3a Income from Charitable Activities**

	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
Policy and Advocacy	-	-	-	-
Government grants	-	2,929,566	<b>2,929,566</b>	132,287
ING Foundation	-	78,214	<b>78,214</b>	86,624
	-	3,007,780	<b>3,007,780</b>	218,911

Government Grants: During the year Womankind received:

1) UK Government (FCDO) grants for following two projects:

i) PAVE: Participation and Voices for Excluded Women in Nepal £461,022

ii) POWER: Empowering displaced women in Uganda £153,201

2) The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund £2,315,343

ING Foundation: £78,214 was received towards project to strengthen women's movement in Zimbabwe.

There were no unfulfilled conditions relating to these grants.

**3b Income from Trading Activities**

	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
GALA Event	104,641	-	<b>104,641</b>	177,500
	104,641	-	<b>104,641</b>	177,500

	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
4. Investment Income	1,740	-	<b>1,740</b>	4,379
	1,740	-	<b>1,740</b>	4,379

**NOTE: See Note 22 for comparative analysis of Prior year income and expenditure**

## 5. Analysis of expenditure

	Charitable activities						2021 Total £
	Cost of raising funds £	Eliminating Violence £	Political Participation £	Economic Empowerment £	Governance costs £	Support costs £	
Staff costs (Note 8)	347,633	197,946	220,319	57,166	57,718	230,875	1,111,657
Direct Charitable Staff costs (Note 8)	51,013	23,945	22,904	6,246	-	-	104,108
Direct costs -Grant Payable (Note 6)	-	1,716,179	1,881,177	490,448	-	-	4,087,804
Direct costs - Others	150,672	82,185	91,316	22,829	22,829	86,751	456,582
Staff Related Costs	-	-	-	-	-	128,059	128,059
Premises and Other costs	36,125	19,704	21,894	5,473	5,473	20,799	109,469
Organisational Development	22,070	12,038	13,376	3,344	3,344	12,707	66,879
Gains and Losses on Forex	-	-	-	-	-	116,014	116,014
Audit and Accountancy	-	-	-	-	38,366	-	38,366
Depreciation	-	-	-	-	-	9,589	9,589
	607,513	2,051,998	2,250,986	585,506	127,730	604,794	6,228,527
Support costs	296,349	139,102	133,054	36,289	-	604,794	-
Governance Costs	62,588	29,378	28,100	7,664	- 127,730	-	-
<b>Total expenditure 2021</b>	<b>966,450</b>	<b>2,220,478</b>	<b>2,412,140</b>	<b>629,459</b>	<b>-</b>	<b>-</b>	<b>6,228,527</b>
Total expenditure 2020	962,161	875,993	1,085,336	481,764	-	-	3,405,254

Of the total expenditure, £3,200,164 was unrestricted (2020: £2,346,660) and £3,028,363 was restricted (2020: £1,058,594).

Staff costs include £104,108 (2020: £59,778) of salaries paid to staff working on charitable activities funded by restricted funds.

During the year we maintained our investment levels in fundraising to test new income streams and generate additional income for future years.

## 6 Grant making

## Charitable Activities

	Eliminating Violence	Political Participation	Economic Empowerment	Total	Support Cost	2020 Total
<b>Ethiopia</b>						
Association for Women's Sanctuary and Development (AWSAD)	24,561	20,940	20,940	66,442	2,207	68,649
Centre for Accelerated Women's Economic Empowerment (CAWEE)	11,838	8,415	8,415	28,668	492	29,160
Ethiopia	1,500			1,500	201	1,701
Ethiopian Women Lawyers Association (EWLA)	8,170	8,415	8,415	25,000		25,000
Ethiopian Women with Disabilities National Association (EWDNA)	188,819	186,263	12,316	387,398	1,746	389,144
Setaweet	6,530	8,004	8,415	22,949	( 275 )	22,674
Siiqqee Women's Development Association (SWDA)	229,292	229,538	8,415	467,245		467,245
<b>Kenya</b>						
Minority Womyn in Action (MWA)	8,170	8,415	8,415	25,000		25,000
Federation Of Women Lawyers(F.I.D.A)	236,558	227,067	16,831	480,456	3,349	483,805
FEMNET	8,170	8,415	8,415	25,000		25,000
Polycom Development Project	34,509	8,415	8,415	51,339	3,535	54,874
Women Challenged to Challenge (WCC)	209,468	209,714	8,415	427,597		427,597
Young Women's Leadership Institute (YWLI)	8,170	8,415	8,415	25,000		25,000
<b>Nepal</b>						
Mitini Nepal	8,170	8,415	8,415	25,000		25,000
Saathi	8,170	8,415	8,415	25,000		25,000
Sankalpa - Women's Alliance for Peace, Justice, and Democracy	8,170	15,415	8,415	32,000	940	32,940
Voices of Women Media (VOW Media)	9,075	8,415	8,415	25,905	121	26,027
Women for Human Rights (WHR) Nepal	16,340	16,830	16,830	50,000		50,000
Feminist Dalit Organisation (FEDO)	18,700	75,066	36,980	130,746	14,194	144,941
LOOM	8,170	8,415	8,415	25,000		25,000
Mitini Nepal	4,500	436		4,936	59	4,995
National Indigenous Women Federation (NIWF)	15,129	8,415	8,415	31,959	934	32,893
Nepal Disabled Women's Association (NDWA)	8,170	8,415	8,415	25,000		25,000
Tewa	8,170	8,415	8,415	25,000		25,000
<b>Uganda</b>						
Centre for Domestic Violence Prevention (CEDOVIP)	16,340	16,830	16,830	50,000		50,000
Forum for Women in Democracy (FOWODE)	198,106	198,352	8,415	404,873		404,873
Freedom and Roam Uganda (FARUG)	8,170	8,415	8,415	25,000		25,000
Isis WICCE	( 28,100 )			( 28,100 )	( 3,772 )	( 31,872 )
Mentoring & Empowerment for Young Women (MEMPROW)	8,170	8,415	8,415	25,000		25,000

