

BLACK ASSOCIATION OF WOMEN STEP OUT LTD
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
FOR
31 MARCH 2006

Charity Number 1084854



CARSTON & CO (CARDIFF) LTD
Chartered Accountants & Registered Auditors
First Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
COMPANY LIMITED BY GUARANTEE**

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2006

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**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
COMPANY LIMITED BY GUARANTEE**

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

Registered charity name	Black Association of Women Step Out Ltd
Charity number	1084854
Company registration number	3152590
Registered office	9 Cathedral Road Cardiff CF11 9HA
Trustees	Sheila Hendrickson – Chair Patience Ogunmilua Fatima Begum Sujatha Thaladi Amina Ali Shade Ajayi
Secretary	Mutale Nyoni
Auditor	Carston & Co (Cardiff) Ltd Chartered Accountants & Registered Auditors First Floor, Tudor House 16 Cathedral Road Cardiff CF11 9LJ
Bankers	The Cooperative Bank 37 Park Place Cathays Park Cardiff
Senior Management	Mutale Nyoni – Chief Executive

BLACK ASSOCIATION OF WOMEN STEP OUT LTD COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

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CHAIR'S STATEMENT

Violence against Women - the policy context and trends in Wales

Violence against BME women across the world, in the UK, and here in Wales is a Pandora's Box. The more the lid is opened the greater the realisation becomes of how widespread violence is, how pernicious the consequences are, and how much remains to be done to protect and support vulnerable women and their families, to tackle the reasons for violence, and to strengthen national and local policies and practices that confront such outrages.

The position of BME women in confronting violence is distinct. Domestic abuse may not be condoned by all family members but it is too infrequently questioned or challenged. For many BME women it is not possible to differentiate between violence experienced as a woman and violence experienced as a black and minority ethnic person. Most BME women suffering domestic violence are not employed and have no separate disposable income, live in poor housing, and lack the education and opportunities to progress. Their isolation is made all the greater by language and cultural differences and they are ill equipped to escape abuse.

BAWSO has, over the years, established a unique style of working that uses trained staff and volunteers who are themselves from Welsh BME communities. The Board is similarly representative and the nature of service provision is squarely based on partnership working with other bodies, the involvement of service users in shaping the work of the charity, and in delivering high quality support alongside strong research and policy development initiatives.

The data which illustrates the nature and extent of all forms of violence against women is growing rapidly both as a result of worldwide research and the lessons learnt from the delivery of support services. However, the extent of violent abuse is difficult to identify and quantify. Accordingly, figures for Wales require a great deal more investigation.

The development of policy in the field of violence against women has accelerated dramatically in recent years in line with an increasing realisation of the extent of the problem and the impact and costs its consequences have on health and social work agencies. In addition, increased attention has been paid at a national and international level to prostitution and trafficking, forced marriage, the plight of women involved in illegal immigration, and specific practices such as female genital mutilation.

BAWSO's work has necessarily moved towards encompassing all these types of violence against women because women in these positions are increasingly turning to BAWSO for help. A keen understanding of national and international trends is necessary together with extensive contacts that enable appropriate and effective support programmes to be devised and delivered.

BAWSO's work lies at the heart of provision for BME women in Wales. It operates throughout the country and seeks to play a full part in national and local policy making through its work with the National Assembly Government, Local Authorities, and other bodies.

The challenge of meeting the needs of BME women facing violence

BAWSO has always been committed to delivering professional and high quality services. This we are seeking to do in a climate in which the call for our services is broadening and growing rapidly. Which requires us to adopt every opportunity to become more effective and efficient in order to meet the exacting standards that we have set ourselves.

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BAWSO is extending its presence across Wales. However, these developments, together with the growing level of planned services, have increasingly subjected BAWSO's organisational framework to a strain that needs to be consistently addressed. The move to a much larger premise in Cathedral Road, and the updating of IT facilities, has helped greatly. The election of a Board at the AGM in June 2005 that included a number of new and enthusiastic Trustees has proved invaluable in devising and implementing a detailed Business Plan designed to guide the charity through to 2008.

