

WOMANKIND (WORLDWIDE)

A Company limited by guarantee

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022



EQUAL • RESPECTED • PROUD

Registered Company No: 02404121 (England and Wales)

Charity No: 0328206

Contents	Page
Trustees' Report	
Reference and Administrative Information	2
Introductory Message from the Co-Chairs	3
About Us	4
Our Achievements 2021 – 22	6
Future Plans	11
How Womankind is Run	14
Statement of Trustees' Responsibilities	17
Independent Auditor's Report	18
Statement of Financial Activities	21
Balance Sheet	22
Statement of Cash Flows	23
Notes to the Financial Statements	24

WOMANKIND (WORLDWIDE)

Company Registration 02404121 (England and Wales)

Charity Registration 328206

Ambassadors Dr Kate Young
Baroness Helena Kennedy QC

Trustees Siobhan Allen (Co-Chair, appointed December 8, 2021)
Twasiima P. Birgirwa (Co-Chair, appointed December 8, 2021)
Rebecca Olschner-Wood (Vice Chair, appointed March 16, 2022)
Jenny Jones (Honorary Treasurer)
Maggie Baxter (Chair, retired, retained as trustee, December 8, 2021)
Roshana Arasaratnam
Sophie Efange (resigned September 29, 2021)
Lia Larson
Susana Leith Smith
Francoise Moudouthe
Fenella Porter (retired September 29, 2021)
Juanita Rosenior (resigned September 29, 2021)
Lubna Qu'nash

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 Haysmacintyre LLP
10 Queen Street Place
London EC4R 1AG

An Introductory Message from the Co-Chairs

Womankind remains resilient in the face of the unpredictability brought about by the Covid-19 crisis, still scarring many of the contexts and communities in which we work, and deepening global economic crises and shortages, now further aggravated by conflict in Europe. Despite all, we have had a good year in many ways and continued unabated in our collective pursuit of rights for all women.

The Covid situation has marred our ability to travel, convene, be together and to bring others together in solidarity. Never-the-less we have continued to find creative ways forward, in particular through technology, and we have learnt from unexpected opportunities. For example, we convened an event at this year's Commission on the Status of Women: *Land is Everything: Women, climate crisis and extractivism in Uganda*, a solution-focused event on the twin threats of climate change and extractivism, highlighting women's voices and featuring changemaker panellists from Uganda and across the Global South. We were forced to undertake the event online, so the in-person interaction on which our work usually thrives wasn't possible but it provided the unexpected benefit of enabling the participation of a more diverse and dispersed group of women, including from the affected communities.

For Womankind it has been a year of transition. Rich learning and reflection has been key to the completion of *Our Feminist Future*: our new strategy to 2030, especially in relation to how better to share power with our partners in Africa and South Asia. We have really listened, building on existing evidence, evaluation of our last strategy and our own experience, and incorporating our partners, allies and other women's rights activists' perspectives. We have continued to learn through implementation of our anti-racism pledge, taking forward internal work on racial justice and coloniality and centring it as a foundational plank of our new strategy 2022-2030. We have deepened our experience of flexible funding, that is funding which is not tightly restricted and can be used for core organisational support to our partners priority activities, thanks to an increase in legacy income. Our policy and advocacy fund, Her Voice Fund, and our Movement Strengthening Fund, have all built further on the lessons from last year's Resilience Grants. Further, our work to support Afghan women's rights activists at a critical time has put these amazing women at the centre of our plans for expanding our work in South Asia.

In addition, throughout 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. For example, our large AWESOME project (*Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality*) concluded its first year with very positive reports and audit outcomes. This project works to strengthen movements to be more representative of diverse women, including women with disabilities, in the context of shrinking civic space. In Nepal, under our PAVE project funded by the British Foreign and Commonwealth Development Office, Feminist Dalit Organisation, Tewa and Women for Human Rights have been working with elected women across five districts, supporting leadership training and mentoring and connecting with women's groups to hear their constituents' demands. Many of these women leaders have now succeeded in making tangible changes for their constituents, demonstrably discrediting the gendered stereotype that women make weak leaders!

During the year three of our highly valued trustees stepped down from the Board: Juanita Rosenior, Fenella Porter and Sophie Efange. We are so grateful to all of them for their important contributions to Womankind. In December, Maggie Baxter stepped down as Chair and returned to being a trustee. Maggie worked incredibly hard throughout a term of office which was extremely successful, despite the challenges of the times. We thank her from the bottom of our hearts for her energy, feminist leadership and exemplary stewardship of the organisation. At the preceding September meeting, we had been duly elected as Co-Chairs and took up our roles in January 2022. In March 2022 Rebecca Olschner-Wood was duly elected as our Vice Chair and we very much look forward to working with her.

The forthcoming year will be our first as Co-Chairs of Womankind. We are delighted to be taking up the baton from Maggie at a time when the organisation is in good shape, with a clear Vision for the future and exciting, progressive new strategy in place with which to deliver on that Vision. We would like to thank the staff of Womankind, our partners and allies, our ambassadors, our fellow trustees and our other volunteers for their extraordinary work this year. In addition, our sincerest gratitude is due to our amazing supporters who continue to share our commitment and to step up at the most difficult of times; our work would not be possible without you.

Siobhan Allen and Twasiima P. Bigirwa
Co-Chairs 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. This year we continued to focus pro-actively on anti-racism, working to deliver on the commitments we made in our anti-racism pledge and building that work into the fabric of our organisation: <https://www.womankind.org.uk/wp-content/uploads/2022/04/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 48 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, this year our Vision has continued to be a just world where the rights of all women are respected, valued and realised. Whilst the interconnectedness of the issues we work on is increasingly understood, we have also continued to lever our thematic expertise to:

- 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 Vision, 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; this is an important part of our work.

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 and new work with Afghan women’s rights activists has been initiated. This year Womankind was in partnership with **42 diverse organisations in total, 38 of which received funding. 20 projects were funded** across these countries, also contributing to progress with policy and advocacy at the local, national, regional and international levels. This work supported **25,203 individuals directly** and **898,619 individuals indirectly. 70% of those supported directly were women and girls** and 30% men and boys. We provided funding and support to the following partners:

- ETHIOPIA**
1. Association for Women’s Empowerment and Development (AWED)
 2. Centre for Adolescent Women’s Economic Empowerment (CAWEE)
 3. Ethiopia Women Workers Association (EWWA)
 4. Ethiopian Women with Disability Network Association (EWDNA)
 5. FIDA
 6. Gender Women’s Development Association (GWDA)
- KENYA**
7. Foundation of Women and Women’s Rights (FOWA) Kenya
 8. Women’s Women in Action (WWA)
 9. Kenya Development Project (KenDev)
 10. Women’s Challenge for Children (WCC)
 11. Women’s Leadership and Empowerment (WLE)
- NEPAL**
12. Women’s Talk Organisation (WTO)
 13. WCCM
 14. WCCM
 15. National Federation of Women’s Organisations (NFOW)
 16. Nepal Disabled Women’s Association (NDWA)
 17. WCCM
 18. Nepal Women’s Alliance for Peace, Justice and Democracy (WAPJD)
 19. WCCM
 20. Women’s Women’s Media (WWM)
 21. Women’s Human Rights (WHR)