**WOMANKIND (WORLDWIDE)**
**FOR THE YEAR ENDED 31 MARCH 2021**

National Association for women's action in Development (NAWAD)	10,670	22,550	8,415	41,635	1,897	43,532
National Association of Professional Environmentalists (NAPE)	8,171	5,183	5,183	18,537	( 868 )	17,669
National Association of Women's Organisations in Uganda (NAWOU)	241,582	232,315	25,245	499,142	3,356	502,499
SIHA	8,185	8,429	8,429	25,043		25,043
Women's International Peace Centre (WIPC)	15,755	10,040	10,040	35,835	1,454	37,289
<b>Zimbabwe</b>						
Women in Politics Support Unit (WiPSU)	8,170	78,924	8,415	95,509		95,509
Women's Action Group (WAG)	17,407	( 1,301 )	20,733	36,839	( 2,653 )	34,186
Zimbabwe Women Lawyers Association (ZWLA)	16,340	16,830	16,830	50,000		50,000
Deaf Women Included Female Prisoners Support Trust (FEMPRIST)	19,161	8,415	8,415	35,991	1,475	37,466
	8,170	15,305	33,371	56,846	4,275	61,121
Musasa	16,340	16,830	16,830	50,000		50,000
Pakasipiti	19,670	8,415	8,415	36,500	1,342	37,842
Women and Land in Zimbabwe	14,010	14,255	14,256	42,521	2,352	44,873
Women's Coalition of Zimbabwe (WCoZ)	8,170	105,885	8,427	122,482	22,549	145,031
Zimbabwe Chamber of Informal Economy Associations (ZCIEA)	13,170	8,415	8,425	30,010	-	30,010
<b>Global</b>						
16 Days partner Initiative 2019	-	-	-	-	2,900	2,900
AWESOME	-	-	-	-	319,094	319,094
Resilience Grant					167,793	167,793
<b>Grand Total</b>	<b>1,716,175</b>	<b>1,881,173</b>	<b>490,444</b>	<b>4,087,804</b>	<b>548,699</b>	<b>4,636,503</b>

**NOTE: See Note 22 for comparative analysis of Prior year income and expenditure**

**7 Net (expenditure) / income for the year**

This is stated after charging / (crediting):

		<b>2021</b>	<b>2020</b>
		£	£
Amortisation		<b>1,797</b>	-
Depreciation		<b>9,589</b>	7,140
Trustees' reimbursed expenses		-	3,320
Operating lease rentals:			
	Property	<b>64,807</b>	70,534
	Other	<b>6,915</b>	8,980
Auditors' remuneration (excluding VAT):		<b>38,366</b>	30,000
Foreign exchange (gains) or losses		<b>116,104</b>	(32,703)
		<u><u>          </u></u>	<u><u>          </u></u>

**8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

Staff costs were as follows:

	<b>2021</b>	<b>2020</b>
	£	£
Salaries and wages	<b>941,424</b>	955,168
Direct Charitable Staff Costs	<b>104,108</b>	135,984
Social security costs	<b>113,439</b>	98,586
Employer's contribution to defined contribution pension schemes	<b>56,794</b>	50,925
	<u>          </u>	<u>          </u>
	<u><u><b>1,215,765</b></u></u>	<u><u>1,240,663</u></u>

No Termination payments were made in the current year (2020: Nil).

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	<b>2021</b>	<b>2020</b>
	No.	No.
£60,000 -£69,999	2	1
£70,000 -£79,999	1	1
£80,000 - £89,999	<u>          </u>	<u>          </u>
	<u><u>1</u></u>	<u><u>-</u></u>

<b>Remuneration of Key Management Personnel</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Remuneration	<b>372,375</b>	335,991

The Key management personnel is made up of the trustees and the senior management team, being the 3 directors of departments, and the CEO. The sum remunerated includes gross pay, employer's national insurance and employer's pension contributions.