The external environment in which BAWSO operates has been characterised by a significant increase in public concern at violence against women and a correspondingly energised desire on the part of government and other agencies to address such matters. This has provided BAWSO with very clear opportunities to address new services designed to respond to request and an equal concern to nurture and develop its core services whilst beginning to address new services designed to respond to requests for help.

Key Achievements for 2005/6

- Securing 2 safe houses in Swansea
- Investors in People Award
- Increase in the number of women and children accessing our services
- Very low staff turnover

Thank you

We like most voluntary organisations are always having balance delivery of quality services with limited resources. We however could deliver this service without the support of the National Assembly Government, Local Authorities (Cardiff, Newport, Swansea and Wrexham), Women's Aid groups, Welsh Women's Aid, WCVA and BME communities in Wales and committed Individuals from the Welsh communities at large, Staff and volunteers. Thank you!

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TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2006

The trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements of the charity for the year ended 31 March 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Reference and administrative details are shown in the schedule of members of the board and professional advisers on page 1 of the financial statements.

The trustees

The trustees who served the charity during the period were as follows:

Alpa Dhanani Chair	resigned 24 June 2005
June Taitt	resigned 24 June 2005
Imtiaz Sadiq	resigned 24 June 2005
Sandra Thompson	resigned 24 June 2005
Harsangeet Bhullar Kaur	resigned 24 June 2005
Saba Khan	resigned 24 November 2005
Pauline Walker	resigned 25 January 2006

Sheila Hendrickson: Chair	appointed 24 June 2005
Patience Ogunmilua	appointed 24 June 2005
Fatima Begum	appointed 24 June 2005
Sujatha Thaladi	appointed 24 June 2005
Saba Khan	appointed 24 June 2005

Amina Ali
Shade Ajayi

LEGAL STATUS

The charity is a company limited by guarantee and registered under the Companies Acts. Each member of the Management Committee has agreed to guarantee the company's debts for the amount of £1 each.

RELATIONSHIP WITH OTHER ORGANISATIONS IN THE PURSUIT OF CHARITABLE OBJECTIVES

Bawso Women's Aid is affiliated to Welsh Women's Aid, which is an umbrella organisation for all the Women's Aid groups in Wales.

RESERVES POLICY

The Management Committee have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be between 3 and 6 months of the resources expended, which equates to £357,853 to £715,706. At this level, the management committee feel that they would be able to continue on current activities of the charity in the event of a significant drop in funding. It would be necessary to consider how the funding would be replaced or activities changed. At present the free reserves, which amount to £930,303, exceed these limits.

MAJOR RISKS

The management committee have identified the major risks that Bawso is exposed to and have reviewed them. Systems are in place to mitigate those risks.

