

WOMANKIND (WORLDWIDE)

A Company limited by guarantee

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023



**Womankind
Worldwide**

Registered Company No: 02404121 (England and Wales)

Charity No: 0328206

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Company Registration	02404121 (England and Wales)	
Charity Registration	328206	
Trustees	Twasiima Bigirwa	(Co-Chair)
	Siobhan Allen	(Co-Chair, stepped down as Co-Chair 8 th June 2023)
	Olga Ghazaryan	(Co-Chair, Appointed 8 th June 2023)
	Rebecca Olschner-Wood	(Vice-Chair)
	Jenny Jones	(Co-Honorary Treasurer)
	Roshana Arasaratnam	(Co-Honorary Treasurer, retired 28 th September 2023)
	Maggie Baxter	
	Lia Larson	(Retired 4 th December 2022)
	Susana Leith Smith	
	Francoise Moudouthe	(Resigned 8th June 2022)
	Lubna Qunash	
	Alison Stiby Harris	(Appointed 22 nd March 2023)
	Dumiso Gatsha	(Appointed 22 nd March 2023)
	Lauren Dark	(Appointed 22 nd March 2023)
	Lusungu Kalanga	(Appointed 8 th June 2023)
	Scheaffer Okore	(Appointed 8 th June 2023)
	Tamara Palamakumbura	(Appointed 8 th June 2023)
Chief Executive	Caroline Haworth	Retired 30 th June 2023
	Dinah Musindarwezo	Appointed Interim Co-CEO 10 th July 2023
	Disha Sughand	Appointed Interim Co-CEO 10 th July 2023
	Sarah Masters	Appointed Interim Co-CEO 10 th July 2023
Registered Office	Wenlock Studios 50-52 Wharf Road London N1 7EU	
Bankers	Lloyds TSB Bank plc 399 Oxford Street London WC1 2BU	National Westminster Bank plc 130 Whitechapel High Street London E1 7PS
Auditors	Haysmacintyre LLP 10 Queen Street Place London, EC4R 1AG	
Investment managers:	CCLA One Angel Lane London EC4R 3AB	

An Introductory Message from the Co-Chair

Dear Reader,

There are many things in the past year that may have caused you to lose hope for a better future.

The marked rollback on women's sexual and reproductive health rights is a global threat to bodily autonomy and freedom.

The attack on the safety and dignity of the LGBTQI+ community continues. From the flood of anti-homosexuality bills sweeping across Africa and the US to the transphobic rhetoric and beliefs that persist throughout the UK.

In Afghanistan, women and girls living under Taliban rule are under constant threat of violence. Through gender apartheid they have been largely erased from politics and public life and they face major barriers in accessing basic services, including education, healthcare, nutrition or to work.

But we remain hopeful. Because in spite of all that stands in their way, feminists everywhere continue to demand change and Womankind are right there in solidarity, working closely with them.

Power in collective action

From women collectively challenging the structural barriers that hinder girls' education in Ethiopia to feminists in Nepal powering women into political leadership. From girls in Kenya taking a stand against sexual harassment to the women advocating for their right to land in Zimbabwe. Feminist movements continue to be the drivers of transformative change.

Realising our vision of a feminist future has never been more urgent. This is a future where women, girls and people of all genders – in all their diversities – are respected and valued for who they are. Where they live with joy, choice and dignity. Realising this vision, is why Womankind exists. Realising this vision only works if we continue to prioritise deepening our feminist analysis, the decolonisation of our practice, the strengthening of our values and reflecting on how we show up and work together as a team. In this report, we will be sharing some of the ways we're doing this.

Strong and diverse feminist movements are the roadmap to healing and justice for everyone. Over the past year, we have continued to work with partners in our five focus countries, Ethiopia, Kenya, Nepal, Uganda and Zimbabwe, all working to advance women's rights and gender equality in their communities and beyond.

Expanding our work to Afghanistan

This year, we extended our work to a sixth focus country. In 2021, when the Taliban regained control of Afghanistan, 20 years of achievements were almost immediately lost, with women's rights rolled back in every area. Many Afghan women's rights organisations have closed in the past year, in the face of intimidation and threats, significant financial constraints and restriction of movement. And yet, Afghan women and girls are still relentlessly carrying on with their lives, often with acts of unseen, unheard bravery.

Supporting women's human rights defenders and the women's movement in Afghanistan is crucial. This means advocacy to ensure women's rights are protected and promoted, resources to ensure they continue to operate and a guarantee that Afghan women are not just talked about but heard. Our new Afghanistan strategy supports this.

In this report, we will share insights into why and how we work with feminist movements and the impact that our work together is having.

These insights will include how we collaborated with partners across Ethiopia, Kenya and Uganda to get the voices of diverse women heard at the UN Commission on the Status of Women (CSW) - a crucial women's rights convening.

We'll also be sharing how we have resourced the revolution through flexible funding to our partners and how we got people talking about their acts of everyday feminism. You will hear stories from inspiring activists and women and girls in their communities and see how intersectional movements and feminist advocacy are powering progress towards gender equality.

A season of change

At the beginning of 2023, with much gratitude and achievements to celebrate, we said goodbye to some of our trustees. We then welcomed a whole host of new trustees, who are all committed to working together to realise our vision of a feminist future. My co-chair Siobhan Allen finished her term and we now welcome Olga Ghazaryan who joins as the new co-board chair, and will continue to work with us to support the realisation of our vision.

In June 2023, we also bid farewell to our former CEO, Caroline Haworth. Throughout her career, Caroline played an instrumental role in championing the rights of women, girls and people of all genders in various countries around the world. A feminist and force in the women's rights movement, Caroline has steered the organisation through progressive transformation over the past seven years, laying the foundation of our 2030 strategy which is core to our continuing impact around the world. We wish her all the very best and hold deep gratitude for her time at Womankind.

Through this report, we invite you to connect with the changemakers at the forefront of their movements, to be inspired by visions of a feminist future and in turn, reignite the spark of hope you may have lost.

In solidarity,

Twasiima Bigirwa

Co-Chair of the Board of Trustees

About us

Who we are and what we do

Womankind Worldwide is an international women's rights organisation and funder, working with women's rights organisations and groups and feminist movements across the world to end gender inequality.

We take collective action alongside women's rights organisations, feminist movements and activists in Eastern and Southern Africa and South Asia. We partner with these diverse movements, representing women in all their diversities, including women with disabilities, young women, Indigenous women and LGBTQI+ women, to challenge inequality, at home, in communities and the workplace. We fund and strengthen these movements and advocate for change alongside them.

Through our distinctive feminist partnerships approach, we create space for diverse women and groups to come together as one to demand meaningful change. We aim to balance power and ensure our partner organisations are central to our decision-making.

Since we began over 30 years ago, we have worked with hundreds of women's rights organisations and millions of women and their families to change lives and communities. We have influenced governments and other decision-makers to commit to ending violence against women, enable women to gain economic independence and ensure their voices are heard.

Over the next decade the world around us will continue to change but our pursuit of equality and human rights for all remains unflinching.

Our Partners and where we work

Here's a look at where we work with our partners.



