

COMPANY REGISTRATION NUMBER: 08002509
CHARITY REGISTRATION NUMBER: 1147913

Rights of Women Incorporated Limited
Company Limited by Guarantee
Financial Statements
31 March 2023

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
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Rights of Women Incorporated Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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Rights of Women Incorporated Limited
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Trustees' Annual Report (Incorporating the Director's Report)
Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

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

The trustees

Annie Hedge - Chair
Aramide Ogunlana - Treasurer
Elisha Augustin
Laura Bennett
Olivia Dehnavi
Kristina Glenn
Kat Hacker
Katherine Minett
Victoria Poku-Amanfo
Hannah Phillips

Director (Staff team) Estelle du Boulay

Auditor Jonathan Rhodes BSc BFP FCA
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24 Bridge Street
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Year ended 31 March 2023

Structure, governance and management

About Rights of Women (ROW)

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

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

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

Structure, governance and management

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

The Board of Trustees met 4 times during the year. All meetings were carried out virtually using online software throughout the year due to the ongoing pandemic. The Chair continues a process of Board development for new and established Trustees.

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

The Board continues to employ an external financial consultant, Ken Hercules, to undertake the management accounting.

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

Our direct services for women continue to be supported by our team of 50 active volunteer women barristers and solicitors. The Board of Trustees would like to acknowledge the very significant commitment and energy of the Rights of Women staff team and volunteers in the delivery of our vital services for women.

Risk Management

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

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Objectives and activities

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

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

Vision and Mission

In accordance with these objectives the agreed vision and mission for the organisation are as follows:-

Vision

Equality, justice and safety in the law for all women

Mission

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

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

Our strategic priorities and objectives are set out in our Strategic Plan 2023-25, summarised below:

Priority 1: Sustainability - Preserve ROW's unique services

Why: Our change aspiration

We are the only frontline women's legal advice organisation in England and Wales. Our free advice services are life-saving and our policy expertise is unique. Sustaining this work in challenging times is vital.

What: Our Top 3 Key Actions

1. Increase our sustainability by increased diversified income
 2. Increase and diversify the number of people who support us
-

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3. Support our staff and volunteers

Priority 2: Advice- Provide legal advice services to meet women's changing needs

Why: Our change aspiration

Advice enables women to make safe and informed choices for themselves and their families. We believe that all women have the right to accurate and accessible advice and information about the law and their legal rights, especially when those rights are being eroded or denied.

What: Our Top 3 Key Actions

1. Increase the impact of our legal expertise and provision
2. Ensure advice strategies centre the lived experience of women
3. Improve accessibility to our services for the women who need us most

Priority 3: Policy- Change laws, legal procedures and systems to benefit women

Why: Our change aspiration

The law disadvantages women in myriad ways and needs radical change. We will combine our expertise with that of others to bring about changes that make access, treatment and outcomes in the law better for women.

What: Our Top 3 Key Actions

1. Influence culture change and improvements to specific, targeted law, policy and legal advice provision
2. Develop strategic learning from our unique evidence base
3. Work collaboratively with sector partners and key stakeholders to increase access to legal rights

A Board away day was held virtually on 1st July 2022 focusing on our draft strategic plan, understanding our finances and planning for our 50th anniversary in 2025.

On 21 October 2022 the Board of Trustees and staff team attended a hybrid away day at Macquarie Bank in London and online. The sessions for the day focused on how our team will work together in the future, reviewing our Strategic Plan and plans for our 50th Anniversary in 2025.

Theory of change

The Board of Trustees has developed an organisational theory of change which underpins the priorities within the Strategic Plan 2023-25.

We have identified the following changes (outcomes) as priorities for our organisation to work towards:

- Law and policy better reflect women's needs relative to our Violence Against Women and Girls (VAWG) focus and legal specialisms
 - We assist more women through expert legal advice
 - Women who need our advice services know we exist
 - Women (or their supporters) are able to access legal advice and support with the law through a range of channels or models
 - The end of VAWG is brought nearer by ensuring that women know their legal rights before they experience VAWG
 - Women have access to legal advice on a range of issues that affect them adversely and diminish their equality and safety
 - Providers who are committed to justice and safety for women see the value and relevance of our work
-

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We are operating in a very challenging political and financial environment and these challenges have increased during the pandemic.

Since April 2013, with the introduction of the Legal Aid Sentencing and Punishment of Offenders Act 2012, there has been a complete transformation in the availability of legal advice and representation for women in the key areas of expertise of Rights of Women. This means that our model of frontline service delivery is frequently overstretched in meeting women's legal advice and information needs, and this is exacerbated by very limited resources.

This current external economic and political landscape continues to have the following impact:-

- increased demand for our services as a source of free legal advice and information
- fewer sources of signposting to specialist legal advice and representation
- more women representing themselves in legal proceedings

Our frontline services remain a unique source of legal advice and information. Our policy and public affairs work gains its legitimacy from the experiences of those frontline services. Our service users' voices inform our campaigning and policy work.

Undertaking our unique combination of frontline services, second tier support and policy and public affairs work strengthens our response to the challenges of the current landscape.

Developing new and innovative ways of reaching women with our advice and information services is essential to securing women's access to justice in the absence of alternative sources of support. Building our relationships with key partners creates new opportunities to develop and extend the reach of our activities in this new landscape.

Collaborating with our sector and building new relationships with Government, Parliamentarians and policy makers will increase the effectiveness of our future influencing work and is vital to resisting a push back in women's equality in the law and to preserving the advances we have achieved to date.

Building new audiences of supporters and activists through our social media activity and generating new campaigning capacity will also be vital in extending our reach and keeping our issues on the public and political agenda.

In these ways we will ensure that women have a more confident, informed and positive experience of the law and our justice systems and that they have a greater control over the legal problems they face with improved access to their remedies. We will also prevent the further erosion of women's ability to access the law and their legal remedies, ensuring that women are able to protect themselves from violence and secure more equal futures.

Public benefit

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

Our objects (set out above) are carried out for the public benefit as follows:-

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

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- Women experience many barriers to accessing the law and their legal rights. Existing or proposed new law and legal policy often discriminates against or disadvantages women as a whole or as members of a particular group. In our approach, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation. For example, we recognise and seek to make a contribution through our work towards ending discrimination within the law towards Black and minoritised women; migrant women including refugees and asylum-seeking women; disabled women; women with low socio economic status; lesbian and bisexual women; trans women; women with no recourse to public funds.
- Through all our services and activities we aim to ensure that all women have equal access to the law, their legal rights and justice. In this way we aim to ensure that women enjoy a more equal role in society.
- Through our advice lines and publications women benefit from increased knowledge and understanding and increased confidence in using the law enabling them to overcome the disadvantages they experience. In particular our services focus on supporting women affected by violence - recognised by the UN as one of the most significant discriminations faced by women.
- Through our training for professionals who support women we aim to increase awareness and understanding of the law as it relates to women, enabling these professionals to better support women.
- Through our policy work we aim to ensure that the law and legal policy meets the needs of women and does not disadvantage them. We undertake research to demonstrate the impact of law and legal policy developments on women in order to raise awareness and lobby for changes which will ensure greater equality for women. Our research and policy documents are disseminated to local and national Government, policy makers, statutory and voluntary sector organisations. We regularly meet with law and policy makers to discuss the impact on women and campaign for developments which ensure greater equality for women.
- Through our communications work we aim to advance the education of women, raise awareness and public support of our policy and campaigning work, and shift public attitudes to promote equality and diversity.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

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Achievements and performance

Advice service

We continued to provide free legal advice provision to women who have experienced, or are at risk of or experiencing, Violence Against Women and Girls (VAWG) throughout the year.