Trustees reimbursed expenditure of £NIL (2020:£3,320) relates to travel for 0 (2020: 2) trustee(s). The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No trustees were paid for any services in 2021 (2020: nil).

## 9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	<b>2021</b>	<b>2020</b>
	<b>No.</b>	<b>No.</b>
Raising funds	<b>7.8</b>	8.5
Eliminating Violence Against Women	<b>4.2</b>	4.1
Increasing Women's Civil & Political Participation	<b>4.6</b>	4.2
Economic Empowerment	<b>1.2</b>	1.1
Support	<b>3.7</b>	4.9
Governance	<b>1.0</b>	1.0
	<b>22.5</b>	23.8

## 10 Related party transactions

During the year Trustees have donated unrestricted £15,495 (2020: £15,450). Other related party transactions are remuneration of Key Management Personnel and reimbursement of expenses of Key Management Personnel's are disclosed in note 8 above.

## 11 Taxation

The charity is considered to pass the tests set out in paragraph 1, section 6 of the Finance Act 2010 and meets the definition of charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains, to the extent that it is applied exclusively to charitable purposes.

12 Intangible Fixed Assets	2021 Total £	2020 Total £
<b>Cost or valuation</b>		
At the start of the year	-	-
Additions in year Intangibles	17,966	-
At the end of the year	17,966	-
<b>Amortization</b>		
At the start of the year	-	-
Charge for the year	1,797	-
At the end of the year	1,797	-
<b>Net book value</b>		
<b>At the end of the year</b>	<b>16,169</b>	-
At the start of the year	-	-

Intangible fixed asset costs relate to the creation of the charity's website.

13 Fixed assets	Furniture and Fittings £	Computer equipment £	2021 Total £	2020 Total £
<b>Cost or valuation</b>				
At the start of the year	24,325	13,094	37,419	37,419
Additions for the year	-	21,449	21,449	-
At the end of the year	24,325	34,543	58,868	37,419
<b>Depreciation</b>				
At the start of the year	19,460	11,597	31,057	23,917
Charge for the year	4,865	2,927	7,792	7,140
At the end of the year	24,325	14,524	38,849	31,057
<b>Net book value</b>				
<b>At the end of the year</b>	-	20,019	20,019	6,362
At the start of the year	4,865	1,497	6,362	13,502

All of the above assets are used for charitable purposes.

**14 Debtors**

	2021	2020
	£	£
Other debtors	30,032	17,490
Accrued income	1,716,748	1,033,683
Prepayments	35,972	9,473
	1,782,752	1,060,646
	1,782,752	1,060,646

**15 Creditors: amounts falling due within one year**

	2021	2020
	£	£
Taxation and social security	32,378	58,692
Trade creditors	92,196	59,219
Accruals		
Accruals - Partners Advances	2,121,648	706,273
Accruals- Others	74,864	101,769
	2,321,086	925,953
	2,321,086	925,953

**16 Analysis of net assets between funds 2021**

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	20,019	16,169		36,188
Current assets	958,281	2,100,855	2,233,907	5,303,740
Creditors: amounts due within one year	(199,438)		(2,121,648)	(2,321,086)
	778,862	2,117,024	122,956	3,018,842
	778,862	2,117,024	122,956	3,018,842

**Analysis of net assets between funds (prior year 2020)**

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets		6,362	-	6,362
Current assets	920,146	2,586,700	384,629	3,891,475
Creditors: amounts due within one year	(219,681)	-	(706,272)	(925,953)
	700,465	2,593,062	(321,643)	2,971,884
	700,465	2,593,062	(321,643)	2,971,884

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17a Movements in Funds Current year (Prior year shown in Note 22)