*Afghanistan - we have a new strategy supporting women's rights organisations and women human rights defenders in Afghanistan and in exile.

Our Achievements 2022 – 2023

Our year in numbers - in 2022/23 we....

- Funded 36 partners of our 42.
- Supported our partners with **£2,292,315** of funding.
- This includes 29 grants to Womankind partners through flexible funds and a further seven grants to informal groups.
- Delivered 15 projects with our partners working on ending violence against women and girls, advancing women's economic rights, strengthening women's participation and leadership, resourcing holistic security and more.
- With all of our Movement Strengthening Fund and Her Voice Fund projects with partners, we funded a total of 51 feminist initiatives.
- Geographically, we funded partners across five focus countries. No projects were implemented in Afghanistan in 2022/23 as the country strategy was being developed. We launched this in late 2022 and partnerships with women's rights organisations were formally established in March 2023.

At Womankind our Vision is... *a world where all women, girls and people of all genders enjoy equal rights and freedoms and live with joy, choice and dignity.*

Toward this Vision, we have a new Strategy 2030: *Our Feminist Future*. Under this strategy we will share power with partners, influence the agenda, resource the revolution, decolonise our practice and value our team.

We understand the lived experience of oppression relates to interconnected factors which are inseparable and complex. Further, that they are cross-cut by issues such as intersectionality, coloniality, suppression of civic space and climate justice. We continue to lever our expertise and track record in the thematic areas of gender-based violence, participation and leadership, and economic rights but are no longer bound by focus on these three themes alone. As a result we will no longer be using the three themes as shown currently in Note 6 of the financial statement.

Here are some examples of how we worked towards our new Strategy 2030: *Our Feminist Future* in 2022/23:

Share power with partners

Building an inclusive movement across the Ethiopia, Kenya and Uganda

Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality – (AWESOME) is a 5-year advocacy programme to support women's movements in Ethiopia, Kenya and Uganda to work in partnership, be strengthened and more representative of diverse groups of women, with a focus on women with disabilities. In 2022, the programme moved into its second year working towards gender equality, advancing women's participation and leadership and ending sexual and gender-based violence.

Kenya

Women Challenged to Challenge (WCC) and Federation of Women Lawyers Kenya (FIDA) had never worked together before AWESOME. Now the organisations work together and continue to strengthen each other's capacities. For instance, WCC has supported FIDA to improve its accessibility practices and as a result FIDA translated materials for their events into braille for the first time in 2022. Meanwhile, FIDA held legal clinics for WCC's constituents to improve their knowledge on their rights.

Ethiopia

In Ethiopia, Siqqee Women's Development Association (SWDA) and Ethiopian Women with Disabilities National Association (EWDNA) now hold annual regional policy dialogues together, conducted an online panel discussion on Oromia television and are working together in their advocacy efforts to lobby policy makers. EWDNA are also providing support to SWDA for their accessibility and inclusion practices.

Uganda

In 2022, National Union of Women with Disabilities of Uganda (NUWODU) and Forum for Women in Democracy (FOWODE) worked together to conduct an annual policy forum at national level with over 100 participants.

Through AWESOME these diverse women's organisations are sharing resources with each other to collaborate on advocacy initiatives and to improve their accessibility and inclusion practices. AWESOME is funded by the Netherlands Ministry of Foreign Affairs (MoFA).

Collective action for change in Zimbabwe

In 2022/23, Womankind's partners Women's Coalition of Zimbabwe (WCoZ) and Women in Politics Support Unit (WIPSU) continued to work collaboratively on the Collective Action to Realise Equality (CARE) project.

With funding from the CARE project, the women's movement (through WCoZ) in Zimbabwe has expanded to three new rural areas over the last year - Seke, Zvishavane and Mount Darwin. In these areas, women are now coming forward to be active members of the coalition, driving narratives on economic equality and setting up savings circles to strengthen women's economic rights.

As a result of women's training through their chapters, WCoZ have also seen women wanting to form their own groups and run for political office in Wange & Zvishavane. In addition, 20 women in Binga are now organising to address wildlife conflict in their area.

Advocacy initiatives and consensus building as part of CARE led to WCoZ successfully petitioning parliament to implement the recommendation of the CEDAW* committee on Act 8 on trafficked persons. WCoZ demanded that the government provide an update on whether there is a new action plan on combatting trafficking since the last one expired in 2019. As a result, the Ministry of Home affairs launched a new action plan. This achievement shows the power, effectiveness and strength of the coalition's work.

Funding for this project under Comic Relief's POWER UP portfolio is also enabling Womankind to shift resources to and share power with CARE partners and the Zimbabwe women's movement spaces they are part of more proactively and flexibly. In addition, CARE has **influenced the women's rights agenda through the successful advocacy work of the coalition**. Because of this, the CARE project is also contributing to our second strategic goal, Influence the Agenda. This demonstrates the fluidity and interconnectedness of our work at Womankind in relation to our new strategy.

*The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international legal instrument that requires countries to eliminate discrimination against women and girls and promotes women's and girls' equal rights.

Influence the agenda

16 Days of Activism - from awareness to accountability for femicide

For the 16 Days of Activism in 2022, Womankind drew attention to and voiced a call for action on the most extreme form of gender-based violence against women and girls: femicide.

We produced a global factsheet to raise awareness on femicide with statistics and calls to action for individuals, civil society organisations, funders and governments. We called for strengthened accountability by governments to address impunity for femicide and also engaged in cross movement strengthening by sharing information on the work of our partners on the issue.

Advocating for meaningful participation of women in the 2022 elections with Sankalpa

In the run-up to the 2022 elections in Nepal, Womankind funded Sankalpa to increase women's participation in the elections, document obstacles to women's electoral participation, ensure women candidates were informed about the roles and responsibilities of elected leadership and push for policies that would enable women's participation in political life. Diverse women from each of the seven provinces of Nepal participated.

Following participation in Sankalpa's capacity development programme, several elected women leaders launched policies in their constituencies to support women and enable their political participation. These policies included:

- ending the use of temples as election polling places, which exclude menstruating women from participating;
- establishing a feeding room for women working in the local municipal government so nursing mothers could take up these roles;
- allocating a social protection allowance for single women and sexual minorities, especially those who were the mothers of girls, which helped to reduce the number of female feticides.

These policies broke down barriers and supported women to fully participate in political life.

Listening to diverse women and grassroots movements

At Womankind, we believe that in order for change to happen, voices from grassroots movements must be heard and listened to. Therefore, ensuring that the voices of diverse women are present and centred in international decision making and agenda setting spaces is a vital part of our influencing work. The UN Commission on the Status of Women (CSW) and the Sexual Violence Research Initiative (SVRI) Forum are two of these key spaces.

In March 2023, Womankind joined the six organisations in the AWESOME consortium –EWDNA, FIDA Kenya, FOWODE, NUWODU, SWDA, WCC – to jointly advocate at CSW67. At our joint event: Rural Girls' and Women's Feminist Movement Strengthening our partners shared their experiences of working with rural women from Ethiopia, Kenya and Uganda, from an intersectional feminist movement strengthening perspective with a global audience in the room.