- UGANDA**
22. Women’s Economic Empowerment (WEE)
 23. Women’s Economic Empowerment (WEE)
 24. Women’s Economic Empowerment (WEE)
 25. Women’s Economic Empowerment (WEE)
 26. Women’s Economic Empowerment (WEE)
 27. Women’s Economic Empowerment (WEE)
 28. Women’s Economic Empowerment (WEE)
 29. Women’s Economic Empowerment (WEE)
 30. Women’s Economic Empowerment (WEE)
 31. Women’s Economic Empowerment (WEE)
 32. Women’s Economic Empowerment (WEE)
 33. Women’s Economic Empowerment (WEE)
 34. Women’s Economic Empowerment (WEE)
 35. Women’s Economic Empowerment (WEE)
 36. Women’s Economic Empowerment (WEE)
 37. Women’s Economic Empowerment (WEE)
 38. Women’s Economic Empowerment (WEE)
 39. Women’s Economic Empowerment (WEE)
 40. Women’s Economic Empowerment (WEE)
 41. Women’s Economic Empowerment (WEE)
 42. Women’s Economic Empowerment (WEE)

Our Achievements 2021 – 2022

Throughout 2021-22 our partners have continued to push the boundaries on women's rights, whilst contending with the immense and ongoing difficulties presented by the global COVID-19 pandemic and economic pressures. In our focus countries, the pandemic continued to compound existing challenges, including the suppression of civic space, inhibiting women's livelihoods, especially in the informal sector, increasing unpaid care undertaken by women and increasing violence against women and girls. Never-the-less, throughout the year Womankind has 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.

For example, the €10.7 million AWESOME project (*Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality*) in Kenya, Uganda and Ethiopia, funded by the Ministry of Foreign Affairs of the Netherlands, saw great progress during the year, despite delays as a result of Covid. This project works to strengthen movements to be more representative of diverse women. It focuses on sexual and gender-based violence and 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, work at the regional and global levels, both independently and collectively, to support and be more representative of diverse groups of women, including women with disabilities. This results in a stronger collective voice with which to challenge social norms and influence policies and decisions. The project achieved very positive Year 1 reports and financial audit outcomes, in the final quarter of this financial year.

We also continued to provide ad hoc, essential emergency stage support, as best we could in a very unpredictable and dangerous situation, to women from Afghanistan who had worked with partners of Womankind over the past decade. This included attempting to secure passage to safety and exerting influence on the UK government to act urgently in support of these women, as well as securing support from the Netherlands government. Conceiving an ongoing programme of support is in progress and developing this work stream features prominently in our future strategy, including plans for the forthcoming year. Further, the work of Afghan women's rights activists is at the centre of our plans for expanding our work in South Asia.

At the organisational level, this has been a year of transition and rich learning and reflection for Womankind as we worked to complete our new strategy to 2030: *Our Feminist Future*, and the sub-strategies that will deliver upon it. We built on existing evidence, external evaluation of our last strategy and our own experience, and listened to our partners, allies and other women's rights activists' perspectives. We also learnt as we implemented our anti-racism pledge, undertaking work on building knowledge and awareness, addressing microaggressions, and changing the way we communicate about our work and fundraise for it. As we carried forward this work on racial justice and coloniality, it emerged at the heart of our new strategy. We also deepened our experience of flexible funding. Our policy and advocacy fund, Her Voice Fund, and our Movement Strengthening Fund, built further on the lessons from last year's Resilience Grants and inspired the development of additional flexible funds with which to support the work of our partners going forward. Our Financing Sub-Strategy and anti-racist Funding Charter were completed toward the end of the year.

Finally, during the year we reflected further on the interconnectedness of the thematic areas and issues on which we work. This is demonstrated in the examples of some of the changes achieved over the year below, under each of our areas of thematic expertise:

Thematic Area 1: achieve an end to all forms of violence against women and girls

Example of Change Achieved: Women are becoming more aware of their rights and gaining community support to report sexual and gender-based violence, including female genital mutilation, in Kenya and Uganda

As part of the Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) project, the Federation of Women's Lawyers Kenya (FIDA) launched a toll-free telephone number in Murang'a County. FIDA ran legal clinics, sensitisation campaigns, forums and training with both community members and the county's duty bearers on sexual and gender-based violence, with a focus on FGM. Following this work the number of cases reported through the toll-free line increased by over 800% on the previous year. This indicates that women are more aware of their rights and there is less stigma and greater community support for reporting sexual and gender-based violence. In addition, COVID-19 led to an increase in violence against women and girls; this contributed to the increase in reporting and is evidence of a better functioning reporting mechanism.

To complement increased awareness, FIDA trained paralegals to handle sexual and gender-based violence cases, to create a local-level rapid response system, and to ensure that awareness raising and advocacy strategies continued to be effective. The training resulted in the building of a network between the paralegals, increased capacity to handle sexual and gender-based violence violations, including in relation to FGM, and to better governance of community-based organisations. This change is significant because it shows that engaging with women and men through community discussions alongside legal awareness forums helps to increase understanding of their rights and the available routes for reporting, as well as reducing stigma, which ultimately leads to increased reporting and support for survivors. To view one of FIDA's video sensitisation campaigns about FGM, watch [here](#).

In addition to AWESOME, Womankind has funded FIDA to implement a project on safe spaces for girls and young women, challenging FGM in Kajiado East Constituency in Kenya. This included the creation of a new case documenting tool that will improve cataloguing and data management, and training of service providers and duty bearers. FIDA is currently expanding the training to additional stakeholders whilst gathering feedback on how the tool is impacting on FGM case reporting. Further, in Uganda, NAWOU has trained COMBAT champions (Community Based Action Teams) to engage in community sensitisation and advocacy work, through the RISE UP project. This focuses on building the capacity of COMBATS to conduct FGM dialogues and awareness sessions with target groups such as cultural leaders, FGM cutters and community-based organisations. The work focusses on the prevention of FGM, creating safe spaces for girls in the community who are at risk or survivors of FGM and providing referral pathways for a more robust response system with local police, judiciary and service providers.

Thematic Area 2: achieve equal influence in decision making and ability to exercise political power

Example of Change Achieved: Through the PAVE project, elected women in Nepal are smashing the gender stereotype that women are weak leaders

FEDO (Feminist Dalit Organisation), Tewa Women's Fund and WHR (Women for Human Rights) have been working for two years with 178 elected women across five districts of western Nepal. The elected women have been supported with leadership training and mentoring and have been connected to more than 50 women's groups to hear their constituents' demands. Many of these women were elected to positions for the first time, but the system failed to support them with training in their roles, and how to manoeuvre through local political and budgeting processes.