	At the start of the year	Income	Expenditure	Transfers	At the end of the year
	£	£	£	£	£
<b>Restricted funds:</b>					
<b><u>Corporate and Institutions</u></b>					
Anonymous (Pakasipiti, Zimbabwe)	-	10,000	10,010	10	-
'Anonymous (FemPrist Another Chance)	10,000	20,000	24,976	-	5,024
'Anonymous (New Generation FGM, FIDA Kenya)	25,007	11,301	26,871	(9,437)	-
'Anonymous (New Generation FGM, NAWOU, Uganda)	25,035		25,988	-	(953)
'Anonymous (Voices Of Women Media, Nepal)	970	1,471	915	(1,526)	-
Anonymous (Equipping Slum Girls, Kenya)	7,618	1,510	9,362	234	-
Multiple Donors (Amplifying Voics VAWG, Zimbabwe )	16,500	33,750	(12,382)	(25,339)	37,293
Sage Fund (GAME)		12,704			12,704
Anonymous Donor		3,000	1,503	(1,497)	-
<b><u>Trusts and Foundations</u></b>					
Sir Halley Stuart Trust (CAWEE, Women Business Partnership, Ethiopia)	2,507	(2,508)	3,668	3,669	-
ING Foundation (WAG Building Bridges)	(814)			814	-
Evan Cornish Foundation Amplifying Voices (WWD)	(520)			520	-
ING Foundation (WAG Building Bridges)	-	78,214	8,421	31,427	38,366
<b><u>Statutory</u></b>					
'Comic Relief (Collective Action to Realise Equality -CARE)	58,991	291,455	208,667	-	141,779
<b><u>Government Grants</u></b>					
FCDO ( Empowering Displaced Women in Uganda - POWER)	(159,929)	153,201	21,667	-	(28,395)
FCDO (Participation and Voices of Women in Nepal - PAVE)	(336,426)	461,022	149,485	-	(24,889)
The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund	-	2,315,343	2,417,239	-	(101,896)
<b><u>Others</u></b>					
Christian Aid (FCDO)	-	17,700	18,464	764	-
GAPS (FCDO)	-	17,023	17,973	950	-
The Big Give 2018 (WWD in Key sectors)	3,947	-	13,079	9,132	-
The Big Give 2019 (AWSAD: Rebuilding Lives After Violence)	24,925	-	18,081	-	6,844
Trustees Travel	546	-	-	(546)	-
The Big Give 2020		37,079	-	-	37,079
<b>Total restricted funds</b>	<b>(321,643)</b>	<b>3,462,265</b>	<b>2,963,987</b>	<b>(53,679)</b>	<b>122,956</b>

Funds in deficit for Government Grants are either due to the nature of FCDO grants which are paid in arrears. Womankind prefinances the grant to Partners and then reclaims the amounts for FCDO. Other funds in arrears are due to the accounting treatment adopted. Grant expenditure for future years has been accrued for while the income may not yet have been received.

### **Purpose of restricted funds 20/21**

Anonymous (Pakasipiti, Zimbabwe). Project name: Transformative, LBQ-Led COVID-19 Emergency Preparedness, Response & Prevention. This 6 month project provided the organisation with the scope to develop LBQ-Led response to the COVID-19 pandemic. It ended on 31 December 2020.

Anonymous (Female Prisoner Support Trust (Femprist), Zimbabwe). Project name: Another Chance. This project builds on the 2018/19 project, Her Life Behind Bars, which documented the living conditions of female prisoners and their children at Chikurubi and Shurugwi Prisons in Zimbabwe. Preliminary findings from the research showed that four out of five women are released from prison with no guidance or assistance to cope. This project, Another Chance, supports female ex-inmates to re-integrate back into society economically through Income Sustainable and Livelihoods Projects (ISALs) focused on hairdressing, chicken farming, dressmaking and market gardening.

Anonymous (FIDA Kenya). Project name: Catalysing a New Generation of Activists to Challenge FGM and child marriage in Kenya and Uganda. This was the Kenya focused part of the project to implement a phased programme focusing on empowering girls and young women to develop their own campaigns and initiatives to challenge the harmful practices of female genital mutilation (FGM) and child, early and forced marriage (CEFM) in their communities. It ended in March 2021.

Anonymous (New Generation FGM, NAWOU, Uganda). Project name: Catalysing a New Generation of Activists to Challenge FGM and child marriage in Kenya and Uganda. This was the Uganda focused part of the project to implement a phased programme focusing on empowering girls and young women to develop their own campaigns and initiatives to challenge the harmful practices of female genital mutilation (FGM) and child, early and forced marriage (CEFM) in their communities.

Anonymous (Voices Of Women Media, Nepal). Project name: Girls' Voices. This project worked with young girls between the ages of 14-25 to provide them with computer and digital media training. The project ended in September 2020.

Anonymous (Polycom Development Project, Kenya). Project name: Equipping slum girls to overcome all forms of physical and mental violence. This project worked to equip girls living in the Kibera slum in Kenya to overcome all forms of physical and mental violence including through Talking Boxes, an information sharing tool to report sexual violence and harassment. Further, the project also created regular safe space forums for adolescent girls, enabled them to engage with and make connections to the data that was being shared, and what pathways are available to them to support them and make them feel safer. The project ended in December 2020.

Multiple Donors (Amplifying Voices VAWG, Zimbabwe). Project name: Amplifying Voices: Combating Violence Against Women With Disabilities in Zimbabwe. This project increases the capacity of women and girls and women with disabilities (WAGWDs) to prevent and respond to Violence against Women and Girls/Gender Based Violence (VAWG/GBV) and to access justice. This is achieved through building the capacity to recognise, report and exert pressure for accountability by duty bearers on GBV. The project works with WAGWDs in the following rural and urban areas/centres: Rusape, Gweru, Zvishavane, Masvingo, Bindura and Chinhoyi.