The SVRI Forum provides a unique opportunity for collective learning on tackling violence against women and children. Through Womankind's Her Voice Fund, five AWESOME consortium partners attended the forum in September 2022. Together, they advocated for disability centered inclusion in feminist movements that are working to end violence against women. Partners held events, chaired panels, met with survivors, practitioners, and activists from around the world and shared their vast expertise.

Holding the UK government to account

Over the last year, Womankind has worked to influence international development policies related to gender equality and women's rights. We encouraged key state and policy actors to influence change through our response to the UK Government's Women and Girls Strategy. We are part of key UK coalitions including The Gender and Development Network (GADN), Gender Action for Peace and Security (GAPS) and Bond, where we work together to influence UK government and the feminist narrative in UK international development work. Through this work, we have called for quality funding for and meaningful engagement with women's rights organisations, centring a gender and human rights approach in the UK's investment, trade, debt, and tax policies.

Resource the Revolution

Our third strategic goal is to resource the revolution with Womankind contributing financially to a feminist future. This goal means Womankind, our partners and allies working together to advocate for and attract quality funding for women's rights and feminist action. It strives for more and more of our income to be unrestricted or flexible, channelled directly through flexible funds.

We can see this in action with our flexible funds: the Movement Strengthening Fund (MSF) and Her Voice Fund (HVF). Flexible funding means fewer restrictions and admin, giving the groups that receive the money more say in how they use it. It means less time spent on detailed proposals, budgets and reports, and more time tackling gender inequality.

Movement Strengthening Fund

Movement strengthening is at the very heart of Womankind's work. The MSF has been designed to strengthen the relational dynamics of movements so that the resulting collective actions can be more impactful and sustainable. Here are three stories of change that highlight the intersectionality and inclusivity that underpin the feminist movement and how MSF is contributing to that.

In Zimbabwe, the MSF supported **Deaf Women Included (DWI)** to reach the most marginalised women with disabilities and centre them in their movement. DWI ran feminist and disability leadership seminars, created a documentary on women with disabilities and their inclusion in feminist movements. Additionally, they created materials on feminist theories and principles in sign language and Braille.

Minority Womyn in Action (MWA) used the MSF to strengthen their membership, leadership, and wellbeing structures. This meant that the movement for LGBTQI+ women and people could reach grassroots constituencies across Kenya.

The MSF supported **National Indigenous Women's Federation (NIWF)** in Nepal to create and strengthen local committees and councils of indigenous women in 61 districts. Through the committees and councils, local indigenous women are now supported to know and demand their rights and become part of the national movement for indigenous women's rights in Nepal.

Her Voice Fund

Her Voice Fund provides flexible funding to women's rights and feminist organisations and activists in the Global South to resource advocacy work. The fund supports women's rights organisations and informal groups to influence policy at local, national, regional and international levels. Here are three stories of what Her Voice Fund helped achieve in the last year.

In Ethiopia, Tarkanfi Sustainable Development (TSD) used HVF to address systemic and structural barriers that hinder girls' education. TSD provided four high school girls' clubs in Laga Tafo (in the Berk district) with media instruments to develop messaging around gender equality. This fed into their schools' code of conduct and overall legal framework on sexual gender-based violence (SGBV). As a result, the members of the four clubs actively advocated for their rights with their schools' administration, Parent Teacher Associations (PTAs) and communities. Girls from the clubs also started to advocate for other girls and wrote poems, dramas, and songs to communicate their messages on SGBV. School girls' clubs from the four schools also travelled to rural communities to speak to young boys, girls, men and women about intersectional gender-based violence and how they can protect girls in their community. TSD and the four school champions are now advocating for the implementation of the code of conduct in all schools in the region by working with women's right organisations. TSD brought together students, teachers and parents to work together collaboratively and creatively to address issues regarding SGBV and advocate in their communities. They truly got the voices of young women heard and have as a result created momentum for change.

Through HVF, **Women and Land Zimbabwe's (WLZ)** have achieved real, tangible results in supporting women to know and claim their right to land. WLZ conducted 'Land for Her' Campaigns in 10 districts to share information with rural women around their rights to land, resulting in building the capacity and confidence of women in Rural Women's Assemblies (RWA) to demand control and ownership of land. This meant:

- 333 women approached the District Land Office to apply for land and are now on the waiting list.
- 25 women in Makonde, 21 in Romac Farms in Gweru and 259 in Makoni approached the District Lands Committee to have their permits changed into their names and jointly with their spouses, and 35 widows manage to change the land permits into their names.
- 18 additional hectares of land were given to women across villages to establish community initiatives and spaces.
- The attitudes of traditional leaders in Chipinge and Makoni are changing. They are now willing to set aside pieces of land for women, continuing to allocate pieces of land to single women, and emphasising that inherited family land should be shared equally between children, regardless of their gender.

Alongside this, WLZ continued to mobilise rural women into forming solidarity groups for movement building, resulting in the formation of 387 RWAs with an average of 20 women in each. These RWAs have become referral points for women's issues and are being recognised by the traditional leaders. Through the RWAs, some women have begun to take up leadership positions in decision making structures and are demanding accountability in natural resources management.

WLZ also:

- conducted engagement meetings on gender and women's rights in 10 districts.
- reached a total number of 337 traditional and religious leaders.
- facilitated 20 rural women to participate in national processes.

Movement building through Rural Women's Assemblies has created a safe space for women to come up with solutions and alternatives, for learning and sharing of skills and knowledge and this has resulted in a review of the policy on land.

In Amudat, Uganda, Maendeleo Ya Wanawake used their HVF grant to strengthen implementation of laws around and accountability for female genital mutilation (FGM), gender-based violence (GBV) and education. Maendeleo drafted two laws on GBV and education which were adopted by the District Council and then approved by the Minister for Local Government.

The education law calls for all children of school attending age go to school. Following this law being used as an advocacy tool, there is evidence of a marked increase in enrolment in primary schools in the district. Maendeleo also conducted community dialogues about the two new laws, reaching a total of 402 community members.

In addition, Maendeleo held a dialogue with 35 representatives of the local government and civil society. This aided clear understanding of the root causes of patriarchy and drivers of harmful practices like female genital mutilation (FGM), child marriages, alcoholism and illiteracy that contribute to GBV in the district. Participants in the dialogues committed to working collaboratively to advocate for ending harmful practices and promote education as an alternative rite of passage for girls, instead of FGM. The project also built strong alliances between community leaders which was a great achievement in advocacy towards ending child marriages and FGM.

Decolonise our practice

At Womankind, we are constantly learning, adapting and growing with humility as a feminist, anti-racist organisation working to decolonise our practice. This work underpins our strategy to 2030 and our vision of a feminist future.

For over 30 years, we've worked at heart of the feminist movement. We are much more than an intermediary between donors and grassroots women's rights organisations. We recognise our privilege and history as an organisation based in the Global North. We use our position to advocate for changes to policies and mobilise funds internationally, while championing and centring the priorities of our partners.

Anti-racism is intrinsic to how we work. We are deepening and extending our decolonisation work, diversifying decision-making and reimagining power relationships & accountability.

What does this look like in practice?

