

**BLACK ASSOCIATION OF WOMEN STEP OUT
LIMITED**

COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

31 MARCH 2011

Charity Number 1084854



WALTER HUNTER & CO LIMITED

Chartered Accountants & Statutory Auditor

24 Bridge Street

Newport

South Wales

NP20 4SF

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

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

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BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

CHAIR'S STATEMENT

YEAR ENDED 31 MARCH 2011

CHAIR'S STATEMENT

I would like to take the opportunity to thank the staff for working extremely hard last year to meet all our targets. We continue to deliver vital services to the most vulnerable members of the communities. I am pleased to advise that BAWSO has met all the targets. Last year we said we going to develop the following and we did

- Development of a refuge in North Wales
- Securing a 2nd Trafficking Project
- Expansion of the FGM Project
- Increasing the capacity of the Research and Development Dept

In addition we have secured funding for the following

- Floating Support Merthyr Tydfil
- Volunteer Project in Cardiff
- IDVA Project in Newport
- Funding for Children's Activities in Swansea
- Funding for Youth Activities in Wrexham
- Development of the FGM Toolkit
- Community Cohesion Project (Wrexham and Conwy)

During the period a total of 1867 women and children were supported in BAWSO by 63 paid staff, 165 volunteers and 147 interpreters. We are confident that the charity is well governed and managed, and entirely viable.

We also recognised the challenging times ahead as all service providers expect cuts in funding. We are aware of the impact of this cut and endeavour to retain the quality of our services.

We would like to Thank

- The Welsh Government
- Local Authorities (Cardiff, Newport, Merthyr Tydfil, Swansea, Wrexham, Denbighshire and Flintshire) o Local Housing Associations
- Women's Aid groups
- Welsh Women's Aid
- WCVA
- BME organisations
- BME communities in Wales
- Committed Individuals from the Welsh communities at large
- Staff
- Volunteers
- Interpreters

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2011

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 2011

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Black Association of Women Step Out Limited
Charity registration number	1084854
Company registration number	03152590
Principal office	9 Cathedral Road Cardiff CF11 9HA

THE TRUSTEES

The trustees who served the company during the period were as follows

Mrs E Emezie	
Mrs C Sinha	
Mrs V Patel	
Mrs M Wilson	
Mrs T Khan	
Mrs W Wilson - Williams	(Appointed 6 December 2010)
Mrs S Duval	(Appointed 21 February 2011)
Mrs S Moyo	(Appointed 7 March 2011)
Mrs C Love	(Appointed 21 February 2011)
Mrs S Newman	(Appointed 7 March 2011)
Mrs L Eades	(Retired 24 September 2010)
Mrs A Dirar	(Retired 31 March 2011)

Mrs M Wilson retired as a member of the committee on 11 July 2011

Secretary	Mutale Merrill
Auditor	Walter Hunter & Co Limited Chartered Accountants & Statutory Auditor 24 Bridge Street Newport South Wales NP20 4SF
Bankers	The Co-operative Bank High Street Cardiff

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance

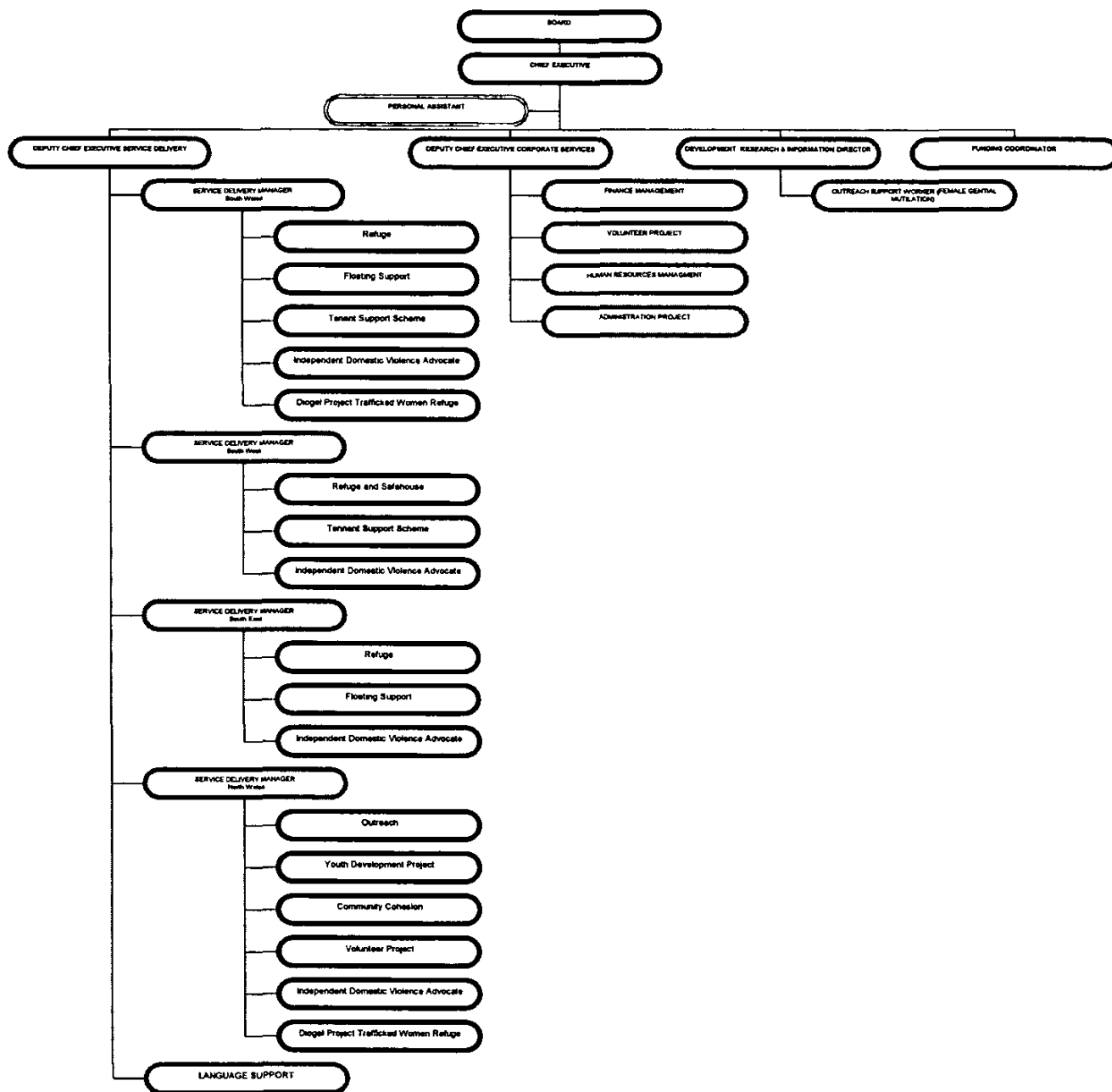
This year a total of 12 Board Members served BAWSO. They acquire a wide range of skills, experience and knowledge. They also come from varied professional background. A training programme is available to cover other areas specific to BAWSO strategic management.