SAGE Fund (GAME) Global Alliance for Tax Justice (GATJ) and Womankind  
Project name: Global Advocates Mobilising for Equality: Enhancing women's power and voices on tax justice for gender equality), a multi-country policy/advocacy project  
This project brings together the southern-led Global Alliance for Tax Justice (GATJ) and Womankind as co-chair the GATJ tax and gender working group. The goal of the project is for WROs across the global South to be mobilised and better able to advocate for change and communicate around the issue of tax justice for women's rights, nationally, regionally and globally.

## Trusts and Foundations

Sir Halley Stuart Trust (Centre for Accelerated Women's Economic Empowerment (CAWEE), Ethiopia). Project name: Strengthening women-to-women business partnerships in Ethiopia

This Women to Women Business Partnership project was part funded by the Sir Halley Stewart Trust and unrestricted funds. The project finished in May 2020.

ING Foundation (Women's Action Group (WAG) Zimbabwe). Project name: Building Bridges for Feminist Movement Building). The project aims to increase women's participation in leadership roles and decision-making spaces and strengthen the feminist movement in Zimbabwe.

Evan Cornish Foundation (Deaf Women Included, Zimbabwe). Project name: Amplifying Voices: Combating Violence Against Women With Disabilities in Zimbabwe. The Foundation contributed towards this project to increase the capacity of women and girls and women with disabilities (WAGWDs) to prevent and respond to Violence against Women and Girls/Gender Based Violence (VAWG/GBV) and to access justice.

## Statutory

Comic Relief (Women's Coalition of Zimbabwe (WCoZ) and Women In Politics Support Unit (WiPSU), Zimbabwe). Project name: Collective Action to Realise Equality (CARE)

The project supports the strengthening of the women's movement in Zimbabwe, making it more accountable to and inclusive of the women it seeks to serve, and increasing the collective leadership, voice and agency of these diverse women by working with women leaders in formal and informal decision making structures, and women in communities.

## Government Grants

FCDO (National Association of Professional Environmentalists (NAPE) and National Association for Women's Action in Development (NAWAD), Uganda)

Project name: Participation and Opportunities for Women's Economic Rights (POWER)

This project strengthens the eco-feminist movement to promote and protect the economic rights of marginalised women affected by compulsory land acquisition in four districts in Northern (Nwoya, Amaru) and Western (Hoima and Buliisa) Uganda at a critical time when 300,000 women have been displaced and an additional one million women are at risk of displacement.

FCDO Feminist Dalit Organisation (FEDO), Women for Human Rights (WHR) Nepal, and Tewa, Nepal)

Project name: Participation and Voices of Women in Nepal (PAVE)

This project will support 1,376 women, including those experiencing multiple discrimination through inequality, powerlessness and exclusion because of gender and caste, ability and marital status, to have improved participation, leadership and influence in decision-making in local and provincial level governance. To sustain this change, the women's movement will raise awareness of 12,800 community members to support women's participation and leadership in 5 districts (Doti, Kanchanpur, Achham, Dadeldhura, Bajura) of Province 7 in Nepal by the end of 3 years.

The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund, AWESOME Consortium, Ethiopia, Kenya, Uganda and UK

Project name: Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME)

The core objective of this 5 year AWESOME programme is to strengthen the capacity and solidarity among WROs and DWROs to collectively challenge the unequal power relations that exist and perpetuate the cycle of poverty and gender inequality. The AWESOME Consortium purposefully includes a mainstream women's rights organisation (WRO) in each country (each with a different area of expertise relating to policy and advocacy and position within the women's movement covering access to justice, finance and budgeting, and women's economic rights respectively) combined with a disabled women's rights organisation (DWRO).

## Others

Christian Aid (UK AID UK Aid Connect consortia: Christian Aid, The Aids Alliance, Womankind, FEMNET, GNDR, Ipsos Mori, On Our Radar, The Open University, Maxwell Stamp, Social Development Direct (SDDirect) and Womankind)

Project name: Building Civil Society Effectiveness: Evidence and Collaboration for Inclusive Development  
This programme explored a new and innovative approach to building civil society effectiveness in three target countries: Myanmar, Nigeria and Zimbabwe. It aimed to generate and use subjective and objective data from the most marginalised in an interactive, cyclical process that will amplify their voices in decision making at all levels – from local to global. Womankind focused on Zimbabwe and the remaining countries were the focus of other partners in the consortium. The project finished in March 2021.

GAPS (FCDO) (Women's International Peace Centre, Uganda)

This project focused on the experience and expertise of the Women's International Peace Centre (The Peace Centre) in Uganda and research called, Now and the Future: Gender Equality, Peace and Security in a COVID-19 World. The project ended in March 2021.

The Big Give 2018 (Ethiopian Women with Disabilities National Association (EWDNA), Ethiopia)

Project name: Promoting the inclusion of women with disabilities in the key socioeconomic sectors  
This project focused on promoting the inclusion of women with disabilities in the key socioeconomic sectors. It ended on 31 March 2021 after a no cost extension was approved due to the impact of the pandemic.