As an organisation, we are deliberate on moving from paper to action by daring to confront our own structures, mindset, and blind spots. While we realise that this is a challenging journey, we are keen on embracing uncomfortable truths, having difficult conversations, and acknowledging our weaknesses as we forge on.

The road to structural change is not a journey we can walk alone. We are working with experts, organisations and individuals who specialise in anti-racism and decolonisation, together navigating historical practices to dismantle racism. This requires constant learning and as a feminist organisation we have rolled out regular sessions to unpack topics around colonialism, racism, and true solidarity with the movement.

Co-creation has been key in the execution of our anti-racism pledge together with staff, partners, and trustees. We have strived to ensure that our anti-racism pledge is owned by everyone and captures our shared aspirations and vision.

We have launched two flexible funds – Her Voice Fund and Movement Strengthening Fund to power grassroots movements. When it comes to our partners, we strive to share power and share risks, value partners' expertise and together, build a decolonised, feminist future.

In our policy and advocacy work, as feminist practice, we emphasise our support role. This includes sharing space and power intentionally when engaging and working alongside partners. For example, in the development of reports and research, flexible funding, how we provide programme and project support, how we show up to key policy and advocacy spaces such as CSW67, the African Commission on People and Human Rights (ACPHR) and Feminist Republik.

We will continue to re-evaluate and develop new ways of working that are more aligned with a transformative justice approach and feminist values. We hope that our decolonisation and anti-racism work over the coming years will enable us to be part of a movement towards systemic healing, justice and a more equitable world. Because as we know, there is no gender justice without racial justice.

Value our team

By 2030, our goal is to have a diverse, international Womankind team that is living out our feminist, anti-racist and inclusive values within and outside our organisation. We acknowledge the trauma and stress of oppression and challenge the culture of burnout. Personal health and wellbeing has equal importance alongside effective and dedicated service to the cause.

This year, team members across Womankind committed their time to nurturing our organisational culture and colleagues have been supported to work together remotely and internationally.

Self and collective care are crucial to powering our feminist work. We have been prioritising wellbeing in a number of ways. We continue to challenge 'traditional' ways of working informed by capitalism's push towards unrealistic productivity and ensure our policies consider the daily realities of employees lives.

Fundraising Performance

2022-23 was the first year of our Financing Strategy 2022-27 (developed with colleagues, partners and trustees) 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. This 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. In addition, we are striving for our fundraising to be anti-racist and to ensure that we are not portraying the people we and our partners work with and for as victims.

In the last year we were proud to have convinced a number of trusts and foundations, individual donors and corporate donors how crucial long-term, core and flexible funding are to the sustainability of women's rights organisations and women's movements. A growing number of supporters chose to commit to 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.

We were heartened by recruiting new supporters to join Womankind through our new digital fundraising campaign which led with a bolder message of working alongside feminist movements and resonated well.

We made the most of In-person spaces such as Sexual Violence Research Initiative (SVRI), Reimagining Pan-African and Feminist Philanthropies and the Commission on the Status of Women (CSW) to start to engage existing and prospective donors around our new strategy.

We exceeded all expectations thanks to the generosity of guests on the night and raised over £1.2million for Womankind and our partners' work at our annual International Women's Day fundraising Gala event in March 2023.

However, the cost-of-living crisis coupled with humanitarian crises around the world, have impacted on responses to some of our requests for support both to individuals and trusts and foundations with many understandably, either scaling back on their giving or prioritising urgent and desperate situations. In the year ahead we aim to work closely with our communications colleagues and our partners to strengthen our story telling so that when donors feel able to give again they can see clearly how their support can impact women's rights organisations and feminist movements.

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 £5,694,576 (2021-22: £5,919,327). The decrease in the year was mainly due to a reduction in income from Statutory sources as one of the projects funded by The Foreign and Commonwealth Development Office (FCDO) finished last year as well as a more predicted amount of unrestricted legacy income – the previous year had seen significantly larger donations from gifts left in wills to Womankind which is not something we can predict or replicate year on year.

Our principal funding sources are 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 including Comic Relief.

56% of all income received in 2022-23 was unrestricted compared to 59% in 2021-22.

Our expenditure for the year was £5,092,244 (2021-22: £4,230,593).

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

Fund balances at the end of the year amounted to £5,322,055 (2021-22: £4,707,577). Unrestricted funds amounted to £4,919,283 (2021-22: £4,185,578) and restricted funds amounted to £402,772 (2021-22: £522,000).

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. Our current policy is defined as between 3 to 6 months of planned expenditure. For the year 2023/24 this equates to a range of £576,478 to £1,152,957. Trustees agreed that Womankind should hold reserves in the range of £650,000 - £1,200,000.

The Trustees consider that a sufficient level of free reserves for the organisation is between £650k and £1.2 million of unrestricted expenditure. The position will be considered annually to ensure that reserve levels remain relevant to the operating environment of the charity.

Free reserves represent unrestricted general funds, excluding restricted and designated funds. Our free reserves as at 31st March 2023 are therefore valued at £1,279,137 (2021-22: £1,423,027). 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. The Board has agreed that future legacies that exceed £100K will continue to be added to the pool of designated funds and to be similarly allocated for the same purposes. In addition, the trustees agreed that funds at the year-end above £1.2m in General Fund will be transferred to Designated Funds.

During the year Womankind spent total of £272,961. This includes £101,931 on the Movement Strengthening Fund, £9,077 in core support to the Afghan Women's Resource Centre (AWRC), £126,768 on Her Voice Fund.

The Board of Trustees approved a list of projects to build momentum behind Womankind's new strategy to 2030 and must, in the main, be transferred to our Partners. A small proportion of our designated fund may be approved for use to strengthen Womankind organisationally, including in relation to sustainability.

A proposal to spend designated funds is prepared by the Senior Management Team and approved by the Board at the time of approving budget for the year. A list of projects funded from the designated funds is noted under note 17 of the financial statement.

At 31st March 2023 the total designated fund was £3,640,146 (2021-22: £2,762,550).

Investment Policy

The board reviewed the cashflow requirement of the Charity and approved to move £1.2m which was held in the deposit account to invest in the Ethical Funds managed by CCLA. Womankind has undertaken due diligence on investment options and have selected CCLA to be our investment managers. CCLA is an ethical investment house. The investment policy has been reviewed during the year.

Foreign Exchange Policy

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

Future Plans

At Womankind our Vision is... *a world where all women, girls and people of all genders enjoy equal rights and freedoms and live with joy, choice and dignity.*

Toward this Vision, we have a new Strategy 2030: *Our Feminist Future*. Under this strategy we will share power with partners, influence the agenda, resource the revolution, decolonise our practice and value our team.

Here is a summary of our key plans for 2023-24:

Share power with partners. *Womankind's partnerships share power and resources with diverse feminist organisations and movements*

We will enter into at least 3 new partnerships with women's rights organisations in Afghanistan and be actively supporting them to develop and deliver their priorities. The Afghanistan strategy and approach is part of our commitment to Women Human Rights Defenders (WHRDs) and differs from other focus countries due to the need to continually adapt to challenging circumstances.

We will launch a new round of the Movement Strengthening Fund (MSF) and strengthened knowledge and learning to inform the next cycle.