In this period our telephone legal advice services have supported a total of 3013 women with advice and information on their legal rights.

Our family and criminal law advice lines provided 2249 women with advice on family law issues including relationship breakdown, finance and children issues and/or with advice and support on the criminal justice process arising from domestic and/or sexual violence.

Our immigration and asylum law lines, including our EU Settlement Scheme advice line, provided advice and support to 580 individual women and professionals supporting women with an insecure immigration status.

Our new Sexual Harassment in the Workplace (Employment Law) advice service provided advice and support to 184 women.

During this period our telephone advice services have been supported by 46 volunteer women solicitors and barristers. We would like to thank all our volunteers sincerely for the time and commitment they have given over the past year to helping women through the law.

Training and Events

In total this year we have delivered training and events to over 1000 professionals throughout England and Wales.

Training delivered under the Ascent Project

As part of the Ascent project (funded by London Councils) we delivered specialist legal training to 434 professionals working with women survivors throughout London. Since the COVID-19 pandemic, all trainings have been held online. Our monitoring shows the majority of participants are still expressing a preference for online training.

The main training course we offered under the Ascent project was 'Changes to divorce law: what you need to know'. The course was aimed at professionals who are supporting survivors of domestic abuse. The sessions provided professionals with up-to-date knowledge of key changes to divorce and dissolution of civil partnership laws which came into effect on April 6th, 2022, and options for survivors concerned about what will happen to the family home. The following subjects were covered:

- The key changes to divorce procedure
- The removal of the requirement to provide reasons for the divorce
- An overview of the types of financial orders the courts can make on divorce
- Home rights if the home is in the other spouse's sole name

Other training we delivered under the Ascent project included a four-part series on the Domestic Abuse Act 2021: An Overview; Protection for Survivors in Legal Proceedings; Offences Involving Violent or Abusive Behaviour; and Injunctions and Powers for Dealing with Domestic Abuse. We also delivered Specialist Briefings on the Domestic Abuse Act 2021 to borough officers and community and voluntary organisations, as well as courses on the following: Migrant Women and Immigration Control and Supporting Women and Girls at Risk of Forced Marriage and Female Genital Mutilation.

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EU Settlement Scheme training

We trained 467 professionals from the community, voluntary and statutory sectors working in England & Wales on violence against women and girls (VAWG) issues. Our training provided participants with knowledge to support EU citizens and their family members, who are victims of gender-based abuse, to secure the immigration status they need to continue living in the UK.

Labyrinth Project training

We delivered a number of introductory level online training sessions to 83 professionals supporting survivors of VAWG including introductions to: strategies for dealing with sexual harassment; coercive control; family law legal aid; sexual harassment in the workplace and migrant women and immigration control.

In-house training

We delivered bespoke family law training sessions in-house to a number of organisations including The Red Cross, Southwark Council Women's Network, Watford CAB, Safe Lives and Money Advice Plus. Our employment law team twice provided training on Sexual Harassment in the Workplace and Trauma-Informed Investigations to ASLEF.

Social Media

We have a combined audience of over 63,000 across our social media accounts (Facebook, Instagram, Linked In, Twitter), and regularly publish policy and legal information to increase women's understanding of the law and VAWG.

Publications

In 2022-23 a total of 1,120,022 legal guides, handbooks, reports, briefings, consultation responses and publications were downloaded from our website.

Policy and campaigning

Access to Legal Aid

We continued to highlight the ways in which the means test is unjust and restricting access to justice. The means test fails to provide a realistic calculation of a person's income and capital and whether they can afford to pay for legal services. For example, the means test often assesses women as being ineligible for legal aid because it deems that they have access to capital via their homes (often jointly owned with an abuser, so in reality they cannot access the capital). This leaves them in the impossible position of being unable to pay for legal representation and having to represent themselves in court against an abuser or face selling their homes to pay legal fees.

The Government finally published its review of the means test for consultation in 2022. We attended a meeting with the Ministry of Justice (MoJ) along with other stakeholders to understand the proposed new means test and ask questions that would help us prepare our response. We produced a detailed 35-page response to the consultation referencing case studies and evidence from our advice lines. The MoJ considered the consultation responses and made some concessions, including ensuring that survivors seeking legal aid to apply for non-molestation orders who are in receipt of Universal Credit will automatically pass the income stage of the means test. The new means test will be phased in over time.

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Our view is that:

- The new means test will mean more survivors of domestic abuse will be eligible for legal aid, which is positive.
- However, the new means test is based on average earnings. There has been no assessment of whether someone who is ineligible for legal aid under the new test can afford to access lawyers using their own means. We are concerned that there will still be a gap between those who are eligible for legal aid and those who can afford to pay for lawyers.
- There should be a mechanism to request a hardship review for those who are excluded by the means test but can demonstrate good reasons for not having funds to pay privately.
- The financial eligibility test is going to be even more complicated than it was before. This makes it less accessible, and places an extra burden on an already struggling and diminishing pool of legal aid providers.

The final point is something we will be taking forward as part of the MoJ's current Civil Legal Aid Review which began in 2023.

Rights of Cohabiting Partners

The end of a cohabiting relationship, either through separation or the death of a partner, can lead to significant hardship for women (including those in religious-only marriages) which is why we have been calling for laws to protect cohabiting couples for well over a decade. Following on from our written and oral evidence to the Women and Equalities Committee in the previous year, the Committee made recommendations for law reform which the Government rejected. Looking forward to the year 2023-24, we hope to identify opportunities to influence policy positions and move this cause forward.

Family Court Reform

Our policy priorities in this area are detailed and include the treatment of survivors and children by the family courts during child arrangements cases.

Important work on the family court's approach to domestic abuse in child contact cases has been going on since the publication of the report, 'Assessing Risk of Harm to Children and Parents in Private Law Children Cases'. This report, also known as the Harm Report, was published by the Ministry of Justice in June 2020. It provided important recognition of the many problems victims face in the family court and the Government has committed to various reforms as a result.

We are an active member of a Family Courts and Domestic Abuse expert working group, where we discuss trends, updates on law and practice and the potential for action to improve the family justice system for survivors of domestic abuse.

We have continued to work on strategic cases following success in four joined appeals looking at the importance of coercive control in child contact cases.

We represented Latin American Women's Aid (LAWA), Refuge and Women's Aid in their intervention in a High Court case in relation to the service of court papers on women in refuge. The case will have a positive impact on other cases as the High Court gave guidance on the service of court papers which prioritises the safety of refuge workers and survivors. This case is particularly significant as the serving of papers on women in refuge to disclose details of refuge workers relates back to refuges being able to provide evidence to support DV gateway applications, which was one of the positive outcomes of our Judicial Review (on appeal) in 2016 on access to DV legal aid. We continue to support transparency in

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the Family Court by contributing to the work of the President of the Family Division's Transparency Implementation Group. We have been co-training with Safe Lives for their project on training family law solicitors and barristers. The aim is to increase delegates' understanding of domestic abuse, improve the service survivors receive from their lawyers, and improve the way domestic abuse is approached in the family courts.