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2011

Structure



BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2011

Strategic Management

BAWSO is working towards the Business Plan 2009 2012. The management Team meet every month and review their targets in the Annual Operational Plan.

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 board of directors 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 £545,817 to £1,091,633. At this level, the board 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 charity is committed to working towards these limits.

Major Risks

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

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charities aims and objectives and in planning future activities.

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2011

OBJECTIVES AND ACTIVITIES

Existing Projects

Service Delivery

4 Refuges supporting women and children in Cardiff, Newport and Swansea 2 Safe houses in Swansea
129 Floating support Units in Cardiff, Newport, Swansea, Merthyr and North Wales Outreach project
in North Wales

Development, Research and Information Project

The key priorities for 2010/2011

- Identify and engage in Research on VAW and Domestic Abuse
- Prove that we value service users by improving their participation in the development delivery of services
- Improve monitoring and evaluation mechanisms within the organization
- Engage with voluntary and community organizations from BME communities and Women's organizations
- Promote the VAW and DA prevention agenda

Language support project

The project provides language support to the service users who speak little or no English. The project is an essential part of support as without language support BAWSO's work would be unattainable. There are 147 interpreters on the BAWSO interpreter's database covering 60 different languages.

Volunteering

BAWSO recognises the importance of volunteers to the organisation. Volunteers' gifts of time are crucial to the organisations well-being and success. Volunteering plays an integral part in the organisations' provision and delivery of a holistic service to BME women and children suffering from domestic violence. Volunteers bring many benefits to the organisation including diversity, innovation and enthusiasm, and are a valuable source of flexible and informal support, which provides added value to BAWSO's more formal support services.

BAWSO's volunteer project is funded by WCVA and Lloyds TSB Foundation. To date 84 volunteers benefitted from the project in Cardiff and 81 volunteers benefitted from the project in North Wales.

Youth Development

The North Wales Young people's project is funded by Comic Relief to provide practical and emotional support to young BME women between the ages of 11 and 21 years who have experienced and fled domestic abuse including forced marriage.

The project commenced in October 2008 and is in its final year of operation. To date the Youth Development Worker has supported 120 Young People.

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2011

Diogel Project

Diogel Project in Cardiff is the first supported housing project for trafficking women in Wales. The aim of the project is to provide appropriate accommodation and support. The project provides advocacy support and act as a conduit between the client and the relevant justice criminal justice agencies, UK Border Agency, social services and health services. It also provides information and as necessary, assists in arranging voluntary returns to countries of origin.

Sojourner Project

BAWSO has been supporting women with no recourse to public funds for many years and after lobbying in both at local and national level, for the government to come up with a permanent solution to address the plight of women.

Sojourner Project Started on 30th November 2009. Since the start of the project we have supported 22 women with no recourse to public funds. The pilot project has been extended to March 2012.

The Government has reached a long term decision regarding financial support for victims of domestic violence with no recourse to public funds. From the 1st April 2012 victims of domestic violence who entered the UK on a Spouse Visa will have access to public funds. This is huge step forward and extremely welcome. The campaign to get equality for victims of DV who hold other visas will continue.

New Developments

FGM Health and Safeguarding Project

In 2008 research was commissioned by BAWSO to study the prevalence of Female Genital Mutilation (FGM) and the attitudes and perceptions of practicing communities in Wales. FGM is globally recognised and condemned as a practice which breaches basic human rights. It is an act of cruelty which causes significant harm both in the short and long term. FGM constitutes physical and emotional abuse to children and therefore contravenes the UN Convention on the Rights of the Child. The research is based on our belief that it is fundamentally important to challenge such a practice and those who agree with it or accept its perpetration rather than object to it.