We will agree a process and make Strategic Grants to partners that are fully flexible and offered within the parameters of Womankind's charitable objects.

We will deliver successful and compliant programme management for our diverse projects portfolio including large scale initiatives such as the Advancing Women's Engagement: Strengthening Opportunities to Mobilise for Equality (AWESOME) project funded by the Netherlands Ministry of Foreign Affairs as well as smaller pilot projects that build evidence and learning and can act as catalysts for future work. Programmes are at the core of Womankind's work and existence and will continue alongside accompaniment to partners. We aim that partners and grantees report an improvement in their experience of working with Womankind.

We will have successfully implemented first year activities related to the Feminist Partnerships sub-strategy including the finalisation of Womankind's new principles of partnership and work to ensure that core documents are available in languages other than English providing direct access to wider audiences including audiences with disability access issues.

Influence the agenda. *Womankind influences a transformative, feminist agenda for change, in solidarity with movement partners and allies*

We will consolidate learnings from Her Voice Fund grant-making to improve our own trust-based grant-making as well as to influence funders and the wider donor community to fund feminists and women's rights organisations more flexibly with more quality funding.

We will put out a call for proposals for Her Voice Fund Cycle 3 through which we will make grants to at least 12 partner women's rights organisations and informal groups in our focus countries during this period.

We will develop a research paper showing the interconnection between autonomous funding and autonomous voices with the aim of launching it in late 2024.

We will need to recruit Her Voice Fund Manager dedicated to run the fund and lead its learning for the above plans to be fully executed.

We will develop and implement the ILO 190 campaign in collaboration with the AWESOME project partners in Ethiopia, Kenya and Uganda.

Resource the revolution. *Womankind contributes to 'resourcing the revolution', with core and flexible funding*

We will recruit a Resource Advisor to support fundraising for partners in East Africa, under an 18 month pilot.

We will work alongside our International Women's Day Gala Committee to develop a sustainable and well-resourced plan for a successful Gala event in March 2024.

We will set up a Fundraising Board, host an in-person donor event to meet existing and new donors, corporates, and trusts and foundations, with a focus on flexible funding.

We will develop and test a new individual donor recruitment product to reach a new supporter base that is closely aligned to Womankind's values.

Decolonise our practice. *Womankind learns, adapts and grows with humility as a feminist, anti-racist organisation working to decolonise our practice*

We will start to implement our Communication Sub-strategy where people are not victims of their situations but hold the power to bring transformational change in their contexts and communities, our language will challenge the way women, girls and people of all genders are portrayed, we will work in collaboration with partners from the selection and shaping of stories to being part of the decision-making in storytelling. We will also strive to ensure that all our external facing communications are accessibility friendly and inclusive. This includes our website and social media through audio versions of web content, ALT imagery on social media, closed captioning in virtual events and sign language interpreters in key products such as videos and documentaries.

We will work to ensure our staff and trustees who identify as black and / or people of colour feel valued and have a positive experience of being part of Womankind through actions in our anti-racism pledge and ongoing work through our Organisational Culture Working Group.

We will develop a Womankind Code of Conduct in support of feminist, anti-racist behavioural expectations and norms and set up a process to support resolution in relation to racist behaviours, including racial related microaggressions.

We will conclude our work to ensure equitable terms and conditions for international staff.

Value our team. *A diverse, accountable inspired Womankind team that lives its values*

We will implement our Hybrid and Flexible Working Policy with a forward-looking, adaptive and learning mindset toward becoming a feminist organisation in which all staff are valued and flexibility and wellbeing are prioritised.

We will develop a Wellbeing Strategy for all staff which offers opportunities and options to support wellbeing and is suitably resourced.

We will continue to strengthen our work on organisational culture through our Organisational Culture Working Group initiatives and our bi-annual Feminist Futures Week where staff from all locations connect in person to build strong working relationships.

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 2022-23. 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 2022-23 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 carry on implementing 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 and financial scrutiny.

Remuneration policy

Pay for all staff, is reviewed annually based on UK cost-of-living data. In 2022-23, an extensive benchmarking exercise was carried out based principally on XpertHR benchmarking data on salary and benefits for charities registered in the UK, 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 2025-26 including considering how to benchmark for salaries of staff based outside the UK, to ascertain whether Womankind's salaries have remained fair, equitable and competitive and to indicate and make adjustments to our pay scales where 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. 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 maintaining a clear, well documented evidence base relating to our theory of change, investing in technical development inputs to our projects and maintaining a strong focus on learning. As well as validation by the external evaluation of our previous strategy and consultation for the new strategy, most importantly with our Partners, our new strategy has been well received by our stakeholders.

2. Political context in the UK including in relation to changes in UK international development policy - and decline in the UK economy, reduces income from traditional funding sources.

We have developed a new Financing Strategy 2022-27 aligned to our new organisational strategy, which focuses on stability and diversification of income rather than growth. Through the strategy we are working to build relationships with other statutory and institutional donors as well as investing in growing our online supporter base.

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.

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, staff 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. In relation to updates and changes regarding international staff employment, we seek legal and HR advice to determine a course of action to remain compliant.

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

For Womankind's grants to partners that are from restricted funds there is an agreed framework and budget in place following detailed assessments of the projects. For Womankind's grants to partners that are from our designated fund (unrestricted funds designated by the board of trustees for specific use in advancing our strategic priorities) we aim to make the grants as flexible as possible, in line with best practice guidance on flexible funding for women's rights organisations and in line with our strategic goals to share more power with partners and decolonise our practice.

In all cases, before making a grant, Womankind completes an appraisal of the project or work 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 narrative and financial reporting requirements and when disbursements will happen.

The use of Womankind's designated fund for more flexible funding such as our Movement Strengthening Fund and Her Voice Fund in 2022/23 has enabled Womankind to support feminist organisations and networks to work flexibly and strategically according to the needs of their local context and the individuals and communities they serve, without projectised restrictions. It also helps Womankind to generate an evidence base for more flexible funding models which can be leveraged to advocate with our own funders and other grant-makers in the sector.

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.

Alongside our commitment to supporters, Womankind also wants to ensure that our fundraising and financing is anti-racist and that we are not perpetuating international development stereotypes that portray people in the countries where we focus our work as victims or without agency. We have therefore put together a Funding Charter to guide our aspirations for our fundraising and financing to ensure we meet our feminist, anti-racism and decolonising aims.

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 2023 we worked with 2 fundraising agencies and with 6 consultants on particular fundraising initiatives. We worked closely with all these consultants to ensure they adhered to the Code of Fundraising Practice and the policy on dealing with vulnerable people. We received 3 complaints about our fundraising which we responded to in a timely fashion – this represents 0.0002% of all fundraising contacts made during the year.

During 2023 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.

Disclosure of information to auditors

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

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

Guarantees

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

Auditors

The auditors, Haysmacintyre LLP. Will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Small companies note

The report of the trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime, provided by section 415A of the Companies Act 2006.

Approved by the trustees on 28th September 2023 and signed on their behalf by:

twasiima bigirwa

Twasiima Bigirwa – Co – Chair

J. Jones

Jenny Jones – Honorary Treasurer

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 2023 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 2023 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

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

- Challenging assumptions and judgements made by management in their 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.