Work on parental alienation

We are developing our understanding of the experiences of victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. An academic colleague received funding and ethics approval to begin evaluating this work. We continue to engage with sector work on this issue. This includes engaging regularly with the Domestic Abuse Commissioner's office to provide updates and expertise.

Dispute Resolution

In March 2023 the MoJ opened a new consultation on dispute resolution, with proposals that would make family law mediation mandatory for many cases. We have concerns about this approach in relation to women survivors finding themselves having to accept mediation with their abuser, which raises safety and safeguarding concerns. We are continuing to raise these concerns.

Joint tenancies

We responded to the Government's consultation on the impacts of joint tenancies on victims of domestic abuse. We focused our response on how the current approach, where the only option survivors have is to seek orders from the family court. Women survivors face serious challenges when trying to obtain these orders (including not being eligible for legal aid).

Migrant Women and Domestic Abuse

Following our disappointment at the lack of provision for migrant women in the Domestic Abuse Act 2021, we submitted our proposals to the Home Office on amending the immigration rules and policy to support migrant women victims of domestic abuse and some forms of gender-based violence to apply for both temporary and indefinite leave to remain. We emphasised the importance of early legal advice being available to victims of domestic violence (DV).

We also responded to the consultation on the draft guidance on coercive and controlling behaviour, focusing on how migrant victims of coercive control experience DV disproportionately. We highlighted the fact that immigration status is often used as a weapon by the perpetrator of abuse to exert control over the victim. This was an important element in awareness raising to enable professionals to provide effective and appropriate support to all victims of DV as per their obligations in the draft guidance.

EU Settlement Scheme (EUSS)

We made submissions to the Independent Monitoring Authority (IMA) regarding wrongful refusals under the EU Settlement Scheme, which are due to systematic process failures of the EUSS. The IMA have agreed to investigate our concerns. The IMA was set up post Brexit to ensure that the rights of EU citizens and their family members under the withdrawal agreement were being met. The IMA is an independent public body with monitoring and investigative powers and can take the appropriate action to hold the Home Office to account when rights are not being protected.

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Information Commissioner's Office

We made a complaint to the Information Commissioner's Office (ICO) about the Home Office's handling of information in relation to one of our beneficiary clients. Her Home Office file contained redacted information which appeared to be a statement from the woman's estranged husband informing the Home Office that he was divorcing her. We asserted that the woman should be made aware of this information as it could potentially have an adverse impact on her immigration status. We urged the Home Office to review their approach regarding the application of information recorded on an individual's Home Office file, particularly when that information is provided by estranged partners. We wanted to alert the Home Office to the fact that reports of relationship breakdown by perpetrators can form part of the abusive behaviour that migrant victims are often subjected to, and that it was important to take this into account when deciding whether or not to disclose this information. A change to Home Office practices could be of benefit to many migrant women victims of DV in the future.

Strategic Litigation (Immigration)

We provided an extensive witness statement for the Upper Tribunal of the Immigration and Asylum Chamber in support of a woman victim of DV who had been refused status under the EU settlement scheme due to her inability to provide evidence of her estranged husband's residence in the UK. The Tribunal found there to be an error of law as the Home Office had not discharged their duty to apply a flexible and pragmatic approach to evidence, failing to make reasonable enquiries regarding the husband's residence in the UK in accordance with the EUSS guidance. The Tribunal also found that the Home Office had misled the First Tier Tribunal, Immigration and Asylum Chamber by failing to disclose details of the woman's previous application to the Home Office for a European Economic Area (EEA) family permit.

Sexual Harassment in the Workplace

We have continued to pursue our policy priorities in this area which include legislating for a new mandatory duty on employers to prevent sexual harassment in the workplace; reintroducing legal protections for victims who are sexually harassed by third parties; restricting the use of Non-Disclosure Agreements by employers in sexual harassment and discrimination cases; extending the three-month time limit on bringing a claim to an Employment Tribunal to at least one year to afford women adequate time to come forward.

We continued to campaign for legal reform as part of an alliance of trade unions and equalities organisations called ThisIsNotWorking, over the last year. This included advising and supporting as the Worker Protection Bill made its passage through Parliament. This Bill was put forward by Liberal Democrat MP Wera Hobhouse and was seeking to introduce a mandatory duty on employers as a Private Member's Bill. During the passage of the Bill, we campaigned against amendments that would effectively water down the scope and remit of the Bill, compared to its original form when it was announced by the Government Equalities Office in 2021. In particular, we opposed the proposed limitations to extending protections against third party harassment, which we did in tandem with others who held the same position, such as the Equality and Human Rights Commission.

This included being a signatory to open letters to the press and the Women and Equalities Minister. We also worked with others to challenge arguments put forward against the Bill relating to 'freedom of speech'. We argued this was inappropriate as protections that would protect women from sexual harassment from third parties were much needed, especially for those in public-facing roles where the risk of harassment can be higher.

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Victims' Bill pre-legislative scrutiny

We responded to the MoJ's consultation on delivering justice for victims. A draft Victims' Bill was then published and we provided written evidence in response.

Legal Advice for Survivors of Sexual Violence

ROW organised a sector working group on this issue and led initial work to develop an amendment to the Victims (now Victims and Prisoners) Bill. We have been at the forefront of discussions around how a model for legal advice would work and be structured, and how it would be funded. We have drafted full briefings for parliamentarians and other decision makers.

Bill of Rights Bill

This year, ROW submitted a response to the Government's consultation around the proposal to replace the Human Rights Act with a British Bill of Rights. ROW made clear its concerns that this proposal was designed to weaken the rights to which we are all entitled and that any suggestions that these changes will support survivors of violence against women and girls (VAWG) are ill-founded. We also highlighted that such attacks on our rights are most keenly felt by those who are minoritised by society and the state. Our response is available online.

ROW joined a cross-organisational coalition working to resist the Rights Removal Bill, and was invited to join the steering committee for this work. We worked with End violence Against Women (EVAW) to organise a parliamentary event on the Bill of Rights and the implications for work to end VAWG, to be chaired by Emily Thornberry. We also spoke to BBC Woman's Hour about why the Bill of Rights will be harmful for women and threaten work to end VAWG. This interview involved a live debate with the then-Minister Victoria Atkins.

Public Order Bill

ROW led a number of interventions on the Public Order Bill from the VAWG sector. ROW's statement on the Public Order Bill was referenced in Parliament, and sections read out in the debate by Alex Cunningham MP.

Other policy work

In other areas of our policy work we have continued to focus on addressing the gaps in law and policy relating to women affected by violence. We sit on a range of key groups including the EU Commission Network, Home Office EUSS Safeguarding User Group, Home Office Vulnerability Advisory Group (Future Immigration Scheme).

We continue to raise awareness of our work via social media and our website.

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Partnerships and other achievements

Voices of Women panel

We are committed to ensuring our work is driven by women with lived experience of the issues we work on. In 2020 we established an experts-by-experience panel who named themselves the ROW Voices of Women Panel. This year the Voices of Women panel continued to support our work on the digitisation of 'From Report to Court', as described in the previous report.