The research revealed that members of BME communities affected by FGM are willing not only to talk about the practice but also actively be involved in putting an end to it. They are perfectly placed to raise awareness to the three groups that our research identified as having the potential to becoming instrumental in the change:

- Newly arrived families,
- Men from affected communities
- Health and educational practitioners

As result of this research, in April 2010 BAWSO was granted a 3 year funding by Esmee Fairbairn, Rosa and City Parochial Foundations. The aim of this project is to strengthen community ownership of FGM and taking action towards its eradication through Prevention, Protection and Support.

Welsh Government has funded the development of a toolkit for health professionals.

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2011

Diogel Trafficked Women's Refuge Project in North Wales

In August 2010 an application was made to the Welsh Government for funding through the Capital Programme to extend our provision of trafficking project to North Wales. The Project proposal was to accommodate up to 3 women over the age of 18 who have been trafficked. The Capital Funding was granted in February 2011 and the project is fully operational now. To date we have supported 2 women in the project.

IDVA Project Newport

In October 2010 Safer Newport sent a tender out to all domestic abuse organization to provide an IDVA support service to the IDVA worker currently working in Newport for 1 year. BAWSO was successful in securing the IDVA tender.

The aim of the project is to support victims of domestic violence in relation to criminal and civil proceedings and to provide information regarding safety measures.

- This will be achieved by providing a service to victims who have high risk of harm
- To address their safety needs and help them to manage the risks that they face
- To maintain engagement with the Criminal Justice System
- Increased reporting domestic violence cases
- Reduce repeat victimization by providing support for victims and children at risk of harm from domestic violence

Merthyr Tydfil Floating Support Project.

BAWSO has achieved another new development in Merthyr Tydfil providing 5 units of floating support to all women fleeing domestic abuse. The service was previously provided by Safer Merthyr. It was an achievement for BAWSO to win this tender as the provision of support is for all women fleeing domestic abuse not just BME. It was the first time that we have submitted a tender to deliver services in the Merthyr area. 2 mainstream organizations already working in the area also tendered to provide the support but BAWSO got the contract.

Community Cohesion Project (Wrexham and Conwy)

The project was a joint project run by BAWSO and The Venture. BAWSO and The Venture recognize the need to build strong and resilient communities where people from diverse backgrounds can excel and work jointly to realise their full potential. The proposed project in Wrexham is intended to encourage community members to come together and contribute towards creating a safe and fulfilling environment in which to live.

The project will address a range of short-term issues and invest in a number of longer-term issues which we hope can be continued after the project funding ceases. Building on our experience of previous community cohesion projects, it is vital that a clear picture is gained of the key issues. Previous research revealed that the predominant community cohesion issues involve BME members and older people and therefore the project will concentrate primarily but not exclusively with these two groups. The project will continue the work already commenced, working primarily with North Wales Police, the Housing Dept and Wrexham County Borough Council's Community Cohesion team.

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2011

Cross Boundary Floating Support Project -North Wales

In January 2009 BAWSO was awarded Supporting People funds through a partnership of three North Wales Local Authorities namely, Flintshire, Wrexham and Denbighshire to provide 10 units of cross boundary floating support services. The service was a pilot for two years aimed at people fleeing domestic violence who have a housing support need and a legal interest in accommodation as a householder. The project is for people from BME background who feel they are not able to access mainstream domestic abuse services. Since the project started we supported 18 clients in Wrexham, 12 clients in Flintshire and 6 clients in Denbighshire.

In December 2010 however, the Local Authorities decided to close the pilot as they believed this project was not a priority for their areas.

ACHIEVEMENTS AND PERFORMANCE

- FGM Health and Safeguarding Project
- Trafficked women's Refuge in North Wales
- IDVA Project in Newport
- Floating Support Project in Merthyr Tydfil

FINANCIAL REVIEW

BAWSO is pleased to report a surplus in the Financial Year 2010 2011. BAWSO has been successful in obtaining funding for new projects and also funding to expand existing services. Welsh Government has also awarded Capital Funding for the Trafficking Project in North Wales, making it our second capital purchase.

There has also been a major cost cutting exercise within the organisation to reduce some of the central running cost and also a reduction in employment packages. We have however ensured that our services were not affected by this.

Over the last few difficult years BAWSO has reported deficits and hence the reduction in our reserves level. Given the performance of the current year, our aim now is to rebuild the reserves to the required level as per the reserves policy.

PLANS FOR FUTURE PERIODS

The key themes for the future are

- Development of a Floating Support Project in Caerphilly
- Expansion of the IDVA Project to other areas
- Increasing the capacity of the Development, Research and Information Department

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2011

RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also the directors of Black Association of Women Step Out Limited for the purposes of company law) are responsible for preparing the Trustees Annual Report, the Chair's statement and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to

select suitable accounting policies and then apply them consistently,

observe the methods and principles in the Charities SORP,

make judgements and 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 charitable company will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

In so far as the trustees are aware

there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information

AUDITOR

Walter Hunter & Co Limited are deemed to be re-appointed under section 487(2) of the Companies Act 2006

Registered office
9 Cathedral Road
Cardiff
CF11 9HA

Signed by order of the trustees


MUTALE MERRILL
Company Secretary

23/4/11

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

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

YEAR ENDED 31 MARCH 2011

We have audited the financial statements of Black Association of Women Step Out Limited for the year ended 31 March 2011 on pages 12 to 24, which have been prepared on the basis of the accounting policies set out on pages 14 to 16

This report is made solely to the company's members, as a body, in accordance with sections 495 and 496 of the Companies Act 2006. 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 TRUSTEES AND AUDITORS

The responsibilities of the trustees (who also act as directors of Black Association of Women Step Out Limited 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) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Responsibilities of the Trustees on page 9.