Vikram Sandhu (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: **13 December 2023**

Womankind Worldwide

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

For the year ended 31 March 2023

	Note	Unrestricted £	Restricted £	2023 £	Unrestricted £	Restricted £	2022 £
Income from:							
Donations and legacies	2	2,893,401	524,078	3,417,479	3,271,808	259,768	3,531,576
Charitable activities	3a	-	1,982,955	1,982,955	-	2,122,060	2,122,060
Other trading Activities	3b	278,500	-	278,500	265,000	-	265,000
Investments	4	15,642	-	15,642	691	-	691
Total income		3,187,543	2,507,033	5,694,576	3,537,499	2,381,828	5,919,327
Expenditure on:							
Raising funds	5	1,116,583	-	1,116,583	1,135,271	-	1,135,271
Charitable activities							
Eliminating Violence against Women	5	590,608	1,046,193	1,636,801	435,134	911,823	1,346,957
Increasing Women's Civil & Political Participation	5	740,860	1,312,348	2,053,208	478,121	997,755	1,475,876
Economic Empowerment	5	103,072	182,580	285,652	88,301	184,188	272,489
Total expenditure		2,551,123	2,541,122	5,092,244	2,136,826	2,093,766	4,230,593
Net income / (expenditure) for the year	7	636,420	(34,089)	602,331	1,400,673	288,062	1,688,734
Unrealised Gain on Investment		12,147	-	12,147	-	-	-
Net movement in funds		648,567	(34,089)	614,478	1,400,673	288,062	1,688,734
Transfer between funds	17	85,832	(85,832)	-	(110,982)	110,982	-
Reconciliation of funds:							
Total funds brought forward		4,185,577	522,000	4,707,576	2,895,886	122,956	3,018,843
Total funds carried forward		4,919,976	402,079	5,322,055	4,185,577	522,000	4,707,577

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

As at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Intangible assets	12		-		12,576
Tangible assets	13		14,250		13,799
Investments	14		1,212,147		-
			<u>1,226,397</u>		<u>26,375</u>
Current assets:					
Debtors	15	1,152,803		1,735,625	
Cash at bank and in hand		5,064,233		4,782,376	
Cash at bank Women at Risk		33,265		14,308	
		<u>6,250,301</u>		<u>6,532,310</u>	
Liabilities:					
Creditors: amounts falling due within one year	16	(2,154,643)		(1,851,107)	
Net current assets			<u>4,095,658</u>		<u>4,681,202</u>
Total net assets			<u>5,322,055</u>		<u>4,707,577</u>
The funds of the charity:					
Restricted income funds	18		402,079		522,000
Unrestricted income funds:	18				
- Designated funds		3,640,146		2,762,550	
- General funds		1,279,830		1,423,027	
Total unrestricted funds		<u>4,919,976</u>		<u>4,185,577</u>	
Total charity funds			<u>5,322,055</u>		<u>4,707,577</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 28 September 2023 and signed on their

twasiima bigirwa

Twasiima Bigirwa
Co Chair

J. Jones

Jenny Jones
Honorary Treasurer

Womankind Worldwide**Statement of cash flows****For the year ended 31 March 2023**

	Note	2023 £	£	2022 £	£
Cash flows from operating activities					
Net cash provided by operating activities	19		1,492,921		1,274,146
Cash flows from investing activities:					
Interest from investments		15,642		691	
Purchase of investments		(1,200,000)		–	
Loss on disposal of fixed assets		–		858	
Purchase of fixed assets		<u>(7,749)</u>		<u>–</u>	
Net cash provided by investing activities			<u>(1,192,107)</u>		<u>1,549</u>
Change in cash and cash equivalents in the year			<u>300,814</u>		<u>1,275,695</u>
Cash and cash equivalents at the beginning of the year			<u>4,796,684</u>		<u>3,520,989</u>
Cash and cash equivalents at the end of the year	20		<u><u>5,097,498</u></u>		<u><u>4,796,684</u></u>

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 2022–2023. 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 £750 or over.

Depreciation

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

Intangible Fixed Assets

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

Website costs – 5 years straight line

h) Pension

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

i) Grants payable

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

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

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

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

j) Debtors

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

k) Cash at bank and in hand

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

l) Creditors and provisions

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

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

m) Financial Instrument

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

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 the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts

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.

Womankind Worldwide

For the year ended 31 March 2023
Notes to the financial statement (continued)

2 Income: 'Donations and legacies

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Gift Aid	200,840	9,885	210,725	329,525
Legacies	291,540	-	291,540	1,000,717
Individual Giving	2,107,871	38,052	2,145,923	1,777,430
Community and Events	21,259	-	21,259	24,524
Corporates	212,298	91,622	303,920	168,403
Comic Relief	-	108,381	108,381	52,766
Major Donors	18,456	22,000	40,456	38,500
Trusts and Foundations	41,136	254,138	295,274	139,711
Others	-	-	-	3,270
	<u>2,893,401</u>	<u>524,078</u>	<u>3,417,479</u>	<u>3,534,845</u>

3a Income from Charitable Activities

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Policy and Advocacy	-	-	-	-
Government grants	-	1,982,955	1,982,955	2,122,060
	<u>-</u>	<u>1,982,955</u>	<u>1,982,955</u>	<u>2,122,060</u>

Government Grants: During the year Womankind received:

- 1) The Netherlands: Strategic Partnership Strengthening Civil Society Power of Women Partnership fund £1,854,338 (2022: £1,887,966)
- 2) UK Government (FCDO) grants for PAVE: Participation and Voices for Excluded Women in Nepal £128,617 (2022: 107,194)

There were no unfulfilled conditions relating to these grants.

3b Income from Trading Activities

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
GALA Event	278,500	-	278,500	265,000
	<u>278,500</u>	<u>-</u>	<u>278,500</u>	<u>265,000</u>

4. Investment Income

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
	15,642	-	15,642	15,642
	<u>15,642</u>	<u>-</u>	<u>15,642</u>	<u>15,642</u>

NOTE: See Note 23 for comparative analysis of Prior year income and expenditure

5. Analysis of expenditure

	Charitable activities						2023	Total
	Cost of raising funds	Eliminating Violence	Political Participation	Economic Empowerment	Governance costs	Support costs		
	£	£	£	£	£	£	£	
Staff costs (Note 8)	353,538	259,023	328,517	44,223	89,883	299,109	1,374,294	
Direct Charitable Staff costs (Note 8)	-	53,317	67,622	9,103	-	-	130,041	
Direct costs –Grant Payable (Note 6)	-	945,049	1,181,162	166,104	-	-	2,292,315	
Direct costs – Others	552,010	101,233	126,525	17,793	5,280	128,408	931,248	
Staff Related Costs	-	-	-	-	12,833	205,096	217,929	
Premises and Office costs	23,295	17,068	21,647	2,914	5,923	19,709	90,555	
Organisational Development	19,225	14,085	17,864	2,405	4,888	16,265	74,731	
Gains and Losses on Forex	-	-	-	-	(61,545)	-	(61,545)	
Audit and Accountancy	-	-	-	-	22,800	-	22,800	
Depreciation	-	-	-	-	19,876	-	19,876	
	<u>948,068</u>	<u>1,389,774</u>	<u>1,743,337</u>	<u>242,542</u>	<u>99,937</u>	<u>668,587</u>	<u>5,092,245</u>	
Support costs	21,913	32,123	40,295	5,606	(99,937)	-	-	
Governance Costs	146,602	214,904	269,576	37,505	-	(668,587)	-	
	<u>1,116,583</u>	<u>1,636,801</u>	<u>2,053,208</u>	<u>285,652</u>	<u>-</u>	<u>-</u>	<u>5,092,244</u>	
Total expenditure 2023	<u>1,116,583</u>	<u>1,636,801</u>	<u>2,053,208</u>	<u>285,652</u>	<u>-</u>	<u>-</u>	<u>5,092,244</u>	
Total expenditure 2022	<u>1,135,271</u>	<u>1,346,957</u>	<u>1,475,876</u>	<u>272,489</u>	<u>-</u>	<u>-</u>	<u>4,230,592</u>	