145 of the women have now succeeded in making tangible changes for their constituents. Changes include negotiating for government funds to construct roads and to rebuild schools and health posts, and successes in securing social security payments for constituents, such as disability allowances.

In doing so, they are demonstrating the critical leadership role that they play in and for their communities and breaking down the patriarchal gender stereotype that women leaders are 'just filling a quota'.

These 145 women include 76 Dalit women leaders and 2 women with disabilities (WWD) leaders. Throughout PAVE, partners have told us that their approach of working with mixed groups of leaders from communities of Dalit, single women (often widows), and women with disabilities, has created a feeling of solidarity and eagerness to fight for the issues of all women, especially the most marginalised.



"I see myself becoming a better leader through this project as I am now more well informed and ensure that I educate the community women as much as I can through ensuring they come for meetings and join various women groups to be engaged in the process of decision making of their own community." Kabita Bista, Deputy Mayor (Photo credit: Tewa)

Thematic Area 3: secure women's economic rights and control over resources

Example of Change Achieved: Strengthening the eco-feminist movement in Uganda to protect women's land rights, livelihoods and access to justice.

"Under POWER we were taught that Article 21 and 26 of the Constitution, 1995 states that 'everybody - men and women - have equal rights to own land, property and everything'. Now, we Bagungu women learnt from POWER that we have the right to share our father's property, whether it is land or other property. So when Uganda National Road Authority (UNRA) compensated our family for the road passing through my father's land, I insisted and saw to it that we (the three girls) shared with our brothers the same and equal amounts."

Lucy Awoo, Chairperson LC1 (village-level Local Council), POWER participant

The two year 'Participation and Opportunities for Women's Economic Rights' (POWER) project, funded by the UK Foreign, Commonwealth and Development Office (FCDO) through UK Aid Match (UKAM), successfully strengthened the eco-feminist movement in four districts of Uganda. This is a grassroots movement of marginalised women affected by compulsory land acquisition, who promote and protect women's land rights, land ownership, livelihoods, access to justice and advocate for policy change. Working in partnership with the National Association of Professional Environmentalists (NAPE) and National Association for Women's Action in Development (NAWAD), POWER strengthened the movement by bringing women together in collective actions, ranging from class-action litigation, to one-to-one knowledge sharing, to setting up group businesses to generate livelihoods and savings.

Women created eco-friendly businesses, 12 of which have now been formally registered. Women formed or strengthened 12 grassroots women's advocacy groups, exceeding what we had hoped POWER could achieve. POWER's intention was to support the strengthening of a critical mass of women who then organically grow as a movement: this has been successful, particularly with the organic emergence of local leaders known as 'Land Queens' and both men and women who stepped forward to be trained as Community Based Paralegals, across the four districts.

POWER has influenced state and corporate actors to adhere to existing laws and policies in relation to women's land rights. Oil companies including Total Energies are now including women in conversations around compensation for land; state institutions like the Uganda National Road Authority (UNRA) have started to actively engage with communities that lodged compensation claims; and local authorities including councils and Elders' groups are taking women's voices into account when making decisions. At a global level, POWER produced impactful documentation which has been shared in strategic spaces such as the UN Climate Change Conference (COP26) and CSW66. This is helping to develop the evidence base on the connection between climate justice and women's rights, highlighting the agency of the eco-feminist movement in rural areas as a critical actor in addressing climate change and further amplifying women's voices.

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 examples of changes delivered through this work follow.

Example of Change Achieved: Womankind and partners' contribution to the women's movement securing commitments during the global Generation Equality Forum.

As part of commemorating 25 years of the Beijing Declaration and Platform for Action (BDPfA), the Generation Equality Forum took place in Mexico City over Spring and Summer 2021. It launched a 5 year journey to accelerate equality, leadership and opportunity for women and girls worldwide, aiming for irreversible progress towards gender equality by 2026. Working with partners and allies, Womankind contributed to influencing the commitments of the Gender Based Violence Action Coalition through the UK government, as Action Coalition lead, and UN Women, as primary convener of the Gender Equality Forum. Through a co-created virtual space for cross-regional exchange and solidarity among Womankind's South Asian and African partners, we shared perspectives on what intersectional feminist leadership to build just and equal futures during and post COVID-19 means for women and girls. This contributed to positioning 'Global South' feminists as thought leaders. Partners also shared innovative accountability strategies to ensure full implementation of the BDPfA and Gender Equality Forum commitments ahead of the Beijing+30 review process in 2025-6. This led to the formulation of a blueprint document that outlines specific measures to transform the structural and systemic barriers that diverse groups of women face.

Gender Equality Forum commitments from all global stakeholders total a USD\$40 billion investment (2021-26) in the realisation of the BDPfA. As part of the process, Womankind committed to resourcing southern based women's rights organisations and feminist movements to increase flexible and timely funding for feminist activism; one of 1,000+ commitments made. This change continues our advocacy story, building on recommendations that we outlined in 2020 'Feminist Movements and the Beijing Vision', written with input from women's rights actors and Womankind partners in 5 countries.

Example of Change Achieved: Community Champions and Feminist School Participants are now relentlessly strengthening women's movements in their communities in Zimbabwe through the Building Bridges project.

Women's Action Group's Building Bridges for Feminist Movement project strengthened the women's movement by strengthening women's leadership capacities. In particular, it supported building bridges between subgroups within the women's movement, particularly inter-generational subgroups. As a result, women leaders across the movement are taking action.

"We are not looking back, WAG has shown us the way and we are going to continue following that path even in their absence in our communities, because we now know our rights. I was elected to be a National Representative for women at Zimrights in January this year (2022) and I will continue to advocate for women's rights." Entrance Takaidza, Community Champion from Masvingo

Community Champions are now promoting women's rights. For example, in Masvingo District, one woman has formed 30 women's groups tackling issues affecting women such as water problems, menstrual hygiene, economic empowerment, gender-based violence, child marriage and access to healthcare. Other Community Champions have formed Income Savings and Loans Groups and are providing voter education, encouraging and mobilising women to participate ahead of the 2023 elections. 100 women and girls who were engaged by Women's Action Group directly and indirectly continue to take up leadership and decision-making positions in their communities. For example, one Champion in Masvingo district was recently appointed to be a National Representative for Women at the Zimbabwe Human Rights Association (ZimRights).

Women's Action Group's Feminist School has improved confidence among young women, by training them and helping them to connect with the history of the Zimbabwean women's movement. Two feminists who were trained are now writing and publishing on issues that affect women, feminism and women's transformative leadership. The Feminist School was collaboratively designed and adopted a strong emphasis on intersectionality. Activists from the Zimbabwean movement co-led the school, and women's rights organisations promoted it to ensure that diverse constituents were actively invited to participate. This change tells an important story about collective, grassroots, intergenerational action, with younger generations of activists learning from a long history of activism in Zimbabwean women's movement.