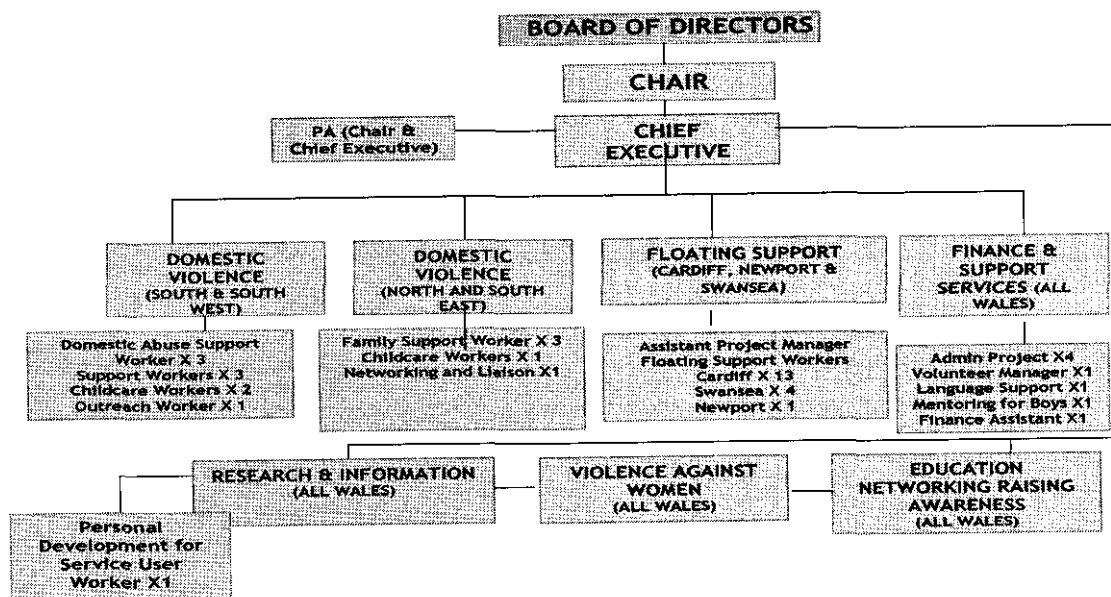
BLACK ASSOCIATION OF WOMEN STEP OUT LTD COMPANY LIMITED BY GUARANTEE

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STRUCTURE, GOVERNANCE AND MANAGEMENT

ORGANISATION STRUCTURE 2005- 2006



Governance

We successfully completed the Annual skills audit of the Board and made a decision to undertake a recruitment drive in order to enhance the skills mix on the Board and increase membership. Although the numbers did improve, the numbers did drop by 31/03/06, due to Board Members making career choices.

Strategic Management

BAWSO has produced the 2005 – 2008 Forward Plan. This Plan establishes a framework for BAWSO to extend the very significant impact it has beyond the delivery of excellent services to initiatives designed to tackle the causes of violence and to draw together common interests to tackle violence through effective partnership working. It is the guidance tool for work we are undertaking in long term the plan presented to the Welsh Assembly Government at the Violence against Women Working Group Meeting and was well received.

BAWSO appreciates that progress will depend upon exceptionally strong governance, excellent research, the highest professional levels of service, the support of partners, and the most determined degree of collective courage to ensure that Wales is recognised as a country in which violence against BME women is understood at all levels, addressed at all levels, and challenged at all levels.

Policy development

Although the quality of our work and the policies that we adhere to are above standard – thus attaining the Investors in People, Accredited Support Provider and Quality Mark Awards, we decided that during 2005/6 a review of policies would be undertaken to ensure we draw on good practice and produce Policies which will delivery of quality service by quality staff.

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TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2006

Partnership and Networking

The past year has been about sustaining partnerships. We have retained our credibility in the external environment and we have worked well with the key stakeholders: Service users, WAG, Local Authorities Voluntary Sector and Women's Aid Organisations.

Influencing Government Policy

We continue to engage on policy level through the various working groups on national and local level. Key documents we have commented on include Wales Assembly Government Domestic Abuse Strategy, Swansea Domestic Abuse Strategy and the service user international framework for Supporting People and Homelessness Services.

OBJECTIVES AND ACTIVITIES

Purpose Built Refuges

BAWSO is the only organisation in Wales that provides specialist safe temporary accommodation for BME women facing violence. The occupancy rate has been maximised and demand significantly outstrips existing provision.

The source of referrals is broadening but generally both statutory and voluntary bodies are aware of BAWSO provision and regularly refer clients.

We have 3 purpose built Refuges in 2 locations (Cardiff and Newport). Our Refuge facilities meet the needs of women facing violence in a number of ways, which includes domestic violence but increasingly includes an ever increasing number of women facing other forms of violence including trafficking, forced marriage etc.

Because of the varied biographies of BME women who encounter violence and are provided safe haven in a BAWSO refuge they include individuals with complex and challenging needs. In addition the impact on children of leaving home can be extreme and all these needs are addressed systematically and in depth by BAWSO support staff.

For BAWSO its refuge service lies at the heart of its provision and will need to increase in capacity in order to meet the significant increase number of BME women requiring and coming forward for safety and help.

The staff to tenant ratio in the refuge is 1 – 4 this means that each domestic violence worker will work with four families at any one time

The Domestic Violence Support Workers work in partnership with the Women to ensure that they have a structured support plan, designed to cater for the Individual needs of the women. Together they develop and action plan which is reviewed regularly.