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, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been prepared in accordance with the Companies Act 2006. We also report to you whether in our opinion the information given in the Trustees' Annual Report is consistent with those financial statements. The information given in the Trustees' Report includes that specific information presented in the Chair's statement that is cross referred from the Business Review section of the Trustees' Report.

In addition we report to you if, in our opinion, the charity has not kept adequate accounting records, if the charity's financial statements are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made.

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 Chair'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.

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

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

YEAR ENDED 31 MARCH 2011

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 charity'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.

OPINION

In our opinion

- the financial statements give a true and fair view of the state of the charity's affairs as at 31 March 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice,
- the financial statements have been prepared in accordance with the Companies Act 2006, and
- the information given in the Trustees Annual Report is consistent with the financial statements



JONATHAN RHODES BSC (HONS) 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

23rd September 2011

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

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

YEAR ENDED 31 MARCH 2011

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2011 £	Total Funds 2010 £
INCOMING RESOURCES					
Incoming resources from generating funds					
Voluntary income	2	1,740,125	480,265	2,220,390	1,922,542
Investment income	3	6,565	–	6,565	43,395
Incoming resources from charitable activities	4	<u>298,432</u>	<u>–</u>	<u>298,432</u>	<u>293,535</u>
TOTAL INCOMING RESOURCES		<u>2,045,122</u>	<u>480,265</u>	<u>2,525,387</u>	<u>2,259,472</u>
RESOURCES EXPENDED					
Charitable activities	5/6	(1,848,207)	(313,883)	(2,162,090)	(2,235,449)
Governance costs	7	<u>(21,177)</u>	<u>–</u>	<u>(21,177)</u>	<u>(27,949)</u>
TOTAL RESOURCES EXPENDED		<u>(1,869,384)</u>	<u>(313,883)</u>	<u>(2,183,267)</u>	<u>(2,263,398)</u>
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS					
	8	175,738	166,382	342,120	(3,926)
Transfer between funds	9	<u>7,377</u>	<u>(7,377)</u>	<u>–</u>	<u>–</u>
NET INCOME/(EXPENDITURE) FOR THE YEAR		183,115	159,005	342,120	(3,926)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>200,464</u>	<u>474,724</u>	<u>675,188</u>	<u>679,114</u>
TOTAL FUNDS CARRIED FORWARD		<u>383,579</u>	<u>633,729</u>	<u>1,017,308</u>	<u>675,188</u>

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 14 to 24 form part of these financial statements

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

31 MARCH 2011

	Note	2011 £	2010 £
FIXED ASSETS			
Tangible assets	11	632,750	503,774
Investments	12	<u>1</u>	<u>1</u>
		632,751	503,775
CURRENT ASSETS			
Debtors	13	99,819	136,157
Cash at bank and in hand		<u>381,384</u>	<u>102,931</u>
		481,203	239,088
CREDITORS: Amounts falling due within one year	14	<u>(96,646)</u>	<u>(67,675)</u>
NET CURRENT ASSETS		384,557	171,413
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,017,308</u>	<u>675,188</u>
NET ASSETS		<u>1,017,308</u>	<u>675,188</u>
FUNDS			
Restricted income funds	17	633,729	474,714
Unrestricted income funds	18	<u>383,579</u>	<u>200,474</u>
TOTAL FUNDS		<u>1,017,308</u>	<u>675,188</u>

These financial statements were approved by the members of the committee on the 8/9/11 and are signed on their behalf by

Chetna Sinha

MRS C SINHA

[Signature]

MRS V PATEL

Company Registration Number 03152590

The notes on pages 14 to 24 form part of these financial statements

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value, 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 2006

Consolidation

In the opinion of the members of the committee, the company and its subsidiary undertakings comprise a small group. The company has therefore taken advantage of the exemption provided by Section 398 of the Companies Act 2006 not to prepare group accounts.

The directors do not consider the cost of preparing consolidated accounts justifiable and note 9 provides adequate details relating to the nature of the trading subsidiary.

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 company is small.

Incoming resources

Incoming resources are accounted for on an accruals basis except appeal and donation income which is recognised when received.

Investment income

Bank interest received is included on an accruals basis.

Deferred income

In accordance with the statement of recommended practice for accounting and reporting by charities (Effective April 2005) issued by the charity commission for England & Wales, grants received in advance and specified by the donor as relating to specific accounting periods or alternatively which are subject to conditions which are still to be met, and which are outside the control of the charity or where it is uncertain whether the conditions can or will be met, are deferred on an accruals basis to the period to which they relate. Such deferrals are shown in the notes to the accounts and the sums involved are shown as creditors in the accounts.