Fundraising Performance

2021-22 was year-four of our Financing Strategy 2018-23 and despite the Covid-19 pandemic we saw supporters maintain their commitment to women's rights and movement strengthening – with over 10,000 individuals now supporting Womankind and our partners with a monthly gift. Our Nepal Emergency Appeal raised over £13,000 in a week as supporters responded quickly when our partners needed urgent support due to the pandemic. The commitment of our longer-term supporters was evident in their gifts left to Womankind in their will, which in the last year contributed over £1million towards our work on women's rights. Our annual International Women's Day fundraising Gala event took place in person in March 2022 and raised an unprecedented £700,000 for Womankind and our partners' work.

For the most part, existing donors and funders responded well to requests for flexible funds acknowledging how crucial long-term, core and flexible funding are to the sustainability of women's rights organisations and women's movements. We saw several donors agree to support Her Voice Fund – a flexible fund which gives women's rights organisations the power to prioritise and resource the advocacy work which is rarely funded but can get laws and policies changed to improve women's rights.

Working remotely and not being able to travel during the year to collect stories, images and case studies of the impact our partners' work has had on the lives of women and girls proved challenging. Likewise, remote working made it harder to strengthen working relationships with existing donors and to introduce our work to new potential donors - these are areas we will be prioritising for 2022-23.

Working with colleagues, partners and trustees we developed a financing strategy 2022-27 which aims to build a stable and diverse income base for Womankind with more unrestricted, core, flexible and long-term funding to reach our partners. The strategy also aims to build our partners' knowledge, contacts and experience of fundraising so that they can better access more long-term quality funding directly, themselves. Alongside this, we want to ensure that our fundraising and financing is anti-racist, that we are shifting the power further to our partner organisations and that we are not portraying the people we and our partners work with and for as victims or without agency.

We were inspired and heartened throughout the year by the generosity, initiative and commitment of all our supporters, agreeing to stand alongside Womankind and our partners.

Financial Review

The Charity achieved total unrestricted and restricted income of £5,919,327 (2021: £6,275,486). The decrease in income was mainly due to a one-off corporate donation in 2020-21 related to Covid-19 response which was not replicated and current grants from the UK Government and Comic Relief reducing in the final year of the project as planned. Our principal funding sources remain diverse and include donations from Individuals, Legacies, Trusts and Foundations, and Companies, as well as key grants from the Netherlands and UK Governments and institutions such as Comic Relief.

59% of all income received in 2021-22 was unrestricted compared to 45% in 2020-21. This change was mainly due to increased legacy income and income from our Gala event.

Net income for the year was £1,688,734 (2021: £46,959). Movement in the net income was due to decrease in expenditure for the year. Our expenditure for the year was £4,230,593 (2020-21: £6,228,527). Unrestricted expenditure for the year was £2,136,827 (2020-21: £3,264,540). Unrestricted expenditure in the previous year included additional £1.15m of resilience grants given to partners in response to COVID 19 pandemic.

Restricted expenditure was £2,093,766 (2020-21: £2,963,987). Decrease in the current year is mainly due to one large grant of PAVE coming to end in the current year and over accrual of grants payable in the previous year which were adjusted in the current year.

The charity continues to focus on delivering more for our partners and to 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 £4,707,577 (2020-21: £3,018,843). Unrestricted funds amounted to £4,185,577 (2020-21: £2,895,887) and restricted funds amounted to £522,000 (2020-21: £122,956).

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 and is based on core costs included in the approved budget 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 31st March 2022 are therefore valued at £823,028 (2020-21: £778,863), which is in line with 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. These funds are designated for specific use in advancing Womankind's strategic priorities. To that end, they are allocated and approved by the Board of Trustees for work to build momentum behind Womankind's new strategy to 2030 and must, in the main, be transferred to our Partners. To this end, much of the spend to date has been through flexible Resilience Grants to partners during Covid-19, Her Voice Fund which provides flexible support to partners' policy and advocacy initiatives and our Movement Strengthening Fund which provides flexible support to partners' movement strengthening activities.

Further such flexible funds will be implemented in the forthcoming year. A small proportion of our designated fund may be approved for use to strengthen Womankind organisationally, including in relation to sustainability.

The Board agreed the preceding year that future legacies which exceed £100K would continue to be added to the pool of designated funds and to be similarly allocated for the same purposes; this policy has been implemented throughout the 2021-22 financial year.

At 31st March 2022 the total designated fund was £3,362,549 (2020-21: £2,117,024). These funds are designated for specific use in advancing Womankind's strategic priorities. To that end, they are allocated and approved by the Board of Trustees for work to build momentum behind Womankind's new strategy to 2030 and must, in the main, be transferred to our Partners. It is anticipated that the currently held designated funds will be expended over the next two to three financial years.

Investment Policy

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.

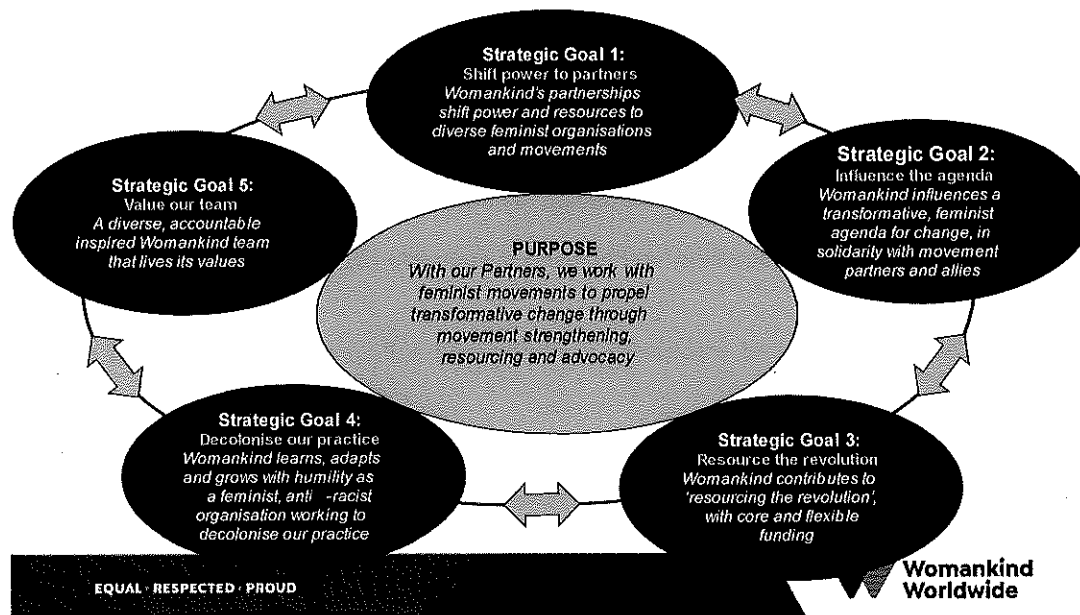
In the light of the substantial legacy received, Womankind undertook due diligence on investment options and selected CCLA to be our investment managers. The investment policy has been reviewed during the year. It was agreed that £1.6m of the cash held in deposit account will be transferred into investments.