Childcare

BAWSO childcare services support children of both sexes up to their 16th birthday to enable them to maintain self esteem and build self confidence during a period over which many feel powerless and disrupted in their school work, friendships and emotional life. The service is integral to each refuge but

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also available to women who are not accommodated at a place of safety. Total of 84 children accessed our Refuge during the Period.

The BAWSO Childcare service has become highly proficient and professionally experienced in the delivery of appropriate care and support and in working with children and their mothers, and, where appropriate, other family members.

Outreach and Resettlement

The Outreach and Resettlement Project provides practical and emotional support to BME women who live in the community and not in a refuge. The number of women receiving this service during the year was 80 and has increased by around 8% year on year.

For most women the most appropriate response to violence is to seek support without facing all the implications of entering a refuge. Accordingly, the support requested from the service tends to be unremitting and, because of its nature, it demands the commitment of considerable time and staff resources.

Floating Support (Cardiff, Newport and Swansea)

Floating Support delivers emotional and practical support to BME women and children living in social housing having moved out of their violent household. Currently just over 100 women receive this service each year of which 74% receive a 'high' level of support.

The sources of referral are from Cardiff County Council, Resettlement from the refuge, Support workers, Housing Associations, Self Referrals, Asylum and refugee team, Swansea tenant support scheme, Housing officer, Midwife, Health professionals

Advice and Information Centres

One average BAWSO receives three visits a day to one or other of its premises from women seeking advice and taking the first tentative steps towards addressing the violence they endure.

BAWSO has the Community Legal Services Commission Quality Mark that ensures that the advice and information given is correct and appropriate

Help line

The 24-hour Help-Line is not intended, nor is it designed, to handle a large volume of calls because BAWSO has strong links with partner organisations that readily make referrals, and BAWSO links with BME communities are such that other referrals are frequently self referrals or referrals through friends or family. However, the service provides a vital safety net for those without other routes into BAWSO and for emergencies that occur out of hours.

HELPLINE NUMBER 0800 731 8147

Language Support

BME women are confronted with a myriad of problems in addressing domestic and other forms of violence directed towards them. The absence of language skills makes the challenges they face immeasurably more difficult. Accordingly, the BAWSO Language Support service delivered, which includes interpretation and translation, is an essential component to the delivery of all BAWSO support services.

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The number of languages provided by the service as increased rapidly and in particular including Eastern European languages as BAWSO supports inward migration and those fleeing sex trafficking cartels.

The BAWSO language services pre-dates recent government initiatives designed to deliver similar services to the criminal justice system. This has pioneered the principles and ethics and practicalities of the service and the national registration of interpreters.

Volunteer Project

BAWSO relies on supporting specialist employees with trained volunteers. The number of volunteers is significant, 66 in 2004/05, working with Floating Support, in the Refuges, in Outreach and Resettlement, and in other Support Services. Volunteers are primarily MBE women and around 15% a year move on into employment as a result of the skills acquired as a volunteer.

Sister link Project

Sister Link' provides trained volunteers that provide mentoring and befriending support to living in the refuges. The number of volunteers has necessarily grown significantly from 9 in 2003/04 to over 40. Sister-Link' is a distinct service that provides volunteer mentors for women living in the refuges. It offers a different kind of support relationship that complements the services delivered by refuge staff.

Mentoring For Boys Project

Research strongly suggests that a high proportion of men who are violent in their relationships experienced domestic violence when they were young. Accordingly, BAWSO works with boys and young men up aged 9 to 16 who live with their mother in a refuge through trained male volunteers as mentors.

Education and Raising Awareness Project

This is a new project which aims to deliver training to statutory, voluntary and BME community groups, to raise the awareness on the issues of domestic abuse from the black perspective and to produce training and other publicity material and documents.

Since the project started, presentations and small training sessions have been delivered to various organisations. It is felt that there is a lot work to be done in this area to raise awareness not only on domestic abuse from a Black perspective, but to inform agencies and service providers about the many layers of issues facing BME women and their children when they decide to leave a violent relationship.