The Voices of Women panel were also crucial to our development of the brand new FLOWS Answers service, which provides written advice online to women survivors. They gave us initial advice about the type of information that would be most useful for the women using it, and about how best to ask for information from the women using the service. They were extremely generous with their time in attending meetings and responding to emails and gave us their thoughts and advice as we developed the website itself, including tips for us to give the women accessing the site about what information we need from them to best advise them. They assisted us with thinking about safety features for the website. They also tested the site at several stages of its development, providing us with invaluable feedback which meant we could be confident that we were making the site as user-friendly as possible.

We have continued our commitment to a trauma-informed approach to work with the panel and have continued the methods explained in the previous report to create a safe space, including the WhatsApp peer support group and offering a counsellor for therapeutic support after each meeting. Panel members have also been providing each other with peer-peer support, which we endorse.

Developing our relationships with the media

As part of our strategic communications work, we have been developing and solidifying new and existing relationships with key journalists and publications and taking proactive approaches to increasing women's understanding of VAWG and the legal system. We have ensured our work is reaching the attention of a wide range of journalists and editors at publications including (but not limited to) the Metro; Tortoise Media; the Independent; BBC; the Guardian and Observer; Cosmopolitan; ITV; the Bureau for Investigative Journalism.

We have consulted with Inquest, On Road Media, and Level Up, on supporting women survivors to share their stories in the media and are developing our own policy and approach to this work. We collaborated with The Bureau of Investigative Journalism on a project coordinated by Louise Tickle on their 'Family Justice: What You Need to Know About Reporting in the Family Court System' online guide. We provided information and advice for victims involved in the family court process on their rights and options when speaking to the media and for journalists on how to communicate with victims in family court matters.

Partnership work with the Immigration Law Practitioner's Association (ILPA)

The immigration and asylum legal team have continued to collaborate with ILPA, a professional organisation which aims to promote and improve immigration advice and representation. This year we have contributed extensively to the simplification of the immigration rules process with respect to protections for victims of DV, in particular victims of transnational marriage abandonment (TMA).

We provided feedback on the challenges with the processing of immigration human rights applications including the mitigating of delays in decision-making, lack of engagement between applicants and caseworkers and the prioritisation of applications from vulnerable applicants.

We also submitted that the complex rules relating to the EUSS should be simplified to support vulnerable applicants to effectively navigate the rules, making proposals on how to approach changes to the rules.

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Collaborative work with the migrant advice and VAWG sector

This year we submitted many joint letters to the Home Office including:

- On the exploitation of migrant workers in the labour market, the impact of the hostile environment on migrants and how other forms of exploitation can lead to or impact exploitation in the labour market, and difficulties for victims of DV in switching from non-sponsored employment to sponsored employment.
- A call for the Home Office to scrap its harmful asylum policies and the Nationality and Borders Act which will have a disproportionate impact on women seeking asylum and trafficked women.
- A joint letter signed by 30 organisations summarising the detrimental impact of the proposed illegal migration bill and how genuine asylum seekers would not be protected by the Refugee Convention facing a potential risk of being returned to their country of origin and facing further persecution.

Equality, Diversity and Inclusion

In our approach to tackling VAWG, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation.

Our organisation is committed to continual improvement in relation to Equality, Diversity and Inclusion (EDI) practices and has been working towards this through an EDI staff working group that meets regularly and Board oversight. During the reporting year we focused on further developing our in-house training for staff. We worked with an expert external trainer to provide training on an Introduction to Trans Awareness and arranged a six-month externally facilitated EDI training programme for staff which includes feedback groups and reflection space.

Increased anti-racism work

We recognise the importance of amplifying and supporting specialist 'by and for' Black and minoritised women's organisations in this work and supporting their leadership. We are an anti-racist, white-led organisation and recognise that our working practice must strengthen and be accountable to specialist 'by and for' Black and minoritised women's organisations. Our approach to working together accountably includes but is not limited to:

- recognising the value of specialist 'by and for' Black and minoritised women's work in ways which are visible;
 - strengthening their leadership and autonomy in all spaces we operate in;
 - sharing resources and recognising the privilege we have;
 - communicating meaningfully at the early stages of the development of any proposed new partnership work with specialist 'by and for' Black and minoritised women's organisations;
 - paying others for their specialist expertise and educating ourselves on issues;
 - challenging structural inequalities in partnerships.
-

Rights of Women Incorporated Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

In 2020 we conducted organisational meetings on anti-racism and an anonymous survey which have helped establish a set of priorities to improve our practice as a white-led organisation, accessibility to our services and our approach to diversity.

Our Director continues to be a member of the VAWG sector's Anti-Racism Working Group, established in July 2020, which has produced a Call for Action and Anti-Racism Charter. Our organisation has committed to implement the Charter. We contributed to delivery of workshops and seminars delivered to sector workers throughout April 2022 to March 2023.

Sexual Harassment at Work Advice Service

We continued to provide legal advice provision to cover employment and discrimination law in relation to sexual harassment in the workplace with the support of the ROSA Justice and Equality Fund and Time's Up UK. The advice service continued successfully despite the pandemic impacting on the retention of volunteers in this area. We are grateful to the support from an Expert Advisory Panel of lawyers and experts to support the project which now has 9 members and meets regularly.

FLAWS (Finding Legal Options for Women Survivors)

Since April 2018 we have worked in partnership with RCJ Advice on the FLOWS project. This project has a focus on using technology and digital solutions to provide advice and information to survivors and the professionals that support them. We host an online forum for professionals providing peer-to-peer support on family law and criminal law issues. This project continues to work to expand its reach including facilitating online events and drop-in Q&A to reach more people and increase understanding of the legal issues and options facing survivors of domestic abuse in both family and criminal law.

This year, we also began working on the development of a new service called FLOWS Answers. This service will enable survivors to submit written questions using an online platform, to which we will respond in writing. We hope this service will increase accessibility for those who cannot reach us by telephone. We have been working with developers to create and test the service, and we have been assisted by the Voices of Women panel as detailed above. As it is the first time we are delivering this type of service, we initially intend to run it as a three month pilot. We will evaluate the service and consider whether we can continue providing the service going forward.

Human Resource Management

Our aim is to create a working environment that anticipates and meets the varied needs of our team and prospective employees. Hybrid working is now an established working arrangement enabling women throughout the UK to work for ROW. It is also a key element in supporting women with caring responsibilities to work for us.

We have undertaken a comprehensive programme of employee policy development including convening a working group to produce our Menopause Policy. We now have an online platform to assist all staff in the management of personnel activities.

Rights of Women Incorporated Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

Financial review

In this period Rights of Women has had two major sources of income:-

Grants and donations from a broad range of sources including major grant givers such as John Ellerman, Henry Smith Charity, the Rosa Justice and Equality Fund, Esme Fairbairn Foundation, Justice Together Initiative, Trust for London, Treebeard, The Roddick Foundation, Two Magpies and Tudor Trust. Our FLOWS partnership with RCJ Advice has been funded by the MoJ. As part of the London Violence Against Women and Girls Consortium we have received funding for the Ascent project from London Councils and the Mayor's Office for Policing and Crime (MOPAC). Our work on the EU Settlement Scheme has been funded primarily by the Home Office. We also received public donations and smaller grants from partners such as Goldsmiths, Macquarie Bank and Garden Court Chambers.