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 attempt to predict movements in exchange rates.

Future Plans

During the 2021-22 year, as well as delivering on our policy and programmes work with our partners and allies, we focussed on completion of new organisation strategy to 2030 and the development of sub-strategies for delivery. The process has been protracted as we were affected by Covid-19 and prioritised iteration, participation and consensus building, over speed. Our Partners supported us with amazing inputs communicated through country level Focus Group Discussions. This rooted our strategy and provided inspiration and direction. We are still finalising communications materials about the new strategy and some of the sub-strategies. In the meantime, we are learning and building momentum behind our new strategic direction, especially in relation to provision of flexible funds to women's rights organisations. We are also undergoing a process of transformation ourselves, especially in relation to anti-racism, coloniality and gender diversity. Womankind's new strategy comprises 5 mutually reinforcing Strategic Goals through which to deliver on our Partners' and team members' priorities.



The key shifts under our new strategy are:

- We are **deepening our feminist movement strengthening approach** and more explicitly embracing inclusion, e.g. in relation to gender diversity;
- We are **centering anti-racism and decolonising our practice**;
- We are **heightening Partners' agency in our purpose and strategy**: Partners will become even more key to our agenda setting, prioritisation and decision-making;
- We are **reviewing our feminist leadership, accountability and governance** to support our Goals. This will fundamentally change our organisation, including locating more power in the South, including with our partners;
- We are **breaking the mould in relation to our feminist partnership model**, in particular in relation to power dynamics and funding models, as we prioritise quality, flexible funding for Feminist Organisations & Movements.

The focus points for the 2022-23 year are:

- Finalising our remaining operational sub-strategies to deliver on new organisation strategy 2022-2030, 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. Our Financing Strategy and Funding Charter are complete. We will finalise our Influencing, Communications, Partnership and Organisation Development Sub-strategies and new monitoring, evaluation and learning frameworks, over the coming months.
- Continuing to implement, review and replenish our anti-racism pledge, prioritising our solidarity with Black, Indigenous and Women of Colour in the UK and globally, and re-committing to overcoming discrimination and inequality: <https://www.womankind.org.uk/wp-content/uploads/2022/04/Womankind-Worldwides-commitment-to-anti-racism.pdf>
- Continuing to learn about resourcing flexible funding for feminist organisations and movements and managing flexible grants funds to support Partners' activism and policy and advocacy initiatives, including through participatory grant making. We will use our resources to expand existing and develop new Flexible Funds for Partners, in line with our Strategic Goals.
- Developing a programme of support for Afghan women's rights activism and Afghan women's rights organisations and movements.

WOMANKIND (WORLDWIDE)

FOR THE YEAR ENDED 31 MARCH 2022

- Developing our communications and sharing materials which document our partners' achievements and explain how women's movements make and sustain change, including 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, in the context of the Covid and post-Covid situation, depleted economic conditions and deepening conflict and suppression of civic space.
- 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.

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.

How Womankind is run

Management and Governance Structure

Womankind Worldwide is a charitable company limited by guarantee. It was incorporated on 13th July 1989, and registered as a charity on 25th July 1989. In November 2013, the Board of Trustees revised and approved the 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 4 times in 2021-22. These meetings were conducted as hybrid meetings combining some in-person attendance with participation 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. Trustees are also called upon by the staff when their own particular skills, experience and expertise is useful to operational activities and during the 2021-22 year have been fully involved in the ongoing 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. This includes the recruitment of trustees based in our focus regions, 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 2022 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 any 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. Larger projects each have their own risk register which captures, analyses and monitors mitigation of operational risks. 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 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 strategy then was delivering demonstrable impact, however, the mitigation approach is being continued as we enter a new strategic period to 2030.

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

This risk was compounded by the merger of DFID and the FCO and cuts in grant funding available. 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 2021-22 year was the fourth 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. Our Financing Strategy has been revisited in the light of new organisational strategy, with new Financing Strategy focussed on stability and maintaining income levels finalised and approved by the Board in March 2022.

3. 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.

During 2022 we received sponsorship for our Fundraising Gala event from Albacore Capital Group, Fitch Ratings, Goldman Sachs and Weil, Gotshal and Manges LLP. We also continued our long term 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.

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 6th July 2022 and signed on their behalf by:



Siobhan Allen – Co-Chair

Twasiima P. Bigirwa – Co Chair



Jenny Jones – Honorary Treasurer

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.

4. 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. 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.

5. 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 implement our anti-racism pledge, Funding Charter and Financing Strategy, in order to meet the needs of new organisation strategy 2022-2030.

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 flexible funding for women's rights organisations. 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. We will review our grant making policy during next year, in line with developments in our governance and power sharing within our partnership under our new strategy.

Womankind's approach to fundraising

Our supporters are an integral part of Womankind's community - in terms of their financial support and the role they play in sharing our values, spreading the word and challenging us to work in a more feminist way. 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 welcome feedback from supporters and regularly use it to improve our fundraising.

In the year ending March 2022 we worked with 2 fundraising agencies and with 5 consultants on particular fundraising initiatives. We worked closely with all these consultants by having clear terms of reference in the contracts to ensure they adhered to the Code of Fundraising Practice and the policy on dealing with vulnerable people. We received 1 complaint (2021: NIL) about our fundraising which we responded to in a timely fashion – this represents 0.0006% of all fundraising contacts made during the year.

Independent auditor's report to the members of Womankind Worldwide

Opinion

We have audited the financial statements of Womankind Worldwide for the year ended 31 March 2022 which comprise the Statement of Financial Activities, Balance Sheet, 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 charitable company's affairs as at 31 March 2022 and of the charitable company's net movement in funds, including the 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.