Unrealised and realised gains

Realised gains and losses are included in the accounts on the date at which a contractual obligation is entered into.

Unrealised gains and losses are computed by reference to the market value of the investments at the balance sheet date, compared to the brought forward cost or valuation, and gains and losses arising on similar categories of investments are netted off.

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

1. ACCOUNTING POLICIES *(continued)*

Resources expended

Expenditure within the relevant activity categories of resources are recognised when there is a legal and constructive obligation committing the charity to expenditure, as described in financial reporting standards 5 and 12

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is

Costs of generating funds

Costs are included in generating income resources from all sources other than from undertaking charitable activity

Charitable activities

Costs included in charitable activities comprise all resources applied by the charity in undertaking its work to meet its charitable objectives as opposed to the cost of raising the funds to finance these activities and governance costs

Governance costs

Included are the costs of governance arrangements which relate to the general running of the charity as opposed to the direct management functions inherent in generating funds, service delivery and programme or project work

Allocation of costs within types of resources expended. The methods and principles for the allocation and apportionment of all costs between the different activity categories of resources set out above are

- A) Staff time
- B) Directly attributable

Taxation

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

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

Freehold Property	-	2% p a straight line	The cost of the land is not
depreciated			
Office Furniture	-	33% p a straight line	
Refuge Furniture	-	33% p a straight line	
Motor Vehicles	-	25% p a straight line	

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

1. ACCOUNTING POLICIES *(continued)*

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2011 £	Total Funds 2010 £
Donations				
Miscellaneous	11,476	–	11,476	2,135
Fundraising	4,414	–	4,414	3,343
Grants receivable				
SPRG Direct Access	589,431	–	589,431	586,663
SPRG Floating Support	442,368	–	442,368	418,738
Comic Relief	–	40,266	40,266	39,543
BBC Children in Need	–	35,756	35,756	36,304
EHRC	–	–	–	9
National Assembly for Wales				
Childcare funding	29,875	–	29,875	29,876
Welsh Government core grant	213,796	–	213,796	213,796
Welsh Government North Wales				
funding	130,170	–	130,170	130,169
WCVA	–	12,500	12,500	24,916
Home Office	–	66,250	66,250	62,020
Cardiff Tenant Support Scheme	219,804	–	219,804	219,804
Swansea Tenant Support Scheme	79,896	–	79,896	79,846
Criminal Justice Diogel project	–	120,000	120,000	73,226
Playscheme fund Swansea City				
Council	–	1,303	1,303	1,004
Welsh Women's Aid	–	–	–	1,150
WWNC	2,000	–	2,000	–
Core funding FGM Project	–	3,000	3,000	–
WCVA GWIRVOL Fund	–	5,454	5,454	–
Lloyds TSB Foundation England and				
Wales	–	3,333	3,333	–
Esmee Fairbairn	–	20,872	20,872	–
Merthyr Tydfil Housing Association				
floating support	7,679	–	7,679	–
Association of voluntary organisations				
Wrexham	–	2,600	2,600	–
Wrexham community cohesion	9,216	–	9,216	–
Wrexham trafficking project	–	168,931	168,931	–
	<u>1,740,125</u>	<u>480,265</u>	<u>2,220,390</u>	<u>1,922,542</u>

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

3. INVESTMENT INCOME

	Unrestricted Funds	Total Funds 2011	Total Funds 2010
	£	£	£
Income from UK group undertakings	6,471	6,471	43,373
Bank interest receivable	94	94	22
	<u>6,565</u>	<u>6,565</u>	<u>43,395</u>

4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Total Funds 2011	Total Funds 2010
	£	£	£
Rental Income	<u>298,432</u>	<u>298,432</u>	<u>293,535</u>

5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds	Restricted Funds	Total Funds 2011	Total Funds 2010
	£	£	£	£
Women's refuges	533,400	163,519	696,919	847,617
Floating support and advice	831,126	150,364	981,490	836,712
Support costs	483,681	–	483,681	551,120
	<u>1,848,207</u>	<u>313,883</u>	<u>2,162,090</u>	<u>2,235,449</u>

6. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Direct charitable expenditure	Support costs	Total Funds 2011	Total Funds 2010
	£	£	£	£
Women's refuges	696,919	140,944	837,863	1,086,968
Floating support and advice	981,490	342,737	1,324,227	1,148,481
	<u>1,678,409</u>	<u>483,681</u>	<u>2,162,090</u>	<u>2,235,449</u>

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

7. GOVERNANCE COSTS

	Unrestricted Funds	Total Funds 2011	Total Funds 2010
	£	£	£
Audit fees (Including VAT)	7,200	7,200	6,321
Legal and Professional fees	10,365	10,365	13,857
Costs of trustees' meetings	1,720	1,720	5,514
Bank charges	1,892	1,892	2,257
	<u>21,177</u>	<u>21,177</u>	<u>27,949</u>

Included in the cost of Trustees' meetings is an amount of £17 80 (2010 £3 20) paid to the individual Trustees in reimbursement of expenses. One Trustee claimed expenses during the year.

Funds belonging to the charity have been used for the purchase of insurance to protect the charity from loss arising from the neglect or defaults of its trustees, employees or agents, or and to indemnify its trustees, employees or agents, against the consequences of any neglect or default on their part. The sum expended on such insurance was £1,156 (2010 £1,145).

8. NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR

This is stated after charging

	2011	2010
	£	£
Staff pension contributions	40,585	63,859
Depreciation	32,487	48,431
Auditors' remuneration		
- audit of the financial statements	<u>7,200</u>	<u>6,321</u>

9. FUND TRANSFERS

A transfer during the year from unrestricted revenue funds to a restricted designated capital fund was made in order to reflect the net book value of the property as at 31st March 2011.

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

10. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2011 £	2010 £
Wages and salaries	1,423,844	1,426,542
Social security costs	138,796	138,650
Other pension costs	40,585	63,859
	<u>1,603,225</u>	<u>1,629,051</u>

No Trustee received any remuneration during the year (2010 nil)

Particulars of employees:

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

	2011 No	2010 No
Number of service delivery staff	57	55
Number of administrative staff	6	6
	<u>63</u>	<u>61</u>

The number of employees whose remuneration for the year fell within the following bands, were

	2011 No	2010 No
£60,000 to £69,999	<u>1</u>	<u>1</u>

11. TANGIBLE FIXED ASSETS

	Freehold property £	Office Furniture £	Refuge Furniture £	Motor Vehicles £	Total £
COST					
At 1 April 2010	461,073	132,026	89,705	56,880	739,684
Additions	158,639	2,750	1,970	–	163,359
Disposals	–	(12,139)	(24,698)	–	(36,837)
At 31 March 2011	<u>619,712</u>	<u>122,637</u>	<u>66,977</u>	<u>56,880</u>	<u>866,206</u>
DEPRECIATION					
At 1 April 2010	7,377	101,675	71,875	56,879	237,806
Charge for the year	7,377	14,850	10,260	–	32,487
On disposals	–	(12,139)	(24,698)	–	(36,837)
At 31 March 2011	<u>14,754</u>	<u>104,386</u>	<u>57,437</u>	<u>56,879</u>	<u>233,456</u>
NET BOOK VALUE					
At 31 March 2011	<u>604,958</u>	<u>18,251</u>	<u>9,540</u>	<u>1</u>	<u>632,750</u>
At 31 March 2010	<u>453,696</u>	<u>30,351</u>	<u>17,830</u>	<u>1</u>	<u>501,878</u>

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

12. INVESTMENTS

Movement in market value

	2011 £	2010 £
Acquisitions at cost	1	1
Market value at 31 March 2011	1	1
Historical cost at 31 March 2011	1	1

Analysis of investments at 31 March 2011 between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2011 £	Total Funds 2010 £
Other investments				
UK Group undertakings	-	-	-	1
Investments in group undertakings				
Ordinary shares Unrestricted fund			1	1

The company owns 100% of the issued ordinary share capital of BAWSO Training and Interpreting Services Limited the Company is incorporated in England & Wales

Aggregate capital and reserves

	2011 £	2010 £
BAWSO Training and Interpreting Services Limited	(£29,733)	(£42,259)
Profit and (loss) for the year		
BAWSO Training and Interpreting Services Limited	£12,526	(£42,260)

Under the provision of section 398 of the Companies Act 2006 the company is exempt from preparing consolidated accounts and has not done so, therefore the accounts show information about the company as an individual entity

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

13. DEBTORS

	2011	2010
	£	£
Trade debtors	10,382	21,672
Amounts owed by group undertakings	49,892	55,618
Other debtors	262	512
Prepayments	39,283	58,355
	<u>99,819</u>	<u>136,157</u>

14. CREDITORS: Amounts falling due within one year

	2011	2010
	£	£
Trade creditors	16,185	7,245
PAYE and social security	36,737	36,838
Accruals	43,724	23,592
	<u>96,646</u>	<u>67,675</u>

15. COMMITMENTS UNDER OPERATING LEASES

At 31 March 2011 the company had annual commitments under non-cancellable operating leases as set out below

	2011		2010	
	Land and buildings £	Other items £	Land and buildings £	Other items £
Operating leases which expire:				
Within 1 year	-	-	-	1,985
Within 2 to 5 years	41,500	22,086	9,500	29,086
After more than 5 years	119,878	-	193,518	-
	<u>161,378</u>	<u>22,086</u>	<u>203,018</u>	<u>31,071</u>

16. DISCLOSURE OF LIMITATION OF AUDITORS' LIABILITY

By way of a members' resolution dated 25th November 2010, 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

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

17. RESTRICTED INCOME FUNDS

	Balance at 1 Apr 2010 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 Mar 2011 £
Esme Fairbairn Lloyds TSB Foundation	–	20,872	(19,024)	–	1,848
England & Wales Association of voluntary organisations	–	3,333	(2,392)	–	941
Wrexham Wrexham	–	2,600	(600)	–	2,000
Trafficking project	–	168,931	(4,447)	(158,638)	5,846
FGM Project	–	3,000	(3,000)	–	–
WCVA	–	5,454	(3,465)	–	1,989
GWIRVOL	–	5,454	(3,465)	–	1,989
BBC Children in Need	3,428	35,756	(33,159)	–	6,025
IDVA Cardiff	–	32,500	(31,257)	–	1,243
Comic Relief	9,922	40,266	(43,872)	–	6,316
North Wales Freehold Property	453,695	–	–	151,261	604,956
Swansea Playscheme	–	1,303	(1,492)	–	(189)
WCVA	969	12,500	(11,120)	–	2,349
Diogel project	6,483	120,000	(129,187)	–	(2,704)
IDVA Swansea	227	33,750	(30,868)	–	3,109
	<u>474,724</u>	<u>480,265</u>	<u>(313,883)</u>	<u>(7,377)</u>	<u>633,729</u>