Income generating activities included training courses.

Reserves

The Board has designated funds to meet contractual obligations in respect of staffing and administrative costs.

ROW has a Reserves Policy to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

The Board of Trustees has determined that £260,000 be designated within Rights of Women's overall reserves:

Staff redundancy & notice period payments:	£ 177,000
Contractual liabilities:	£ 55,000
Professional advice:	£ 28,000

Excluded from the Reserves Policy is income associated with:

- Donor / Grant Restricted Funds (Earmarked Income)

Therefore, in order to demonstrate transparency, accountability and sound financial management the ROW Reserves Policy clearly justifies the amount of reserves kept back each year.

In order to make a judgment on the amount of reserves the Trustees have considered the risks in respect of expenditure, unrestricted income and where appropriate restricted income. Also taken into consideration are any external identified potential major risks to income and expenditure.

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

The Board have reviewed the charity's financial position at year end and are satisfied the charity continues to be in good financial health. It is also noted that the charity's income is increasing year on year and this reflects growth in relation to meeting targets and priorities identified within the charity's Strategic Plan.

Rights of Women Incorporated Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

Plans for the future

Our trustees have identified the following priorities for our organisation going forward through an analysis of our work, infrastructure, funding, horizon scanning and in line with our strategic plan:

- Maintain or increase current number of women assisted through legal advice
- Invest in growth of our core infrastructure to enable sustainability
- Strengthen our alternative income generation by developing new income streams
- Increase our use of strategic communications across our work
- Increase organisational investment in supporting staff and volunteer wellbeing
- Ensure all our work is underpinned by our values and commitments to increasing Equality, Diversity and Inclusion

Post balance sheet events affecting the charity

There are no significant post balance sheet events affecting the charity to note. However, the Board would highlight that the pandemic and cost of living crisis has had a critical impact on society, organisations and the economy as a whole. Furthermore, these changes have disproportionately affected some groups within society because of structural disadvantage faced by groups with protected characteristics and/or facing intersectional disadvantage. It has impacted greatly on access to equality, safety and justice for women and the charity will seek to increase its charitable activities to address this.

Trustees' responsibilities statement

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

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

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

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

Rights of Women Incorporated Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

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

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

The trustees' annual report and the strategic report were approved on 6 December 2023 and signed on behalf of the board of trustees by:

Annie Hedge

Annie Hedge - Chair
Trustee

Rights of Women Incorporated Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

Opinion

We have audited the financial statements of Rights of Women Incorporated Limited (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2023

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2023

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of any actual or suspected non-compliance.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2023

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2023

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

Use of our report

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



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

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

6 December 2023

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

		2023		2022	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	62,376	–	62,376	99,351
Charitable activities	6	81,292	711,590	792,882	741,617
Other trading activities	7	16,400	–	16,400	–
Investment income	8	879	–	879	79
Total income		<u>160,947</u>	<u>711,590</u>	<u>872,537</u>	<u>841,047</u>
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	9	9,895	–	9,895	5,000
Expenditure on charitable activities	10,11	115,769	806,045	921,814	797,475
Total expenditure		<u>125,664</u>	<u>806,045</u>	<u>931,709</u>	<u>802,475</u>
Net (expenditure)/income		<u>35,283</u>	<u>(94,455)</u>	<u>(59,172)</u>	<u>38,572</u>
Transfers between funds		139,700	(139,700)	–	–
Net movement in funds		<u>174,983</u>	<u>(234,155)</u>	<u>(59,172)</u>	<u>38,572</u>
Reconciliation of funds					
Total funds brought forward		<u>319,471</u>	<u>301,014</u>	<u>620,485</u>	<u>581,913</u>
Total funds carried forward		<u>494,454</u>	<u>66,859</u>	<u>561,313</u>	<u>620,485</u>

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

The notes on pages 27 to 46 form part of these financial statements.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Investments	18	1	1
Current assets			
Debtors	19	129,321	108,092
Cash at bank and in hand		496,786	557,706
		<u>626,107</u>	<u>665,798</u>
Creditors: amounts falling due within one year	20	64,795	45,314
Net current assets		<u>561,312</u>	<u>620,484</u>
Total assets less current liabilities		<u>561,313</u>	<u>620,485</u>
Net assets		<u>561,313</u>	<u>620,485</u>
Funds of the charity			
Restricted funds		66,859	301,014
Unrestricted funds		494,454	319,471
Total charity funds	23	<u>561,313</u>	<u>620,485</u>

These financial statements were approved by the board of trustees and authorised for issue on 6 December 2023, and are signed on behalf of the board by:

Annie Hedge

Aramide O

Annie Hedge - Chair
Trustee

Aramide Ogunlana - Treasurer
Trustee

The notes on pages 27 to 46 form part of these financial statements.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023	2022
	£	£
Cash flows from operating activities		
Net (expenditure)/income	(59,172)	38,572
<i>Adjustments for:</i>		
Other interest receivable and similar income	(879)	(79)
Accrued expenses/(income)	54,114	(4,434)
<i>Changes in:</i>		
Trade and other debtors	(49,040)	57,523
Trade and other creditors	(6,822)	(51,502)
Cash generated from operations	(61,799)	40,080
Interest received	879	79
Net cash (used in)/from operating activities	<u>(60,920)</u>	<u>40,159</u>
Net (decrease)/increase in cash and cash equivalents	(60,920)	40,159
Cash and cash equivalents at beginning of year	557,706	517,547
Cash and cash equivalents at end of year	<u>496,786</u>	<u>557,706</u>

The notes on pages 27 to 46 form part of these financial statements.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

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

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

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

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

Going concern

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

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

Judgements and key sources of estimation uncertainty

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

Income tax

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

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

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

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

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Resources expended

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

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

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

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation.

Depreciation

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

Equipment	-	25% p.a. straight line
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Investments

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

Impairment of fixed assets

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

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Financial instruments

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

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

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

Defined contribution plans

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

4. Limited by guarantee

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

There are 10 members of the company (2022: 10).