The Big Give 2019 (Association for Women's Sanctuary and Development (AWSAD), Ethiopia)

Project name: Rebuilding Lives After Violence

This project provides space and a mechanism for ex-residents of AWSAD's safe house to meet and improve their employability, gain skills on saving and business management, and use their collective voice to advocate for improvements in social services. The project will also be documented as a model for sustainable survivor reintegration across other safe houses in AWSAD.

Trustees Travel

Trustee travel is the fund used for trustees to visit womankind projects and any other womankind related work.

The Big Give 2020 (Siiqqee Women's Development Association (SWDA), Ethiopia)

Project name: Women Leading and Succeeding in Sustainable Cooperatives

This project builds on Siiqqee's track record on economic empowerment and Income Generating Activities (IGAs) for women. It focuses on women in cooperatives in Kitesa kebele, 4 and 7, to create safe spaces for them alongside capacity building activities to help increase their income, stimulate their business plans and link them with more diverse markets than they can currently reach for the distribution of their products.

**17b Movements in Funds Current Year**

	At the start of the year £	Income £	Expenditur e £	Transfers £	At the end of the year £
<b>Unrestricted funds:</b>					
Designated funds:	2,586,698	808,943	1,154,487	(124,130)	<b>2,117,024</b>
Fixed Assets	6,364	-	6,364	-	-
<b>Total designated funds</b>	<b>2,593,062</b>	<b>808,943</b>	<b>1,160,851</b>	<b>(124,130)</b>	<b>2,117,024</b>
<b>General funds</b>	<b>700,465</b>	<b>2,004,278</b>	<b>2,103,689</b>	<b>177,809</b>	<b>778,862</b>
<b>Total unrestricted funds</b>	<b>3,293,527</b>	<b>2,813,221</b>	<b>3,264,539</b>	<b>53,679</b>	<b>2,895,887</b>
<b>Total funds 2021</b>	<b>2,971,884</b>	<b>6,275,486</b>	<b>6,228,527</b>	<b>-</b>	<b>3,018,843</b>

**Designated Funds:** In 2018/19 the Charity received a large legacy which the Trustees agreed to designate for use in supporting initiatives that will increase the impact and sustainability of Womankind's work. At the start of the global pandemic this programme of work was accelerated to provide immediate Resilience grant funding of £1.15m to Partners. During the year legacy income of single amount over £100,000 is designated to be used on future charitable activities in line with the new strategy being developed by the trustees.

**18 Reconciliation of (expenditure) / net income to net cash flow from operating activities**

	2021 £	2020 £
<b>Net (expenditure) / income for the reporting period (as per the statement of financial activities)</b>	<b>46,958</b>	<b>(298,782)</b>
Depreciation charges	7,792	7,140
Amortisation Charges	1,797	-
Addition of Asset	<b>(39,415)</b>	-
Interest and Investment	<b>(1,740)</b>	(4,379)
Increase /(Decrease) in debtors	<b>(722,106)</b>	1,381,709
(Increase) in creditors	<b>1,395,132</b>	419,160
<b>Net cash provided by operating activities</b>	<b>688,418</b>	<b>1,504,849</b>

**19 Analysis of cash and cash equivalents**

	At 1 April 2020 £	Cash flows £	Other changes £	At 31 March 2021
Cash at bank and in hand	2,399,793	688,418	-	3,088,211
Notice deposits (less than three months)	431,036	1,740	-	432,776
<b>Total cash and cash equivalents</b>	<b>2,830,829</b>	<b>690,158</b>	<b>-</b>	<b>3,520,987</b>

**20 Operating lease commitments**

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2021 £	2020 £	2021 £	2020 £
Less than one year	36,563	71,384	-	8,608
Two to five years	-	36,563	-	-
	<b>36,563</b>	107,947	<b>-</b>	8,608

**21 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member, who are trustees of the charity, in the event of winding up is limited to £1.

**22 Comparative notes of Income and Expenditure for Prior Year****Income: 'Donations and legacies (Note 2)**

	Unrestricted £	Restricted £	2020 Total £
Gift Aid	199,619	-	199,619
Legacies	508,640	-	508,640
Donations/Individual Giving	22,000	-	22,000
Community and Events	1,164,368	-	1,164,368
Corporates	65,890	38,562	104,452
Donations Women at Risk	223,385	129,579	352,964
Comic Relief	12,600	-	12,600
Statutory	-	178,281	178,281
Major Donors	12,513	40,599	53,112
Trusts and Foundations	48,721	59,800	108,521
Others	1,125	-	1,125
	<u>2,258,861</u>	<u>446,821</u>	<u>2,705,682</u>