Note 6: Grant Making

	Eliminating Violence	Political Participation	Economic Empowerment	Total
Afghanistan				
Afghan Women's Resource Center	2,996	2,996	3,086	9,077
ETHIOPIA				
Association for Women's Sanctuary and Development (AWSAD)	498	249	249	996
Centre for Accelerated Women's Economic Empowerment (CAWEE)	-	-	37,470	37,470
Siiqqee Women's Development Association (SWDA)	1,635	1,635	13,083	16,354
Global				
AWESOME	693,264	693,264		1,386,528
Her Voice Fund	53,259	53,259	54,873	161,391
Movement Strengthening Fund	33,637	33,637	34,657	101,931
KENYA				
Polycom Development Project	27,393	-	-	27,393
Young Women's Leadership Institute (YWLI)	10,000	-	-	10,000
NEPAL				
Feminist Dalit Organisation (FEDO)	-	18,363	7,870	26,232
NDWA	51,327	-	-	51,327
Sankalpa	-	26,387	-	26,387
WHR Nepal	10,000	-	-	10,000
UGANDA				
Freedom and Roam Uganda (FARUG)	14,573	-	-	14,573
National Association of Professional Environmentalists (NAPE)	-	14,816	14,816	29,633
National Association of Women's Organizations in Uganda (NAWOU)	(960)	-	-	(960)
Women's International Peace Centre (WIPC)	-	167,655	-	167,655
National Association of Women's Organizations in Uganda (NAWOU)	47,426	-	-	47,426
ZIMBABWE				
Women's Coalition of Zimbabwe (WCoZ) inc WIPC	-	168,900	-	168,900
Grand Total	945,048	1,181,162	166,104	2,292,315

7 Net (expenditure) / income for the year

This is stated after charging / (crediting):

		2023	2022
		£	£
Amortisation		17,966	3,593
Depreciation		42,560	5,362
Trustees' reimbursed expenses			-
Operating lease rentals:			
	Property	59,396	74,043
	Other	7,994	6,050
Auditors' remuneration (excluding VAT):		18,000	21,000
Foreign exchange (gains) or losses		(61,545)	15,352
		<u> </u>	<u> </u>

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

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	1,283,227	952,200
Direct Charitable Staff Costs	-	204,003
Social security costs	149,164	126,210
Employer's contribution to defined contribution pension schemes	71,944	65,025
	<u>1,504,335</u>	<u>1,347,438</u>

No Termination payments were made in the current year (2022: £6,513).

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

	2023 No.	2022 No.
£60,000 – £69,999	-	2
£70,000 – £79,999	3	2
£80,000 – £89,999	1	-
£90,000 – £99,999	-	-
£100,000 – £109,999	-	-
	<u>-</u>	<u>-</u>

Remuneration of Key Management Personnel	2023 £	2022 £
Remuneration	439,002	410,243

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 (2022: NIL).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: NIL). No trustees were paid for any services in 2023 (2022: NIL).

9 Staff numbers

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

	2023 No.	2022 No.
Raising funds	5.9	7.6
Eliminating Violence Against Women	5.2	4.9
Increasing Women's Civil & Political Participation	6.6	5.4
Economic Empowerment	1.0	1.0
Support	4.9	4.4
Governance	1.5	1.3
	<u>25.1</u>	<u>24.6</u>

Notes to the financial statements

For the year ended 31 March 2023

10 Related party transactions
During the year Trustees have donated unrestricted £23,962 (2022:£3,455). Other related party transactions are remuneration of Key Management Personnel and reimbursement of expenses of Key Management Personnel's are disclosed in note 8 above.

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

12 Intangible Fixed Assets	2023 Total £
Cost or valuation	
At the start of the year	17,966
Additions in year Intangibles	-
At the end of the year	<u>17,966</u>
Amortization	
At the start of the year	5,390
Charge for the year	12,576
At the end of the year	<u>17,966</u>
Net book value	
At the end of the year	-
At the start of the year	<u><u>12,576</u></u>

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

13 Fixed assets	2023		
	Furniture and Fittings £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	24,325	27,391	51,716
Additions for the year	-	7,749	7,749
Disposal in the year	-	(2,655)	(2,655)
At the end of the year	<u>24,325</u>	<u>32,485</u>	<u>56,810</u>
Depreciation			
At the start of the year	24,325	13,591	37,916
Charge for the year	-	7,299	7,299
Disposal in the year	-	(2,655)	(2,655)
At the end of the year	<u>24,325</u>	<u>18,235</u>	<u>42,560</u>
Net book value			
At the end of the year	-	14,250	14,250
At the start of the year	-	13,800	13,800

All of the above assets are used for charitable purposes.

14. Investments	2023 Total £
Market value at 1 April 2022	-
Additions in period	1,200,000
Unrealised gains on investmetns	12,147
At the end of the year	<u>1,212,147</u>
Historic cost of investments	<u><u>1,200,000</u></u>

15 Debtors		2023 £	2022 £	
Trade debtors		177,500	109,085	
Other debtors		31,613	18,234	
Accrued income		923,004	1,593,660	
Prepayments		20,686	14,646	
		<u>1,152,803</u>	<u>1,735,625</u>	
16 Creditors: amounts falling due within one year		2023 £	2022 £	
Taxation and social security		77,939	51,864	
Trade creditors		136,355	162,169	
Accruals				
Accruals – Partners Advances		1,882,716	1,571,463	
Accruals– Others		57,632	65,610	
		<u>2,154,643</u>	<u>1,851,107</u>	
17 Analysis of net assets between funds 2023	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	1,226,397	-	-	1,226,397
Current assets	324,666	3,640,146	2,285,488	6,250,301
Creditors: amounts due within one year	(271,926)	-	(1,882,716)	(2,154,643)
Net assets at the end of the year 2023	<u>1,279,137</u>	<u>3,640,146</u>	<u>402,772</u>	<u>5,322,055</u>
Analysis of net assets between funds (2022)	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Fixed assets	13,799	12,576	-	26,375
Current assets	1,688,874	2,749,973	2,093,463	6,532,310
Creditors: amounts due within one year	(279,644)	-	(1,571,463)	(1,851,107)
Net assets at the end of the year 2022	<u>1,423,029</u>	<u>2,762,549</u>	<u>522,000</u>	<u>4,707,578</u>