Service users' training and development Projects

BAWSO delivers confidence building, parenting, English and specific subject courses such as IT to all women receiving its services. For many, this provides an important means of acquiring the necessary skills to live independently and acquire employment. For around 75% the English language courses are essential. The Project works in partnership with other educational organisations, such as Women's Connect First, Women's Workshop, and WEA Organisations.

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Research and Information Project

In recent years the breadth of support requested of BAWSO by women has increased very significantly. Trafficking, illegal immigration, prostitution, forced marriage etc have give rise to a steep increase in referrals. BAWSO is in process of undertaking considerable and detailed research into the extent of these problems and the most appropriate interventions. In addition the strengthening of the monitoring and evaluation of BAWSO services has been of increased priority in order to ensure that scarce resources are used to best effect.

ACHIEVEMENTS AND PERFORMANCE

During 2005/2006, BAWSO secured the funding for two Safe Houses in Swansea. This project is in partnership with Swansea Women's Aid.

We have in the past 12 months, began the process of concentrating on quality assurance and ensuring that we are providing an effective and efficient service that is meeting the needs of service users.

Our staff are properly qualified and possess appropriate skills. Service delivery staff (Floating Support, Outreach & Resettlement and Domestic Abuse Projects), have under gone Intensive training programme covering core areas of their work. We were awarded Investors in People Award.

FINANCIAL REVIEW

Supporting People Revenue Grant (SPRG) is the main source of funding for BAWSO Service Delivery Projects ie Refuge provision and Floating Support. BAWSO is currently operating five schemes under the SPRG funding.

At the beginning of the financial year 2005/2006, the Welsh Assembly Government announced a 10% cut in the SPRG funding. As a result, BAWSO's largest scheme of 65 family units; the Cardiff Tenant Support Scheme contracted by the City and County of Cardiff, faced a 22% funding cut. This had a massive impact of more than £100,000 in our resources

Overall however BAWSO has grown significantly in recent years and the financial and administrative platform for the delivery of high quality services has had to grow commensurately.

PLANS FOR FUTURE PERIODS

Financial forward plan

1. To maintain and develop services in order to meet increasing demands in the face of a 11.5% reduction in SPRG from the National Assembly for Wales in 2006/7.
2. To continue to broaden the funding base of the charity towards a point at which at least 15% of income is from non-governmental sources
3. To continue to satisfy a reserves policy that will deliver three to six months current running costs to meet any unexpected fall in grant income.
4. To address salary differentials and levels related to comparable employment opportunities elsewhere in Wales in order to retain and attract staff.

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5. To address the long term issue of funding central premises, notwithstanding the recent move to ideal rented accommodation.

The extent of services

6. To extend the coverage of services geographically across Wales, and in so doing enhance access.

7. To strengthen the extent and relevance of services by continuing to develop service user participation in the design and delivery of services.

8. To take action within existing resources to initiate new projects designed to provide a service to groups of women facing particular types of abuse – FGM, prostitution, trafficking, forced marriage and honour killing.

Existing Services

9. To sustain and improve the tried and tested pattern of service provision delivered by BAWSO

10. To ensure that support services – administration, volunteers programme, and language support develop sufficiently to support improving services

New Projects

11. To establish initiatives in the area of female genital mutilation (FGM), prostitution and trafficking, forced marriage, and internet counselling.

Partnership Working

12. To pay attention to the need to nurture and advance existing partnerships and to develop new partnerships in order to address changing needs and new challenges.

Working with the National Assembly

13. To work closely on the agenda being pursued by the Domestic Violence and Violence against Women Working Group.

Research and Information

14. To initiate primary research and the collation of existing research in order to establish and grow evidenced and correct information upon which to base future services.

Strengthened governance

15. To further strengthen governance by extending the unique composition of the Board, and increasing user involvement

Monitoring and Evaluation

16. To increase the use of monitoring and evaluation, extend data collection and if possible initiate primary research in order to inform the design and delivery of local services across Wales.