**Income from other Charitable Activities for prior year (Notes 3a)**

	Unrestricted £	Restricted £	2020 Total £
UK Government grant - FCDO	-	132,287	132,287
ING Foundation	-	86,624	86,624
	<u>-</u>	<u>218,911</u>	<u>218,911</u>

**Income from other trading activities for prior year (Note 3b)**

	Unrestricted £	Restricted £	Total £
Other trading activities from GALA Event	177,500	-	177,500
	<u>177,500</u>	<u>-</u>	<u>177,500</u>

**Movement in Funds continued****Income from investments for prior year (Note 4)**

	Unrestricted £	Restricted £	2020 Total £
Investment Income	4,379	-	4,379
	<u>4,379</u>	<u>-</u>	<u>4,379</u>

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Analysis of expenditure (Note 5 prior year)

	Cost of raising funds £	Charitable activities				Governance costs £	Support costs £	2021 Total £
		Eliminating Violence £	Political Participation £	Economic Empowerment £				
Staff costs (Note 8)	419,778	198,842	187,795	55,234	44,187	198,842	<b>1,104,679</b>	
Direct Charitable Staff costs (Note 8)	66,632	31,276	29,917	8,159	-	-	<b>135,983</b>	
Direct costs -Grant Payable (Note 6)		304,035	615,566	348,896			<b>1,268,497</b>	
Direct costs - Others	177,229	165,414	106,338	29,538	23,631	88,614	<b>590,764</b>	
Staff Related Costs		-	-	-	-	66,752	<b>66,752</b>	
Premises and Other costs	30,368	32,538	19,521	5,422	4,338	16,270	<b>108,457</b>	
Organisational Development	29,932	32,069	19,242	5,345	4,276	16,034	<b>106,898</b>	
Gains and Losses on Forex	-	-	-	-	-	(32,703)	<b>(32,703)</b>	
Audit and Accountancy	-	-	-	-	48,787		<b>48,787</b>	
Depreciation	-	-	-	-	-	7,140	<b>7,140</b>	
	723,939	764,174	978,379	452,594	125,219	360,949	3,405,254	
Support costs	176,865	83,018	79,409	21,657		(360,949)	-	
Governance Costs	61,357	28,800	27,548	7,513	(125,219)		-	
<b>2020 Total expenditure</b>	<b>962,161</b>	<b>875,992</b>	<b>1,085,336</b>	<b>481,764</b>	-	-	<b>3,405,254</b>	

WOMANKIND (WORLDWIDE)

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Grant making prior year (note 6)

		Charitable Activities					2020
All grants are paid to institutions		£	£	£	£	£	£
		Eliminating Violence	Political Participation	Economic Empowerment	Total	Support costs	Total
<b>Cost</b>							
<b>Zimbabwe</b>							
Zimbabwe Women's Lawyers Association		-	-	-	-	-	-
SA Consortium: Evidence and Collaboration							
Women in Politics Support Unit		22,479	22,479	-	44,958	6,006	50,964
Women Coalition of Zimbabwe		2,683	29,914	29,914	62,511	12,507	75,018
Deaf Women Included		25,339	-	-	25,339	-	25,339
FEMPRIST		2,474	-	-	2,474	2,570	5,044
PAKISIPITI		-	-	-	-	5,703	5,703
WIPSU/WCoZ		-	29,984	-	29,984	22,337	52,321
Women Action Group		12,316	72,455	43,719	128,490	4,496	132,986
DWI,WLZ & WLSA		-	16,720	-	16,720	3,280	20,000
<b>Kenya</b>							
FIDA		8,654	-	-	8,654	-	8,654
FEMNET, Federation of Women Lawyers		-	6,901	-	6,901	9,487	16,388
Polycom		9,627	-	-	9,627	4,930	14,557
<b>Uganda</b>							
FARUG		-	-	-	-	-	-
ISIS		-	-	-	-	-	-
WIPC		-	71,900	-	71,900	32,468	104,368
NAPE & NAWAD		-	96,341	96,341	192,681	15,472	208,153
<b>Ethiopia</b>							
Siiqqee Women's Development Association		-	-	-	-	-	-
Association of Women's Sanctuary and Development		-	-	-	-	-	-
Setaweet		23,190	5,797	-	28,987	48,750	77,737
CAWEE		-	-	6,783	6,783	3,117	9,900
Addis Continental Institute of Public Health		-	-	-	-	-	-
EWDNA (Ethiopian Women with Disabilities National Association)		7,989	-	3,276	11,265	2,011	13,276
Association of Women's Sanctuary and Development (AWSAD)		17,955	-	570	18,525	2,852	21,377
EWDNA (Ethiopian Women with Disabilities National Association)		7,119	5,339	5,339	17,797	16,105	33,902
<b>Tanzania</b>							
Women's Legal Aid Centre		-	-	-	-	-	-
<b>Nepal</b>							
LOOM, Nepal		7,640	987	-	8,627	10,892	19,519
Mitini, Nepal		-	1,550	-	1,550	1,866	3,416
Nepal Disabled Womens' Association		-	-	-	-	-	-
Voices of Women, Nepal (VOMN)		12,850	-	9,686	22,536	3,530	26,066
National Indigenous Women Federation (NIWF)		-	-	33,459	33,459	2,520	35,979
Feminist Dalit Organisation (FEDO)		-	246,978	119,809	366,787	53,700	420,487
<b>Multi-Country Programme</b>							
Stronger Together Workshop		-	8,221	-	8,221	4,233	12,454
Beijing +25 Policy & Advocacy		121,101	-	-	121,101	1,002	122,103
16 Days Partner Initiative 2019		10,789	-	-	10,789	120	10,909
Feminist Republik		11,830	-	-	11,830	498	12,328
Voice Fund		-	-	-	-	5,500	5,500
At the end of the year		304,035	615,566	348,896	1,268,496	275,952	1,544,448