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates 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 charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to charity and company law applicable in England and Wales and fundraising regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to fraud in income recognition and management override of controls. Audit procedures performed by the engagement team included:

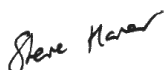
- Inspecting correspondence with regulators;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Steven Harper (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: 1 December 2022

Womankind Worldwide
Statement of financial activities (Incorporating an income and expenditure account)
For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 £	Unrestricted £	Restricted £	2021 £
Income from:							
Donations and legacies	2	3,271,808	259,768	3,531,576	2,706,840	454,485	3,161,325
Charitable activities	3a	-	2,122,060	2,122,060	-	3,007,780	3,007,780
Other trading Activities	3b	265,000	-	265,000	104,641	-	104,641
Investments	4	691	-	691	1,740	-	1,740
Total income		3,537,499	2,381,828	5,919,327	2,813,221	3,462,265	6,275,486
Expenditure on:							
Raising funds	5	1,135,271	-	1,135,271	981,650	-	981,650
Charitable activities							
Eliminating Violence against Women	5	435,135	911,823	1,346,958	988,340	1,283,705	2,272,045
Increasing Women's Civil & Political Participation	5	478,121	997,755	1,475,876	1,022,902	1,328,595	2,351,497
Economic Empowerment	5	88,300	184,188	272,488	271,648	351,687	623,335
Total expenditure		2,136,827	2,093,766	4,230,593	3,264,540	2,963,987	6,228,527
Net Income / (expenditure) for the year	7	1,400,672	288,062	1,688,734	(451,319)	498,278	46,959
Transfer between funds	17	(110,982)	110,982	-	53,679	(53,679)	-
Net movement in funds		1,289,690	399,044	1,688,734	(397,640)	444,599	46,959
Reconciliation of funds:							
Total funds brought forward		2,895,887	122,956	3,018,843	3,293,527	(321,643)	2,971,884
Total funds carried forward		4,185,577	522,000	4,707,577	2,895,887	122,956	3,018,843

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

Womankind Worldwide
Balance sheet
As at 31 March 2022

Company no. 0240121

	Note	£	2022 £	£	2021 £
Fixed assets:					
Intangible assets	12		12,576		16,169
Tangible assets	13		13,799		20,019
			<u>26,375</u>		<u>36,188</u>
Current assets:					
Debtors	14	1,735,625		1,782,752	
Cash at bank and in hand		4,782,376		3,504,295	
Cash at bank Women at Risk		14,308		16,694	
		<u>6,532,309</u>		<u>5,303,741</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	<u>(1,851,107)</u>		<u>(2,321,086)</u>	
Net current assets			<u>4,681,202</u>		<u>2,982,655</u>
Total net assets			<u>4,707,577</u>		<u>3,018,843</u>
The funds of the charity:					
Restricted income funds	17		522,000		122,956
Unrestricted income funds:					
Designated funds		3,362,549		2,117,024	
General funds		<u>823,028</u>		<u>778,863</u>	
Total unrestricted funds			<u>4,185,577</u>		<u>2,895,887</u>
Total charity funds			<u>4,707,577</u>		<u>3,018,843</u>

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 6 July 2022 and signed on their behalf by:

Siobhan Allen
Co Chair


Jenny Jones
Treasurer

Womankind Worldwide
Statement of cash flows
For the year ended 31 March 2022

	Note	2022	2021
		£	£
Cash flows from operating activities	18		
Net cash provided by operating activities		1,274,146	727,835
Cash flows from investing activities:			
Interest from investments		691	1,740
Loss on disposal of fixed assets		858	-
Purchase of fixed assets		-	(39,415)
Net cash provided by Investing activities		1,549	(37,675)
Change in cash and cash equivalents in the year		1,275,695	690,160
Cash and cash equivalents at the beginning of the year		3,520,989	2,830,829
Cash and cash equivalents at the end of the year	19	4,796,684	3,520,989

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 2019) 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. 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 may be 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

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.

2 Income: 'Donations and legacies

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Gift Aid	326,525	3,000	329,525	254,004
Legacies	1,000,717	-	1,000,717	815,463
Individual Giving	1,721,800	55,630	1,777,430	1,346,874
Community and Events	24,524	-	24,524	23,118
Corporates	138,403	30,000	168,403	242,549
Comic Relief	-	52,766	52,766	291,405
Statutory	-	-	-	56,427
Major Donors	26,000	12,500	38,500	30,479
Trusts and Foundations	33,839	105,872	139,711	97,736
Others	-	-	-	3,270
	<u>3,271,808</u>	<u>259,768</u>	<u>3,531,576</u>	<u>3,161,325</u>

3a Income from Charitable Activities

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Government grants	-	2,122,060	2,122,060	2,929,566
ING Foundation	-	-	-	78,214
	<u>-</u>	<u>2,122,060</u>	<u>2,122,060</u>	<u>3,007,780</u>

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 £107,194 (2021: £461,022).

ii) POWER: Empowering displaced women in Uganda £126,900 (2021: £153,201).

2) The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund £1,887,966 (2021: £2,315,343).

There were no unfulfilled conditions relating to these grants.

3b Income from Trading Activities

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
GALA Event	265,000	-	265,000	104,641
	<u>265,000</u>	<u>-</u>	<u>265,000</u>	<u>104,641</u>

4. Investment Income

	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
	691	-	691	1,741
	<u>691</u>	<u>-</u>	<u>691</u>	<u>1,741</u>

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

Womankind Worldwide
Notes to the financial statements
For the year ended 31 March 2022

5. Analysis of expenditure

	Cost of raising funds £	Charitable activities					2022 Total £
		Eliminating Violence £	Political Participation £	Economic Empowerment £	Governance costs £	Support costs £	
Staff costs (Note 8)	333,256	227,757	250,998	46,481	60,425	204,518	1,143,435
Direct Charitable Staff costs (Note 8)	-	88,842	97,215	17,946	-	-	204,003
Direct costs – Grant Payable (Note 6)	-	751,918	822,780	151,887	-	-	1,726,585
Direct costs – Others	492,679	89,873	98,343	18,154	9,200	135,282	843,531
Staff Related Costs	-	-	-	-	-	87,493	87,493
Premises and Office costs	33,662	21,717	23,889	4,343	5,429	19,547	108,587
Organisational Development	20,560	13,265	14,591	2,653	3,316	11,938	66,323
Gains and Losses on Forex	-	-	-	-	-	15,352	15,352
Audit and Accountancy	-	-	-	-	25,470	-	25,470
Depreciation and Amortisation	-	-	-	-	-	9,814	9,814
	900,157	1,193,372	1,307,816	241,464	103,840	483,944	4,230,593
Support costs	193,578	126,453	138,370	25,543	-	(483,944)	-
Governance Costs	41,536	27,133	29,690	5,481	(103,840)	-	-
Total expenditure 2022	1,135,271	1,346,958	1,475,876	272,488	-	-	4,230,593
Total expenditure 2021	981,650	2,272,045	2,351,497	623,335	-	-	6,228,527

Of the total expenditure, £2,136,827 was unrestricted (2021: £3,264,540) and £2,093,766 was restricted (2021: £2,963,987). Staff costs include £204,002 (2021: £104,108) 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.