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YEAR ENDED 31 MARCH 2006

Awareness building

17. Establish and progress a programme of activities designed to raise awareness of abuse against BME women with a guide to appropriate actions to tackle it.

RESPONSIBILITIES OF THE TRUSTEES

The trustees are responsible for preparing the Trustees Annual Report, the Chairman's statement and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period.

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with Companies Act 1985. The trustees 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.

In so far as the trustees are aware:

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

AUDITOR

A resolution to re-appoint Carston & Co (Cardiff) Ltd as auditor for the ensuing year will be proposed at the Annual General Meeting.

**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
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SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 1985.

Registered office:
9 Cathedral Road
Cardiff
CF11 9HA

Signed on behalf of the board

26-1-07

..... Trustee

..... Name

**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
COMPANY LIMITED BY GUARANTEE**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLACK
ASSOCIATION OF WOMEN STEP OUT LTD**

YEAR ENDED 31 MARCH 2006

We have audited the financial statements of Black Association of Women Step Out Ltd for the year ended 31 March 2006 on pages 15 to 22 which have been prepared under the historical cost convention and the accounting policies set out on pages 17 to 18.

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF THE TRUSTEES AND AUDITORS

The responsibilities of the trustees (who also act as directors of Black Association of Women Step Out Ltd for the purposes of company law) for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Responsibilities of the Trustees on page 11.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985, and whether the information given in the Trustees Annual Report is consistent with the financial statements. We also report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding remuneration of the trustees and other transactions is not disclosed.

We read other information contained in the Annual Report and consider whether it is consistent with the audited financial statements. This other information comprises only the Trustees Annual Report and the Chairman's statement. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to *any other information*.

BASIS OF AUDIT OPINION

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLACK
ASSOCIATION OF WOMEN STEP OUT LTD *(continued)***

YEAR ENDED 31 MARCH 2006

OPINION

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the charitable company's affairs as at 31 March 2006 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended and have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Trustees Annual Report is consistent with the financial statements.

Carston & Co (Cardiff) Ltd

First Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

CARSTON & CO (CARDIFF) LTD
Chartered Accountants
& Registered Auditors

29 January 2007
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**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE
INCOME AND EXPENDITURE ACCOUNT)**

YEAR ENDED 31 MARCH 2006

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2006 £	Total Funds 2005 £
INCOMING RESOURCES					
Incoming resources from generating funds:					
Voluntary income	2	1,445,952	56,492	1,502,444	1,583,918
Investment income	3	17,996	—	17,996	12,798
Incoming resources from charitable activities					
	4	64,821	—	64,821	65,332
Other incoming resources	5	2,173	—	2,173	4,347
TOTAL INCOMING RESOURCES		1,530,942	56,492	1,587,434	1,666,395
RESOURCES EXPENDED					
Costs of generating funds:					
Costs of generating voluntary income	6	(20,096)	—	(20,096)	(16,383)
Charitable activities	7/8	(1,363,700)	(95,331)	(1,459,031)	(1,306,579)
Governance costs	9	(42,871)	—	(42,871)	(23,904)
Other resources expended	10	(4,745)	—	(4,745)	—
TOTAL RESOURCES EXPENDED		(1,431,412)	(95,331)	(1,526,743)	(1,346,866)
NET INCOMING RESOURCES BEFORE TRANSFERS					
	11	99,530	(38,839)	60,691	319,529
Transfer between funds	12	(23,268)	23,268	—	—
NET INCOME FOR THE YEAR		76,262	(15,571)	60,691	319,529
RECONCILIATION OF FUNDS					
Total funds brought forward		854,040	17,261	871,301	551,772
TOTAL FUNDS CARRIED FORWARD		930,302	1,690	931,992	871,301

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 17 to 22 form part of these financial statements.