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Donations				
Euromonitor Intern	–	–	3,000	3,000
Forsters LLP	–	–	996	996
Garden Court Chambers Limited	–	–	4,000	4,000
Just Giving - The Last Leg's Fundraiser	11,013	11,013	–	–
Justice Platform	–	–	18,159	18,159
London Legal Support Trust	1,456	1,456	1,040	1,040
Other donations under £2000	31,166	31,166	48,217	48,217
The Big Give Trust	18,741	18,741	711	711
Tudor Capital Europe	–	–	23,228	23,228
	<u>62,376</u>	<u>62,376</u>	<u>99,351</u>	<u>99,351</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Access to Justice Foundation	–	75,000	75,000
Esmee Fairbairn	56,000	–	56,000
FLAWS	–	132,883	132,883
GLA European Londoners Grant	–	–	–
Goldsmith	–	–	–
Henry Smith	–	59,000	59,000
Henry Smith - Covid 19	–	40,000	40,000
Home Office	–	54,276	54,276
John Ellerman	–	58,470	58,470
Justice Together Initiative	–	63,000	63,000
Labyrinth Project	–	23,591	23,591
Miscellaneous Income	2,116	–	2,116
MOPAC Solace VAWG Ascent Plus	–	27,611	27,611
Oak/Tides Funded Project	–	–	–
ROSA - J&E	–	–	–
Solace Women's Aid	–	72,110	72,110
The Roddick Foundation	–	–	–
Training income and speakers' fees	23,176	–	23,176
Treebeard	–	–	–
Treebeard PA	–	35,000	35,000
Trust for London	–	26,000	26,000
Tudor Trust	–	–	–
Two Magpies	–	15,000	15,000
Women's Resource Centre	–	29,649	29,649
	<u>81,292</u>	<u>711,590</u>	<u>792,882</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Access to Justice Foundation	–	–	–
Esmee Fairbairn	–	40,000	40,000
FLAWS	–	138,240	138,240
GLA European Londoners Grant	–	10,000	10,000
Goldsmith	6,000	–	6,000
Henry Smith	–	58,200	58,200
Henry Smith - Covid 19	–	–	–
Home Office	–	51,340	51,340
John Ellerman	–	56,500	56,500
Justice Together Initiative	–	30,500	30,500
Labyrinth Project	–	58,977	58,977
Miscellaneous Income	200	–	200
MOPAC Solace VAWG Ascent Plus	–	27,612	27,612
Oak/Tides Funded Project	3,983	–	3,983
ROSA - J&E	–	79,985	79,985
Solace Women's Aid	–	67,555	67,555
The Roddick Foundation	–	15,000	15,000
Training income and speakers' fees	5,080	–	5,080
Treebeard	–	15,000	15,000
Treebeard PA	–	35,000	35,000
Trust for London	–	–	–
Tudor Trust	–	16,811	16,811
Two Magpies	–	–	–
Women's Resource Centre	–	25,634	25,634
	<u>15,263</u>	<u>726,354</u>	<u>741,617</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Fundraising events	<u>16,400</u>	<u>16,400</u>	<u>–</u>	<u>–</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	<u>879</u>	<u>879</u>	<u>79</u>	<u>79</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

9. Costs of other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Costs of other trading activities - Membership schemes and social lotteries	—	—	—
Costs of other trading activities - Staging events	9,895	—	9,895
	<u>9,895</u>	<u>—</u>	<u>9,895</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Costs of other trading activities - Membership schemes and social lotteries	—	5,000	5,000
Costs of other trading activities - Staging events	—	—	—
	<u>—</u>	<u>5,000</u>	<u>5,000</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Access to Justice Foundation	–	74,894	74,894
Ascent Plus	–	26,815	26,815
Big Lottery Fund	–	–	–
CAB EUSS	–	–	–
Comic Relief Second Grant	–	–	–
Core Costs	63,083	–	63,083
Crowdjustice	–	–	–
Esmee Fairbairn	38,414	–	38,414
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	–	–	–
Henry Smith	–	54,164	54,164
Henry Smith - Covid 19	–	42,513	42,513
Home Office	–	54,276	54,276
John Ellerman	–	57,851	57,851
Justice Together Initiative	–	54,618	54,618
Labyrinth Project	–	23,685	23,685
Lloyds Bank Foundation	–	–	–
Lottery Covid-19	–	–	–
Ministry of Justice	–	132,883	132,883
Multiple Disadvantaged Women	–	–	–
ROSA - JEF A&S	–	70,512	70,512
ROSA Comm	–	–	–
Solace Women's Aid	–	71,988	71,988
Support costs	14,272	1,791	16,063
TFL European Londoners Grant	–	–	–
The Roddick Foundation	–	–	–
Treebeard	–	–	–
Treebeard PA	–	56,581	56,581
Trust for London	–	23,312	23,312
Tudor Trust	–	30,544	30,544
Unbound Philanthropy	–	–	–
Women's Resource Centre	–	29,618	29,618
	<u>115,769</u>	<u>806,045</u>	<u>921,814</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Access to Justice Foundation	–	2,872	2,872
Ascent Plus	–	26,533	26,533
Big Lottery Fund	–	3,377	3,377
CAB EUSS	–	5,168	5,168
Comic Relief Second Grant	–	7,389	7,389
Core Costs	29,241	–	29,241
Crowdjustice	–	4,520	4,520
Esmee Fairbairn	–	6,121	6,121
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	–	48	48
Henry Smith	–	30,037	30,037
Henry Smith - Covid 19	–	–	–
Home Office	–	50,393	50,393
John Eilerman	–	86,175	86,175
Justice Together Initiative	–	30,551	30,551
Labyrinth Project	–	58,565	58,565
Lloyds Bank Foundation	–	278	278
Lottery Covid-19	–	30,546	30,546
Ministry of Justice	–	136,174	136,174
Multiple Disadvantaged Women	–	1,052	1,052
ROSA - JEF A&S	–	74,163	74,163
ROSA Comm	–	1,866	1,866
Solace Women's Aid	–	62,594	62,594
Support costs	996	17,549	18,545
TFL European Londoners Grant	–	10,001	10,001
The Roddick Foundation	–	16,249	16,249
Treebeard	–	15,300	15,300
Treebeard PA	–	11,823	11,823
Trust for London	–	–	–
Tudor Trust	–	37,723	37,723
Unbound Philanthropy	–	13,670	13,670
Women's Resource Centre	–	26,501	26,501
	<u>30,237</u>	<u>767,238</u>	<u>797,475</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Access to Justice Foundation	74,894	–	74,894	2,872
Ascent Plus	26,815	795	27,610	27,611
Big Lottery Fund	–	–	–	3,377
CAB EUSS	–	–	–	5,168
Comic Relief Second Grant	–	–	–	7,389
Core Costs	63,083	546	63,629	30,237
Crowdjustice	–	–	–	4,520
Esmee Fairbairn	38,414	13,726	52,140	6,729
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	–	–	–	48
Henry Smith	54,164	–	54,164	30,037
Henry Smith - Covid 19	42,513	–	42,513	–
Home Office	54,276	–	54,276	51,372
John Ellerman	57,851	–	57,851	87,176
Justice Together Initiative	54,618	–	54,618	30,551
Labyrinth Project	23,685	–	23,685	58,884
Lloyds Bank Foundation	–	–	–	278
Lottery Covid-19	–	–	–	30,546
Ministry of Justice	132,883	–	132,883	138,229
Multiple Disadvantaged Women	–	–	–	1,052
ROSA - JEF A&S	70,512	–	70,512	77,792
ROSA Comm	–	–	–	1,866
Solace Women's Aid	71,988	–	71,988	68,664
TFL European Londoners Grant	–	–	–	10,001
The Roddick Foundation	–	–	–	16,449
Treebeard	–	–	–	15,300
Treebeard PA	56,581	–	56,581	12,023
Trust for London	23,312	204	23,516	–
Tudor Trust	30,544	761	31,305	37,743
Unbound Philanthropy	–	–	–	13,670
Women's Resource Centre	29,618	31	29,649	27,891
	<u>905,751</u>	<u>16,063</u>	<u>921,814</u>	<u>797,475</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Analysis of support costs

	Ascent Plus £	Core Costs £	Esmee Fairbairn £	Trust for London £	Tudor Trust £	Women's Resource Centre £	Total 2023 £	Total 2022 £
AGM	–	62	11	–	761	31	865	1,629
Legal & Professional Fees	795	484	8,675	204	–	–	10,158	11,456
Audit	–	–	5,040	–	–	–	5,040	5,460
	<u>795</u>	<u>546</u>	<u>13,726</u>	<u>204</u>	<u>761</u>	<u>31</u>	<u>16,063</u>	<u>18,545</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

13. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023	2022
	£	£
Operating lease rentals	90	861
Audit fee	5,040	5,460
	<u>5,130</u>	<u>6,321</u>

14. Staff costs

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

	2023	2022
	£	£
Wages and salaries	673,119	583,373
Social security costs	62,695	55,116
Employer contributions to pension plans	20,772	20,505
	<u>756,586</u>	<u>658,994</u>

The average head count of employees during the year was 21 (2022: 20). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff involved in charitable activities	13	13
Number of administrative staff	1	2
Number of management staff	2	2
	<u>16</u>	<u>17</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £60,195 (2022: £57,584).