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

17. RESTRICTED INCOME FUNDS *(continued)*

Lloyds TSB Foundation is a two year funding for the Cardiff Volunteer project to create volunteering opportunities for people from disadvantaged background

WCVA GWIRVOL is a one year funding for the Cardiff Volunteer project to create volunteering opportunities for young people under 25

WCVA have funded the 3 year volunteer Project in North Wales to create volunteer opportunities to BME women in North Wales

Trafficked Women's Project (Diogel) funded by the Home Office was the first supported housing project for trafficking women in Wales. The aim of the project is to provide appropriate accommodation and support

North Wales Trafficked Women's Project (Diogel) has been both Capital and revenue funded by the Welsh Government. This is the first BME refuge in North Wales

The joint initiative of the City Parochial Foundation (CPF), Esmée Fairbairn Foundation (EF) and Rosa (the UK's Women's Fund), funded BAWSO for a 3 year period for community-based preventative work on FGM. The funding is for a part time outreach worker and cost of community engagement

Welsh Government have funded the development of a FGM toolkit to help support the health professionals in their work

The IDVA grant is used to fund the employment of an Independent Domestic Violence Adviser to support service users through the Specialist Violence Court (SDVC) Service in Cardiff, Swansea and Newport

BBC Children in Need Grant is used to fund the Childcare Support Worker, the children's activities and events/trips to acknowledge the need of the diverse client group

The Comic Relief grant has been awarded over a three year term towards salaries and running cost of the Youth Project in Wrexham to support young girls who are potential victims of Domestic Abuse

AVOW has funded one of activities for the disadvantaged youth in Wrexham

Swansea Play scheme funding was to run after school and holiday clubs for the children in the Swansea Refuge

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2011

18. UNRESTRICTED INCOME FUNDS

	Balance at 1 Apr 2010	Incoming resources	Outgoing resources	Transfers	Balance at 31 Mar 2011
	£	£	£	£	£
General Funds	<u>200,464</u>	<u>2,045,122</u>	<u>(1,869,384)</u>	<u>7,377</u>	<u>383,579</u>

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Net current assets £	Total £
Restricted Income Funds:			
Esmee Fairbairn	–	1,848	1,848
Lloyds TSB Foundation England & Wales	–	941	941
Association of voluntary organisations Wrexham	–	2,000	2,000
Wrexham Trafficking project	–	5,846	5,846
WCVA GWIRVOL	–	1,989	1,989
BBC Children in Need	–	6,025	6,025
IDVA Cardiff	–	1,243	1,243
Comic Relief	–	6,316	6,316
North Wales Freehold Property	604,956	–	604,956
Swansea Playscheme	–	(189)	(189)
WCVA	–	2,349	2,349
Diogel project	–	(2,704)	(2,704)
IDVA Swansea	–	3,109	3,109
	<u>604,956</u>	<u>28,773</u>	<u>633,729</u>
Unrestricted Income Funds	<u>27,795</u>	<u>366,021</u>	<u>393,816</u>
Total Funds	<u>632,751</u>	<u>394,794</u>	<u>1,027,545</u>

20. RELATED PARTY TRANSACTIONS

The company was under the control of the Trustees throughout the current and previous year

As at 31st March 2011 the Company was owed £49,892(2010 £55,618) from BAWSO Training and Interpreting Services Limited in respect of management charges receivable of £6,471(2010 £43,373)

21. COMPANY 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 12 board members of the company (2010 12 members)

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

MANAGEMENT INFORMATION

YEAR ENDED 31 MARCH 2011

**The following pages do not form part of the statutory financial statements
which are the subject of the independent auditor's report on pages 10 to 11**

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2011

	2011 £	2010 £
INCOMING RESOURCES		
VOLUNTARY INCOME		
Miscellaneous	11,476	2,135
Fundraising	4,414	3,343
SPRG Direct Access	589,431	586,663
SPRG Floating Support	442,368	418,738
Comic Relief	40,266	39,543
BBC Children in Need	35,756	36,304
EHRC	—	9
National Assembly for Wales Childcare funding	29,875	29,876
Welsh Government core grant	213,796	213,796
Welsh Government North Wales funding	130,170	130,169
WCVA	12,500	24,916
Home Office	66,250	62,020
Cardiff Tenant Support Scheme	219,804	219,804
Swansea Tenant Support Scheme	79,896	79,846
Criminal Justice Diogel project	120,000	73,226
Playscheme fund Swansea City Council	1,303	1,004
Welsh Women's Aid	—	1,150
WWNC	2,000	—
Core funding FGM Project	3,000	—
WCVA GWIRVOL Fund	5,454	—
Lloyds TSB Foundation England and Wales	3,333	—
Esmee Fairbairn	20,872	—
Merthyr Tydfil Housing Association floating support	7,679	—
Association of voluntary organisations Wrexham	2,600	—
Wrexham community cohesion	9,216	—
Wrexham trafficking project	168,931	—
	<u>2,220,390</u>	<u>1,922,542</u>
INVESTMENT INCOME		
Income from UK group undertakings	6,471	43,373
Bank interest receivable	94	22
	<u>6,565</u>	<u>43,395</u>
INCOMING RESOURCES FROM CHARITABLE ACTIVITIES		
Rental Income	<u>298,432</u>	<u>293,535</u>
TOTAL INCOMING RESOURCES	<u>2,525,387</u>	<u>2,259,472</u>