BLACK ASSOCIATION OF WOMEN STEP OUT LTD COMPANY LIMITED BY GUARANTEE


BALANCE SHEET


31 MARCH 2006

	Note	2006 £	2005 £
FIXED ASSETS			
Tangible assets	14	85,157	92,364
CURRENT ASSETS			
Debtors	15	42,194	43,649
Cash at bank and in hand		850,255	754,657
		<u>892,449</u>	<u>798,306</u>
CREDITORS: Amounts falling due within one year	16	<u>(45,612)</u>	<u>(19,370)</u>
NET CURRENT ASSETS		846,837	778,936
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>931,994</u>	<u>871,300</u>
NET ASSETS		<u>931,994</u>	<u>871,300</u>
FUNDS			
Restricted income funds	17	1,691	17,262
Unrestricted income funds	18	930,303	854,038
TOTAL FUNDS		<u>931,994</u>	<u>871,300</u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 1985.

These financial statements were approved by the members of the committee on the 26/01/07. and are signed on their behalf by:

..... Trustee

..... Trustee

SHEILA HENDRICKSON Name

SABRINA HASHEM Name

The notes on pages 17 to 22 form part of these financial statements.

**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2006

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with applicable United Kingdom accounting standards, the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in March 2005 (SORP 2005) and the Companies Act 1985.

Change in basis of accounting

The charity has prepared accounts using the SORP 2005 format as required by the Charity Commission. This has resulted in a restatement of the 2005 comparatives.

The overall position of the charity as at 31st March 2005 has not changed as a result of this restatement.

Cash flow statement

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity is small.

Donations

Donations and legacies are accounted for in the year of receipt, unless notification is received before the year end, and the income is received shortly after.

Grants

Grants are credited to the financial statements in the year in which they are receivable.

Where grants are received in respect of capital purchases, the grant is credited to the statement of financial activities in the year in which the expenditure is incurred. The expenditure is also recognised in full in the same year.

Fixed assets

All fixed assets are initially recorded at cost.

Depreciation

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

Office equipment	- 25% straight line
Fixtures & fittings	- 25% straight line
Motor vehicles	- 25% straight line

BLACK ASSOCIATION OF WOMEN STEP OUT LTD COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2006

1. ACCOUNTING POLICIES *(continued)*

Resources expended

Resources expended are included in the statement of financial affairs on an accruals basis.

Certain expenditure is directly attributable to specific activities and has been included in the costs relating to that activity. Where costs cannot be directly attributed to a specific activity they have been allocated on a basis consistent with the use of the resource.

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2006 £	Total Funds 2005 £
Donations				
Donations	7,710	–	7,710	4,140
Fundraising	10,376	–	10,376	9,750
Grants receivable				
SPRG Direct Access	743,219	–	743,219	747,798
Children in Need	–	26,165	26,165	11,881
National Assembly for Wales core grant	203,499	–	203,499	192,989
Big Lottery Fund	–	30,327	30,327	91,389
Cardiff Tenant Support Scheme	335,332	–	335,332	464,109
Swansea Tenant Support Scheme	145,816	–	145,816	61,862
	<u>1,445,952</u>	<u>56,492</u>	<u>1,502,444</u>	<u>1,583,918</u>

3. INVESTMENT INCOME

	Unrestricted Funds £	Total Funds 2006 £	Total Funds 2005 £
Bank interest receivable	<u>17,996</u>	<u>17,996</u>	<u>12,798</u>

4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total Funds 2006 £	Total Funds 2005 £
Womens refuges rental income	<u>64,821</u>	<u>64,821</u>	<u>65,332</u>

5. OTHER INCOMING RESOURCES

	Unrestricted Funds £	Total Funds 2006 £	Total Funds 2005 £
Other income	<u>2,173</u>	<u>2,173</u>	<u>4,347</u>

**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2006

6. COSTS OF GENERATING VOLUNTARY INCOME

	Unrestricted Funds £	Total Funds 2006 £	Total Funds 2005 £
Publications and publicity costs	20,096	20,096	16,383

7. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2006 £	Total Funds 2005 £
Womens refugees	601,141	26,012	627,153	587,955
Floating support and advice	676,461	69,319	745,780	651,248
Support costs	86,098	—	86,098	67,376
	<u>1,363,700</u>	<u>95,331</u>	<u>1,459,031</u>	<u>1,306,579</u>

Support costs have been apportioned to charitable activities on the basis of overall cost to the charity of each activity.

8. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Direct charitable expenditure £	Support costs £	Total Funds 2006 £	Total Funds 2005 £
Womens refugees	627,154	36,057	663,211	618,274
Floating support and advice	745,779	50,041	795,820	688,305
	<u>1,372,933</u>	<u>86,098</u>	<u>1,459,031</u>	<u>1,306,579</u>

9. GOVERNANCE COSTS

	Unrestricted Funds £	Total Funds 2006 £	Total Funds 2005 £
Audit fees	5,288	5,288	4,465
Financial advice	1,763	1,763	—
Legal and professional fees	1,685	1,685	10,831
Consultancy fees	30,773	30,773	7,799
Costs of trustees' meetings	954	954	809
Interest payable	311	311	—
Governance costs	2,097	2,097	—
	<u>42,871</u>	<u>42,871</u>	<u>23,904</u>

Included in the cost of trustee meetings is an amount of £437 (2005 - £183) paid to the individual trustees in reimbursement of expenses. A total of two trustees claimed expenses during the year:

Alpa Dhanani - £240
Amina Ali - £197

**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2006

10. OTHER RESOURCES EXPENDED

	Unrestricted Funds £	Total Funds 2006 £	Total Funds 2005 £
Losses on disposal of tangible fixed assets	<u>4,745</u>	<u>4,745</u>	<u>-</u>

11. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2006 £	2005 £
Staff pension contributions	33,840	26,216
Depreciation	39,616	30,119
Auditors' fees	<u>5,288</u>	<u>4,465</u>

12. FUND TRANSFERS

Fund transfers represent expenditure in excess of restricted fund balances.

13. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2006 £	2005 £
Wages and salaries	950,648	887,013
Social security costs	97,536	86,961
Other pension costs	33,840	26,216
	<u>1,082,024</u>	<u>1,000,190</u>

No trustee received any remuneration during the year (2005 nil).

Defined Contribution Pension Scheme

The pension scheme is run by Standard Life. The total cost to the charity of employers' contributions to the scheme during the year was £33,840 (2005 - £26,216).

There were no contributions outstanding at the year end.

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2006 No	2005 No
Service delivery staff	41	40
Administrative staff	5	4
	<u>46</u>	<u>44</u>

No employee received emoluments of more than £60,000 during the year (2005 - Nil).

**BLACK ASSOCIATION OF WOMEN STEP OUT LTD
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2006

14. TANGIBLE FIXED ASSETS

	Office furniture £	Refuge furniture £	Motor vehicles £	Total £
COST				
At 1 April 2005	44,525	36,245	56,880	137,650
Additions	20,488	16,668	—	37,156
Disposals	(5,258)	(6,188)	—	(11,446)
At 31 March 2006	<u>59,755</u>	<u>46,725</u>	<u>56,880</u>	<u>163,360</u>
DEPRECIATION				
At 1 April 2005	17,106	13,960	14,220	45,286
Charge for the year	14,240	11,156	14,220	39,616
On disposals	(3,746)	(2,953)	—	(6,699)
At 31 March 2006	<u>27,600</u>	<u>22,163</u>	<u>28,440</u>	<u>78,203</u>
NET BOOK VALUE				
At 31 March 2006	<u>32,155</u>	<u>24,562</u>	<u>28,440</u>	<u>85,157</u>
At 31 March 2005	<u>27,419</u>	<u>22,285</u>	<u>42,660</u>	<u>92,364</u>

15. DEBTORS

	2006 £	2005 £
Trade debtors	2,520	787
Other debtors	27,089	38,391
Prepayments	12,585	4,471
	<u>42,194</u>	<u>43,649</u>

16. CREDITORS: Amounts falling due within one year

	2006 £	2005 £
Bank loans and overdrafts	7,617	—
Other creditors	10,649	5,223
Accruals	27,346	14,147
	<u>45,612</u>	<u>19,370</u>