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2022: nil).

During the year there were no expenses reimbursed to trustees (2022: nil).

16. Transfers between funds

During the year management has undertaken a review of the brought forward restricted funds, concluding that some funds had been provided without restrictions, and others had been released of restrictions following the completion of their funded projects. Leading to a total transfer to unrestricted funds during the year of £139,700.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

17. Tangible fixed assets	Equipment £
Cost	
At 1 April 2022 and 31 March 2023	67,814
Depreciation	
At 1 April 2022 and 31 March 2023	67,814
Carrying amount	
At 31 March 2023	–
At 31 March 2022	–

18. Investments	Other investments £
Cost or valuation	
At 1 April 2022	1
Additions	–
At 31 March 2023	1
Impairment	
At 1 April 2022 and 31 March 2023	–
Carrying amount	
At 31 March 2023	1
At 31 March 2022	1

All investments shown above are held at valuation.

Investments represent 1 ordinary share held in Tindlemanor Limited, company number: 01380213, registered office 52/24 Featherstone Street, London, EC1Y 8RT.

19. Debtors	2023 £	2022 £
Trade debtors	89,604	44,355
Prepayments and accrued income	39,717	63,737
	<u>129,321</u>	<u>108,092</u>

20. Creditors: amounts falling due within one year	2023 £	2022 £
Trade creditors	16,125	21,740
Accruals and deferred income	32,247	5,944
Social security and other taxes	13,969	15,289
Other creditors	2,454	2,341
	<u>64,795</u>	<u>45,314</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

21. Deferred income

	2023 £	2022 £
At 1 April 2022	–	8,000
Amount released to income	–	(8,000)
At 31 March 2023	<u>–</u>	<u>–</u>

22. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £20,772 (2022: £20,505).

23. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	140,501	160,947	(125,664)	58,670	234,454
Designated Fund - see below	<u>178,970</u>	–	–	81,030	260,000
	<u>319,471</u>	<u>160,947</u>	<u>(125,664)</u>	<u>139,700</u>	<u>494,454</u>

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	58,270	114,693	(30,237)	(2,225)	140,501
Designated Fund - see below	<u>178,970</u>	–	–	–	178,970
	<u>237,240</u>	<u>114,693</u>	<u>(30,237)</u>	<u>(2,225)</u>	<u>319,471</u>

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

Designated Funds are reserves ringfenced by the board to meet redundancy and winding up costs in the event of loss of funding:

Staff redundancy & notice period payments	£ 177,000
Contractual liabilities	55,000
Professional advice	28,000
At 31 March 2023	<u>260,000</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

Restricted funds	At	Income	Expenditure	Transfers	At 31 March
	1 April 2022				2023
	£	£	£	£	£
Access to Justice Foundation	–	75,000	(74,894)	–	106
Ascent Plus	1	27,611	(27,610)	–	2
Big Lottery Fund	577	–	–	(577)	–
CAB EUSS	67,398	–	–	(67,398)	–
Comic Relief	5,874	–	–	(5,874)	–
Comic Relief Second Grant	1,480	–	–	(1,480)	–
Crowdjustice	–	–	–	–	–
Esmee Fairbairn	33,271	–	–	(33,271)	–
Family Rights Group	6,065	–	–	–	6,065
Foreign and Commonwealth Office/Forced Marriage Unit	4,019	–	–	(4,019)	–
Domestic Programme Fund FRG (TFL)	1,350	–	–	(1,350)	–
GLA European Londoners Grant	–	–	–	–	–
Henry Smith	30,276	59,000	(54,164)	–	35,112
Henry Smith - Covid 19	–	40,000	(42,513)	–	(2,513)
Home Office	–	54,276	(54,276)	–	–
John Ellerman	–	58,470	(57,851)	–	619
Justice Together Initiative	–	63,000	(54,618)	–	8,382
Labyrinth Project	93	23,591	(23,685)	1	–
Lloyds Bank Foundation	–	–	–	–	–
Lottery Covid-19	–	–	–	–	–
Ministry of Justice	11	132,883	(132,883)	–	11
MOPAC - Solace	165	–	–	(165)	–
Multiple Disadvantaged Women	–	–	–	–	–
PAS Projects	5,331	–	–	(5,331)	–
Paul Hamlyn Foundation	18,114	–	–	(18,114)	–
ROSA - JEF A&S	72,513	–	(70,512)	(2,001)	–
ROSA Comm	–	–	–	–	–
Solace Women's Aid	26	72,110	(71,988)	–	148
Tampon Tax	246	–	–	(246)	–
Tampon Tax RCJ	1,216	–	–	(1,216)	–
The Roddick Foundation	–	–	–	–	–
Treebeard	941	–	–	(941)	–
Treebeard PA	22,977	35,000	(41,581)	–	16,396
Trust for London	–	26,000	(23,516)	–	2,484
Tudor Trust	29,023	–	(31,305)	2,282	–
Two Magpies Fund	–	15,000	(15,000)	–	–
Unbound Philanthropy	–	–	–	–	–
Women's Resource Centre	47	29,649	(29,649)	–	47
	<u>301,014</u>	<u>711,590</u>	<u>(806,045)</u>	<u>(139,700)</u>	<u>66,859</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Access to Justice Foundation	7,872	–	(7,872)	–	–
Ascent Plus	–	27,612	(27,611)	–	1
Big Lottery Fund	3,954	–	(3,377)	–	577
CAB EUSS	72,566	–	(5,168)	–	67,398
Comic Relief	5,874	–	–	–	5,874
Comic Relief Second Grant	8,869	–	(7,389)	–	1,480
Crowdjustice	4,520	–	(4,520)	–	–
Esmee Fairbairn	–	40,000	(6,729)	–	33,271
Family Rights Group	6,065	–	–	–	6,065
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,067	–	(48)	–	4,019
FRG (TFL)	1,350	–	–	–	1,350
GLA European Londoners Grant	–	10,000	(10,001)	1	–
Henry Smith	2,113	58,200	(30,037)	–	30,276
Henry Smith - Covid 19	–	–	–	–	–
Home Office	–	51,340	(51,372)	32	–
John Ellerman	29,986	56,500	(87,176)	690	–
Justice Together Initiative	–	30,500	(30,551)	51	–
Labyrinth Project	–	58,977	(58,884)	–	93
Lloyds Bank Foundation	277	–	(278)	1	–
Lottery Covid-19	30,546	–	(30,546)	–	–
Ministry of Justice	–	138,240	(138,229)	–	11
MOPAC - Solace	165	–	–	–	165
Multiple Disadvantaged Women	1,051	–	(1,052)	1	–
PAS Projects	5,331	–	–	–	5,331
Paul Hamlyn Foundation	18,114	–	–	–	18,114
ROSA - JEF A&S	70,320	79,985	(77,792)	–	72,513
ROSA Comm	1,866	–	(1,866)	–	–
Solace Women's Aid	1,135	67,555	(68,664)	–	26
Tampon Tax	246	–	–	–	246
Tampon Tax RCJ	1,216	–	–	–	1,216
The Roddick Foundation	–	15,000	(16,449)	1,449	–
Treebeard	1,241	15,000	(15,300)	–	941
Treebeard PA	–	35,000	(12,023)	–	22,977
Trust for London	–	–	–	–	–
Tudor Trust	49,955	16,811	(37,743)	–	29,023
Two Magpies Fund	–	–	–	–	–
Unbound Philanthropy	13,670	–	(13,670)	–	–
Women's Resource Centre	2,304	25,634	(27,891)	–	47
	<u>344,673</u>	<u>726,354</u>	<u>(772,238)</u>	<u>2,225</u>	<u>301,014</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