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2011

RESOURCES EXPENDED

	2011 £	2010 £
CHARITABLE ACTIVITIES		
Staff costs - Wages & Salaries	1,423,844	1,426,542
Staff costs - Employer's NIC	138,796	138,650
Staff costs - Pension costs	40,585	63,859
Establishment - Rent	199,094	185,642
Establishment - Rates & Water	20,070	30,815
Establishment - Light & heat	35,522	37,406
Establishment - Repairs & maintenance	39,302	34,035
Establishment - Insurance	16,349	15,367
Establishment - Other	21,089	20,606
Motor vehicle expenses	17,820	17,850
Motor and travel costs - Other	31,494	28,622
Office expenses - Telephone	39,102	49,548
Office expenses - Other	27,882	36,197
Depreciation	32,487	48,431
Women and children's welfare	16,052	23,609
Diogel project living allowances for women	20,050	6,481
Language support	8,188	15,704
Mentoring education and awareness costs	3,489	8,499
Other staff costs	—	2,780
Volunteer expenses	(265)	2,404
Project costs	—	1,792
Direct charitable activity 2 - other (user defined) 1	13,749	—
Language support	5,945	14,654
Mentoring education and awareness costs	6,200	8,123
Other staff costs	—	8,040
Volunteer expenses	4,176	2,757
Project costs	1,070	7,036
	<u>2,162,090</u>	<u>2,235,449</u>
GOVERNANCE COSTS		
Audit fees (Including VAT)	7,200	6,321
Legal and Professional fees	10,365	13,857
Costs of trustees' meetings	1,720	5,514
Bank charges	1,892	2,257
	<u>21,177</u>	<u>27,949</u>
TOTAL RESOURCES EXPENDED	<u>2,183,267</u>	<u>2,263,398</u>
NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR	<u>342,120</u>	<u>(3,926)</u>

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2011

	2011 £	2010 £
CHARITABLE ACTIVITIES		
Women's refuges		
<i>Direct charitable expenditure</i>		
Staff costs - Wages & Salaries	300,437	413,502
Staff costs - Employer's NIC	28,720	39,937
Staff costs - Pension costs	8,423	19,546
Establishment - Rent	173,594	147,451
Establishment - Rates & Water	13,333	21,595
Establishment - Light & heat	29,547	26,505
Establishment - Repairs & maintenance	21,701	18,992
Establishment - Insurance	4,061	7,470
Establishment - Other	9,170	7,384
Motor vehicle expenses	7,727	8,925
Motor and travel costs - Other	9,163	12,318
Office expenses - Telephone	17,482	21,949
Office expenses - Other	8,410	14,428
Depreciation	17,637	26,346
Women and children's welfare	16,052	23,609
Diogel project living allowances for women	20,050	6,481
Language support	8,188	15,704
Mentoring education and awareness costs	3,489	8,499
Other staff costs	-	2,780
Volunteer expenses	(265)	2,404
Project costs	-	1,792
	<u>696,919</u>	<u>847,617</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	125,746	210,479
Staff costs - Employer's NIC	11,779	20,551
Staff costs - Pension costs	3,419	8,321
	<u>140,944</u>	<u>239,351</u>
	<u>837,863</u>	<u>1,086,968</u>

BLACK ASSOCIATION OF WOMEN STEP OUT LIMITED COMPANY LIMITED BY GUARANTEE

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2011

Floating support and advice

Direct charitable expenditure

	2011	2010
	£	£
Staff costs - Wages & Salaries	691,812	528,401
Staff costs - Employer's NIC	69,707	51,393
Staff costs - Pension costs	20,445	25,152
Establishment - Rent	25,500	38,191
Establishment - Rates & Water	6,737	9,220
Establishment - Light & heat	5,975	10,901
Establishment - Repairs & maintenance	17,601	15,043
Establishment - Insurance	12,288	7,897
Establishment - Other	11,919	13,222
Motor vehicle expenses	10,093	8,925
Motor and travel costs - Other	22,331	16,304
Office expenses - Telephone	21,620	27,599
Office expenses - Other	19,472	21,769
Depreciation	14,850	22,085
Direct charitable activity 2 - other (user defined) 1	13,749	-
Language support	5,945	14,654
Mentoring education and awareness costs	6,200	8,123
Other staff costs	-	8,040
Volunteer expenses	4,176	2,757
Project costs	1,070	7,036
	<u>981,490</u>	<u>836,712</u>

Support costs

Staff costs - Wages & Salaries	305,849	274,160
Staff costs - Employer's NIC	28,590	26,769
Staff costs - Pension costs	8,298	10,840
	<u>342,737</u>	<u>311,769</u>
	<u>1,324,227</u>	<u>1,148,481</u>
	<u>2,162,090</u>	<u>2,235,449</u>