Note 6: Grant Making

	Eliminating Violence £	Political Participation £	Economic Empowerment £	Total £
Afghanistan				
Afghan Women's Resource Centre	2,570	2,570	2,648	7,789
ETHIOPIA				
Association for Women's Sanctuary and Development (AWSAD)	-	-	15,000	15,000
Centre for Accelerated Women's Economic Empowerment (CAWEE)	-	-	(16,672)	(16,672)
Ethiopian Women with Disabilities National Association (EWDNA)	(4,963)	(3,722)	(1,222)	(9,907)
Siiqqee Women's Development Association (SWDA)	2,285	2,285	20,782	25,352
Global				
AWESOME	593,403	593,403	-	1,186,805
Her Voice Fund	34,561	34,561	35,608	104,730
Movement Strengthening Fund	29,570	29,570	30,466	89,607
Nepal – Emergency Appeal 21	16,500	16,500	17,000	50,000
KENYA				
Federation Of Women Lawyers (F.I.D.A)	24,993	-	-	24,993
NEPAL				
Feminist Dalit Organisation (FEDO)	-	62,066	26,600	88,666
UGANDA				
Freedom and Roam Uganda (FARUG)	10,000	10,000	-	20,000
National Association of Professional Environmentalists (NAPE)	-	21,677	21,677	43,354
National Association of Women's Organizations in Uganda (NAWOU)	43,501	-	-	43,501
ZIMBABWE				
Deaf Women Included (DWI)	4,936	-	-	4,936
Female Prisoners Support Trust (Femprist)	(11,568)	-	-	(11,568)
Women and Land in Zimbabwe	-	(24,546)	-	(24,546)
Women in Politics Support Unit (WIPSU)	(4,232)	(4,232)	-	(8,464)
Women's Action Group	10,362	24,178	-	34,540
Women's Coalition of Zimbabwe (WCoZ)	-	58,470	-	58,470
Grand Total	751,918	822,780	151,887	1,726,585

7 Net Income for the year

This is stated after charging:

		2022 £	2021 £
Amortisation		-	1,797
Depreciation		-	9,589
Trustees' reimbursed expenses		-	-
Operating lease rentals:	Property	-	64,807
	Other	6,050	6,915
Auditors' remuneration (excluding VAT):		21,000	38,366
Foreign exchange (gains) or losses		-	116,104

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

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	952,200	941,424
Direct Charitable Staff Costs	204,003	104,108
Social security costs	126,210	113,439
Employer's contribution to defined contribution pension schemes	65,025	56,794
	<u>1,347,438</u>	<u>1,215,765</u>

No Termination payments were made in the current year (2021: Nil).

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

	2022	2021
	No.	No.
£60,000 –£69,999	1	2
£70,000 –£79,999	2	1
	<u>3</u>	<u>3</u>

Remuneration of Key Management Personnel

	2022	2021
	£	£
Remuneration	410,243	372,375
	<u>410,243</u>	<u>372,375</u>

The Key management personnel is made up of the trustees and the senior management team, being the 4 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 (2021: NIL).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: NIL). No trustees were paid for any services in 2022 (2021: NIL).

9 Staff numbers

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

	2022	2021
	No.	No.
Raising funds	7.6	7.8
Eliminating Violence Against Women	4.9	4.2
Increasing Women's Civil & Political Participation	5.4	4.6
Economic Empowerment	1.0	1.2
Support	4.4	3.7
Governance	1.3	1.0
	<u>24.6</u>	<u>22.5</u>

10 Related party transactions

During the year Trustees have donated unrestricted £3,455 (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.

There were no other related party transactions that require disclosure in 2022 or 2021.

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

	2022 Total £
Cost or valuation	
At the start of the year	17,966
At the end of the year	<u>17,966</u>
Amortization	
At the start of the year	1,797
Charge for the year	3,593
At the end of the year	<u>5,390</u>
Net book value	
At the end of the year	<u>12,576</u>
At the start of the year	<u>16,169</u>

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

13 Fixed assets

	Furniture and Fittings £	Computer equipment £	2022 Total £
Cost or valuation			
At the start of the year	24,325	34,543	58,868
Disposal in the year	-	(7,152)	(7,152)
At the end of the year	<u>24,325</u>	<u>27,391</u>	<u>51,716</u>
Depreciation			
At the start of the year	24,325	14,524	38,849
Charge for the year	-	5,362	5,362
Disposal in the year	-	(6,294)	(6,294)
At the end of the year	<u>24,325</u>	<u>13,592</u>	<u>37,917</u>
Net book value			
At the end of the year	<u>-</u>	<u>13,799</u>	<u>13,799</u>
At the start of the year	<u>-</u>	<u>20,019</u>	<u>20,019</u>

All of the above assets are used for charitable purposes.

Womankind Worldwide
Notes to the financial statements
For the year ended 31 March 2022

14 Debtors

	2022	2021
	£	£
Trade debtors	109,085	-
Other debtors	18,234	30,032
Accrued income	1,593,660	1,716,748
Prepayments	14,646	35,972
	<u>1,735,625</u>	<u>1,782,752</u>

15 Creditors: amounts falling due within one year

	2022	2020
	£	£
Taxation and social security	51,864	32,378
Trade creditors	162,169	92,196
Accruals		
Accruals – Partners Advances	1,571,463	2,121,648
Accruals– Others	65,611	74,864
	<u>1,851,107</u>	<u>2,321,086</u>

16 Analysis of net assets between funds 2022

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	13,799	12,576	-	26,375
Current assets	1,688,873	2,749,973	2,093,463	6,532,309
Creditors: amounts due within one year	(279,644)	-	(1,571,463)	(1,851,107)
Net assets at the end of the year 2022	1,423,028	2,762,549	522,000	4,707,577

Analysis of net assets between funds (prior year 2021)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	20,019	16,169	-	36,188
Current assets	958,281	2,100,855	2,244,604	5,303,740
Creditors: amounts due within one year	(199,438)	-	(2,121,648)	(2,321,086)
Net assets at the end of the year 2021	778,862	2,117,024	122,956	3,018,842