Access to Justice Foundation (ATJF) Community Justice Fund: This is a grant to adjust and respond to challenges faced due to remote working and the pandemic environment. It primarily funds the costs of a new advice case management system.

Ascent: This is a grant for the Ascent project which is a grant for two strands of work aimed at tackling VAWG in London, it is comprised of the London Councils Advice and Counselling Ascent strand (lead partner Solace Women's Aid) which focuses on advice, training and legal publications and the London Councils 2nd Tier strand/Ascent Support Services (ASSO) (lead partner Women's Resource Centre) focused on strengthening VAWG professionals and their organisations through training and capacity building. It primarily covers staffing and direct delivery costs. The overall management of the grant streams is via the London VAWG Consortium.

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

Big Lottery Fund: This is a grant towards the staffing and project costs of our telephone advice lines and legal guides supporting women affected by violence. This grant also supports the development of a new website and capital costs for new IT and office equipment.

CAB EUSS second tier immigration pilot: This grant is for a partnership project with RCJ Advice to provide specialist immigration legal advice on demand to vulnerable women with complex cases making applications to the EU Settlement Scheme. It covers staffing costs.

Comic Relief: This is a grant towards the staffing and project costs of our work supporting migrant women including advice, publications and workshops.

Comic Relief Second Grant: This is a grant towards the staffing and project costs of our Athena project to strengthen the legal advice and support available to vulnerable migrant women.

Crowdjustice: This money was raised from donations from the public through an online crowd funder to support women experiencing domestic abuse with family law legal justice needs.

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

Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund: This is a grant towards the staffing and project costs of a series of events with professionals to discuss legal and other responses to forced marriage regionally in England and Wales and to produce a report.

Family Rights Group: This is a grant for the staffing costs of a project to support women affected by domestic violence involved with social services.

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

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

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

GLA European Londoners: This grant contributes funding towards the delivery of our immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) based in London who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

Goldsmiths: This is an unrestricted grant to support our organisation to respond to women survivors of VAWG during the ongoing pandemic.

Henry Smith: This is a grant towards the staffing and project costs of our immigration and asylum law legal advice team to strengthen the legal advice and support available to vulnerable migrant women at a critical point in their lives.

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

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

John Ellerman: This is a grant for policy influencing work in relation to family and criminal law justice issues that impact on our women beneficiaries. It primarily covers staffing and project costs.

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

Labyrinth project: This project provides support and training to survivors and professionals in relation to VAWG across 3 nations (England, Scotland and Northern Ireland) It is a partnership of different organisations and is led by Solace Women's Aid and funded by the Tampon Tax fund. Rights of Women is funded to provide training to VAWG professionals and legal advice publications across England. It primarily covers staffing costs.

Lottery Covid19: This grant funds a learning partnership comprised of organisations working across the Violence Against Women and Girls Sector to identify, collate and disseminate learning associated with new challenges faced by women survivors in relation to the pandemic. It primarily covers staffing costs.

Lloyds Bank Foundation: This is a grant to deliver casework to women survivors and make policy recommendations in relation to the Exceptional Case Funding scheme in the Legal Aid system.

Multiple Disadvantaged Women: This is a partnership project providing immigration legal advice to women in Tower Hamlets with complex needs including those who have No Recourse to Public Funds.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

23. Analysis of charitable funds *(continued)*

PA Project: This grant funds delivery work to develop an understanding of the experiences of women victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. It is funded by Treebeard Trust, Two Magpies and The Roddick Foundation. It primarily covers staffing costs.

PAS Project: This is a partnership project with Prisoners Advisory Service providing family law advice to women in prisons.

ROSA JEF Communications: This grant from the ROSA Justice and Equality Fund 'Changing the Conversation' strand is to fund communications work to raise awareness and change the public narrative around sexual harassment in the workplace. It primarily covers staffing and project costs.

ROSA JEF Advice and Support: This grant from the ROSA Justice and Equality Fund Advice and Counselling strand is to fund the provision of a legal advice service providing employment law advice to women survivors of sexual harassment in the workplace. It primarily covers staffing and project costs and volunteer expenses.

TFL 2018: This is a grant Trust for London towards the staffing and project costs of our Athena project (Phase 2) to strengthen the legal advice and support available to vulnerable migrant women.

Treebeard emergency grant: This is an unrestricted grant to assist with any additional costs the organisation faces due to the COVID-19 pandemic in its work supporting women experiencing domestic abuse.

Tudor Trust: This grant funds our national family law advice law service in relation to delivery of advice, policy work, publications, setting up and working with a women survivor panel and supporting volunteers. It primarily covers staffing costs, volunteer costs and project costs.

Tudor Trust wellbeing grant: This is an additional one-off unrestricted grant given to existing Tudor Trust grant holders to support wellbeing in their organisations in response to the COVID-19 pandemic.

Unbound Philanthropy: This is a grant towards the staffing and project costs of our telephone advice lines and legal information for vulnerable migrant women affected by violence and towards our policy and influencing activities.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Investments	3	–	3
Current assets	559,248	66,859	626,107
Creditors less than 1 year	(64,797)	–	(64,797)
Net assets	<u>494,454</u>	<u>66,859</u>	<u>561,313</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Investments	3	–	3
Current assets	364,784	301,014	665,798
Creditors less than 1 year	(45,316)	–	(45,316)
Net assets	<u>319,471</u>	<u>301,014</u>	<u>620,485</u>

25. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 1 Mar 2023 £
Cash at bank and in hand	<u>557,706</u>	<u>(60,920)</u>	<u>496,786</u>

26. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 £	2022 £
Not later than 1 year	<u>–</u>	<u>386</u>

27. Limitation of auditors liability

By way of a members' resolution dated 2nd October 2023, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

28. Related parties

The charity holds three ordinary shares valuing at £1 in Tindlemanor Limited, which owns the property occupied by the charity. The only transactions with the company during the financial year was for the payment of service charges, room hire and storage space, which amounted to £22,207 (2022: £17,258).