Any grants due and payable in the Financial Year which were not paid before the end of the year have been accrued for.

**Movements in Funds Prior year (Note 17)**

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
<b>Restricted funds:</b>					
<b><u>Corporate and Institutions</u></b>					
Postcode Equality Trust (Gendershops)	63,528	-	(63,528)	-	-
Anonymous Major Donors (AMD) (FemPrist Another Chance)	-	10,000	-	-	10,000
Anonymous Major Donors (AMD Voice Fund) (New Generation FGM, FIDA Kenya)	-	25,007	-	-	25,007
Anonymous Major Donors (AMD Voice Fund) (New Generation FGM, NAWOU, Uganda)	-	25,035	-	-	25,035
Anonymous Major Donors (AMD) (Voices Of Women Media, Nepal)	-	30,863	(29,893)	-	970
Anonymous Major Donors (AMD) (Equipping Slum Girls, Kenya)	-	22,175	(14,557)	-	7,618
Multiple Donors (Amplifying Voics VAWG, Zimbabwe )	-	16,500	-	-	16,500
<b><u>Trusts and Foundations</u></b>					
Halley Stuart Trust (CAWEE, Women Business Partnership, Ethiopia)	3,074	22,475	(23,042)	-	2,507
ING Foundation (WAG Building Bridges)	-	86,624	(87,438)	-	(814)
Evan Cornish foundation Amplifying Voices (WWD)	-	13,991	(14,511)	-	(520)
Staple Trust	-	10,000	(10,000)	-	-
New Venture Trust/Gates Foundation (Kenya Convening)	4,072	13,334	(17,406)	-	-
<b><u>Statutory</u></b>					
DFID/Christian Aid	-	12,508	(12,508)	-	-
Comic Relief ( Collective Action to Realise Equality -CARE))	-	165,773	(106,782)	-	58,991
<b><u>Government Grants</u></b>					
FCDO ( Empowering Displaced Women in Uganda - POWER)	-	48,225	(208,154)	-	(159,929)
FCDO (Participation and Voices of Women in Nepal - PAVE)	-	84,062	(420,488)	-	(336,426)
<b><u>Others</u></b>					
The Big Give 2018 (WWD in Key sectors)	-	38,562	(34,615)	-	3,947
The Big Give 2019 (AWSAD: Rebuilding Lives After Violence)	-	40,599	(15,674)	-	24,925
Trustees Travel	546	-	-	-	546
<b>Total restricted funds</b>	<b>71,220</b>	<b>665,733</b>	<b>(1,058,596)</b>	<b>-</b>	<b>(321,643)</b>

Funds in deficit for Government Grants are either due to the nature of FCDO grants which are paid in arrears. Womankind prefinances the grant to Partners and then reclaims the amounts for FCDO. Other funds in arrears are due to the accounting treatment adopted. Grant expenditure for future years has been accrued for while the income may not yet have been received.

**Movements in Funds Prior Year**

	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
<b>Unrestricted funds:</b>					
Designated funds:	2,186,698	400,000	-	-	<b>2,586,698</b>
Fixed Assets	13,505	-	(7,141)	-	<b>6,364</b>
Total designated funds	2,200,203	400,000	(7,141)	-	<b>2,593,062</b>
	-	-	-	-	-
<b>General funds</b>	999,243	2,040,739	(2,339,518)	-	<b>700,465</b>
<b>Total unrestricted funds</b>	3,199,446	2,440,739	(2,346,659)	-	<b>3,293,527</b>
<b>Total funds 2020</b>	<b>3,270,666</b>	<b>3,106,471</b>	<b>(3,405,254)</b>	-	<b>2,971,884</b>

In 2018/19 the Charity received a large legacy which the Trustees agreed to designate for use in supporting initiatives that will increase the impact and sustainability of Womankind's work. The Trustees have agreed a programme of work over a six-year period to expend the Designated funds. However, at the start of the global pandemic this programme of work was accelerated to provide immediate Resilience grant funding of approximately £1.4 M to Partners.