17a Movements in Funds Current year

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Restricted funds:					
<u>Corporate and Institutions</u>					
Resilience Grant, Siliqee & EWDA, Ethiopia, Bryan Guinness Charitable Trust Ltd	-	5,000	5,025	25	-
'Another Chance, FemPrist, Zimbabwe, Anonymous Donor	5,024	-	7,657	2,633	-
New Generation, FIDA, Kenya, Multiple Donors	-	3,085	1,904	(1,181)	-
Rising Up Against FGM, NAWOU, Uganda, NIniski Trust, Eleanor Rathbone CT, Allen & Nesta Ferguson CS, Anonymous	(953)	47,000	47,019	972	-
Uganda Lesbian Forum, UGALEF, Uganda, Anonymous Donors	-	20,000	20,000	-	-
Voices of Women Media, Nepal	-	3,112	55	(3,057)	-
Her Voice Fund, Multiple Partners, Countries, Donors	-	20,000	20,000	-	-
Multiple Donors (Amplifying Voices VAWG, Zimbabwe)	37,293	-	11,180	-	26,113
Sage Fund (GAME)	12,704	-	9,924	-	2,780
Access to Justice, NDWA, Nepal, Anonymous Donor	-	30,050	-	-	30,050
Nepal Emergency Appeal, multiple donors	-	16,135	16,135	-	-
<u>Trusts and Foundations</u>					
Donors	-	18,822	18,822	-	-
Building Bridges, WAG, Zimbabwe, ING Foundation	38,366	-	54,172	-	(15,806)
<u>Statutory</u>					
Comic Relief (Collective Action to Realise Equality - CARE)	141,779	52,765	95,616	-	98,928
<u>Government Grants</u>					
POWER, NAPE, NAWAD, Uganda, FCDO	(28,395)	126,899	114,101	15,597	-
PAVE, WHR, Teva, FEDO, Nepal, FCDO	(24,889)	107,194	147,927	112,663	47,041
AWESOME, Multiple Partners, Ethiopia, Kenya, Uganda, Netherlands MFA	(101,896)	1,887,966	1,505,841	-	280,229
<u>Others</u>					
Rebuilding Lives After Violence, AWSAD, Ethiopia, The Big Give 2019	6,844	-	(9,826)	(16,670)	-
Facilitating Employment Opportunities, CAWEE, Ethiopia, The Big Give 2021	-	43,800	-	-	43,800
Women Leading Sustainable Cooperatives, Siliqee, Ethiopia, The Big Give 2020	37,079	-	28,214	-	8,865
Total restricted funds	122,956	2,381,828	2,093,766	110,982	522,000

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.

17b Movements in Funds Current Year

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Unrestricted funds:					
Designated funds:	2,117,024	882,477	236,952	600,000	3,362,549
Total designated funds	2,117,024	882,477	236,952	600,000	3,362,549
General funds	778,863	2,655,022	1,899,875	(710,982)	823,028
Total unrestricted funds	2,895,887	3,537,499	2,136,827	(110,982)	4,185,577
Total funds 2022	3,018,843	5,919,327	4,230,593	-	4,707,577

18 Reconciliation of net income to net cash flow from operating activities

	2022	2021
	£	£
Net (expenditure) / Income for the reporting period (as per the statement of financial activities)	1,688,734	46,959
Depreciation charges	5,362	7,792
Amortisation Charges	3,593	1,797
Interest and Investment	(691)	(1,740)
Increase /(Decrease) in debtors	47,127	(722,106)
(Increase) in creditors	(469,979)	1,395,133
Net cash provided by operating activities	1,274,146	727,835

19 Analysis of cash and cash equivalents

	At 1 April 2021	Cash flows	Other changes	2022
	£	£	£	£
Cash at bank and in hand	3,088,213	1,275,004	-	4,363,217
Notice deposits (less than three months)	432,776	691	-	433,467
Total cash and cash equivalents	3,520,989	1,275,695	-	4,796,684

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	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	-	36,563	-	6,182
Two to five years	-	-	-	17,143
	-	36,563	-	23,325

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	2021 Total
	£	£	£
Gift Aid	245,053	8,951	254,004
Legacies	815,463	-	815,463
Donations/Individual Giving	1,313,093	33,781	1,346,874
Community and Events	23,118	-	23,118
Corporates	212,549	30,000	242,549
Comic Relief	-	291,405	291,405
Statutory	9,000	47,427	56,427
Major Donors	9,550	20,929	30,479
Trusts and Foundations	75,744	21,992	97,736
Others	3,270	-	3,270
	<u>2,706,840</u>	<u>454,485</u>	<u>3,161,325</u>

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

	Unrestricted	Restricted	2021 Total
	£	£	£
UK Government grant - FCDO	-	2,929,566	2,929,566
ING Foundation	-	78,214	78,214
	<u>-</u>	<u>3,007,780</u>	<u>3,007,780</u>

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

	Unrestricted	Restricted	Total
	£	£	£
Other trading activities from GALA Event	104,641	-	104,641
	<u>104,641</u>	<u>-</u>	<u>104,641</u>

Income from Investments for prior year (Note 4)

	Unrestricted	Restricted	2021 Total
	£	£	£
Investment Income	1,740	-	1,740
	<u>1,740</u>	<u>-</u>	<u>1,740</u>

Womankind Worldwide
Notes to the financial statements for the year ended 31 March 2022

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)	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)	-	-
2021 Total expenditure	966,450	2,220,478	2,412,140	629,459	-	-	3,405,254

Womankind Worldwide
Notes to the financial statements for the year ended 31 March 2022

Grant making (Note 6 Prior Year)	Charitable Activities			Total	Support Cost	2020	Total
	Eliminating Violence	Political Participation	Economic Empowerment				
Ethiopia							
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
Setaweeet	6,530	8,004	8,415	22,949	(275)		22,674
Silqqee Women's Development Association (SWDA)	229,292	229,538	8,415	467,245	-		467,245
Kenya							
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
Polycorn 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 (YWL)	8,170	8,415	8,415	25,000	-		25,000
Nepal							
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
Uganda							
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 WJCE	(28,100)	-	-	(28,100)	(3,772)		(31,872)
Mentoring & Empowerment for Young Women (MEMPROW)	8,170	8,415	8,415	25,000	-		25,000
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
Zimbabwe							
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	19,161	8,415	8,415	35,991	1,475		37,466
Female Prisoners Support Trust (FEMPRIST)	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
Global							
16 Days partner Initiative 2019	-	-	-	-	2,900		2,900
AWESOME	-	-	-	-	319,094		319,094
Expenses - S&I project compliance	-	-	-	-	-		-
FGM focused project - cross regional approaches and learning	-	-	-	-	-		-
Resilience Grant	-	-	-	-	167,793		167,793
Grand Total	1,716,175	1,881,173	490,444	4,087,804	548,699		4,636,503

Womankind Worldwide

Notes to the financial statements for the year ended 31 March 2022

Movements In Funds (Note 17 Prior Year)

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Restricted funds:					
Corporate and Institutions					
Anonymous (Pakaspiti, 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 Voices 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)	-
Trusts and Foundations					
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
Statutory					
Comic Relief (Collective Action to Realise Equality - CARE)	58,991	291,455	208,667	-	141,779
Government Grants					
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)
Others					
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
Total restricted funds	(321,643)	3,462,265	2,963,987	(53,679)	122,956

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 (Note 17 Prior Year)

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Unrestricted funds:					
Designated funds:					
Fixed Assets	2,586,698	808,943	1,154,487	(124,130)	2,117,024
	6,364	-	6,364	-	-
Total designated funds	2,593,062	808,943	1,160,851	(124,130)	2,117,024
General funds					
	700,465	2,004,278	2,103,688	177,809	778,863
Total unrestricted funds	3,293,527	2,813,221	3,264,539	53,679	2,895,887
Total funds 2021	2,971,884	6,275,486	6,228,526	-	3,018,843