18a	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Restricted funds:					
Corporate and Institutions					
Women Leading and Succeeding in Sustainable Cooperatives , Ethiopia	8,865	-	(8,865)	-	-
Skills and Employment for Marginalised Young Women, Ethiopia	43,800	-	(43,800)	-	-
Safe spaces for girls and young women to challenge FGM, Kenya	-	976	-	-	976
Taking ACTION Against Sexual Harassment, Kenya	-	31,986	(29,684)	-	2,302
#My Dear Body, Kenya	-	14,846	(10,013)	-	4,833
Participation and Voice for Excluded Women in Nepal (PAVE)	47,042	133,513	(73,900)	(106,655)	-
Access to Justice, Nepal	30,050	30,863	(55,923)	-	4,990
Fostering Meaningful Participation of Women in elections , Nepal	-	33,918	(33,918)	-	-
Enhancing Feminist Leadership of Conflict Affected Women Groups , Nepal	-	14,842	(10,010)	-	4,832
Rise Up: Mobilising women and girls to combat FGM & CEFM , Uganda	-	4,000	(3,040)	-	960
Women's Advocacy for Voice and Empowerment (WAVE II), Uganda	-	173,692	(173,692)	-	-
Phase 3 - Mobilising women and girls to combat FGM & CEFM , Uganda	-	55,888	(47,426)	-	8,462
Emergency Support Grant, Uganda	-	14,452	(14,573)	121	-
Building Civil Society Effectiveness, Zimbabwe	-	(4,896)	-	4896	-
Collective Action to Realise Equality (CARE), Zimbabwe	98,928	108,381	(197,955)	-	9,354
Amplifying Voices VAWG, Building Bridges, Zimbabwe (Multiple Donors)	10,307	-	(26,113)	15,806	-
Inclusion and participation in democratic processes, Zimbabwe	-	5,078	-	-	5,078
Her Voice Fund, Multiple Partners, Countries, Donors	-	35,156	(35,156)	-	-
Global Advocates Mobilising for Equality	2,780	-	(2,780)	-	-
AWESOME, Multi country	280,228	1,854,338	(1,774,274)	-	360,292
Total restricted funds	522,000	2,507,033	(2,541,122)	(85,832)	402,079
18b					
	At the start of the year £	Income £	Expenditure £	Transfers £	At the end of the year £
Unrestricted funds:					
Designated funds:	2,762,550	100,559	(272,961)	1,050,000	3,640,146
Total designated funds	2,762,550	100,559	(272,961)	1,050,000	3,640,146
General funds	1,423,027	3,099,131	(2,278,162)	(964,168)	1,279,830
Total unrestricted funds	4,185,577	3,199,690	(2,551,123)	85,832	4,919,976
Total funds 2023	4,707,577	5,706,723	(5,092,244)	-	5,322,055

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

	2023 £	2022 £
Net income for the reporting period (as per the statement of financial activities)	602,331	1,688,734
Depreciation charges	7,299	5,362
Amortisation Charges	12,576	3,593
Interest and Investment	(15,642)	(691)
Increase / (Decrease) in debtors	582,822	47,127
Decrease / (Increase) in creditors	303,535	(469,979)
Net cash provided by operating activities	1,492,921	1,274,146

20 Analysis of cash and cash equivalents

	At 1 April 2022 £	Cash flows £	Other changes £	At 31 March 2023
Cash at bank and in hand	4,365,019	292,368	-	4,657,387
Notice deposits (less than three months)	431,665	8,446	-	440,111
Total cash and cash equivalents	4,796,684	300,814	-	5,097,498

21 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	
	2023	2022	2023	2022
	£	£	£	£
Less than one year	-	-	-	36,563
Two to five years	-	-	-	-
	-	-	-	36,563

22 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.

23 Comparative notes of Income and Expenditure for Prior Year

Income: Donations and legacies (Note 2)

	Unrestricted £	Restricted £	2022 Total £
Gift Aid	326,522	3,000	329,522
Legacies	1,000,717	-	1,000,717
Donations/Individual Giving	1,721,800	55,630	1,777,430
Community and Events	24,524	-	24,524
Corporates	138,403	30,000	168,403
Comic Relief	-	52,766	52,766
Major Donors	26,000	12,500	38,500
Trusts and Foundations	33,839	105,872	139,711
	<u>3,271,805</u>	<u>259,768</u>	<u>3,531,572</u>

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

	Unrestricted £	Restricted £	2022 Total £
UK Government grant – FCDO	-	2,122,060	2,122,060
	<u>-</u>	<u>2,122,060</u>	<u>2,122,060</u>

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

	Unrestricted £	Restricted £	2022 Total £
Other trading activities from GALA Event	265,000	-	265,000
	<u>265,000</u>	<u>-</u>	<u>265,000</u>

Income from investments for prior year (Note 4)

	Unrestricted £	Restricted £	2022 Total £
Investment Income	691	-	691
	<u>691</u>	<u>-</u>	<u>691</u>

23 Comparative notes of Income and Expenditure for Prior Year (con'td)

Analysis of expenditure (Note 5)

	Charitable activities						2022	Total £
	Cost of raising funds £	Eliminating Violence £	Political Participation £	Economic Empowerment £	Governance costs £	Support costs £		
Staff costs (Note 8)	353,256	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	19,546	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	-	-	-	-	-	9,814	9,814	
	900,158	1,193,372	1,307,816	241,465	103,841	483,942	4,230,593	
Support costs	193,577	126,452	138,369	25,543	-	(483,942)	-	
Governance Costs	41,536	27,133	29,690	5,481	(103,841)	-	-	
Total expenditure 2022	1,135,271	1,346,957	1,475,876	272,489	-	-	4,230,592	

Grant Making (Note 6)

	Eliminating Violence	Political Participation	Economic Empowerment	2022	Total
Afghanistan					
Afghan Women's Resource Center	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

Movements in Funds (Note 18)

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Restricted funds:					
Corporate and Institutions					
Resilience Grant, Siiqqee & 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 Voics 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	-	-
Trusts and Foundations					
Strengthening Livelihoods, AWSAD, Ethiopia, Anonymous Donors	-	18,822	18,822	-	-
Building Bridges, WAG, Zimbabwe, ING Foundation	38,366	-	54,172	-	(15,806)
Statutory					
Comic Relief (Collective Action to Realise Equality –CARE)	141,779	52,765	95,616	-	98,928
Government Grants					
POWER, NAPE, NAWAD, Uganda, FCDO	(28,395)	126,899	114,101	15,597	-
PAVE, WHR, Teva, FEDO, Nepal, FCDO	(24,889)	107,194	147,926	112,664	47,043
AWESOME, Multiple Partners, Ethiopia, Kenya, Uganda, Netherlands MFA	(101,896)	1,887,966	1,505,841	-	280,229
Others					
'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, Siiqqee, Ethiopia, The Big Give 2020	37,079	-	28,214	-	8,865
Total restricted funds	122,956	2,381,828	2,093,766	110,983	522,000