

COMPANY REGISTRATION NUMBER 03152590

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
31 MARCH 2014**



Charity Number 1084854

WALTER HUNTER & CO LIMITED
Chartered Accountants & Statutory Auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2014

CONTENTS	PAGE
Trustees Annual Report	1
Independent auditor's report to the members	16
Statement of financial activities (incorporating the income and expenditure account)	18
Balance sheet	19
Notes to the financial statements	20
The following pages do not form part of the financial statements	
Detailed statement of financial activities	33

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

CHAIR'S REPORT

YEAR ENDED 31 MARCH 2014

The period 2013-2014 was another challenging year with budget cuts across all organisations in Wales and UK. Third Sector organisations were further hit by the cuts as they were already delivering services under tight budgets.

Despite the financial cuts, we worked with different partners to deliver a range of services and in 2013-14 we successfully supported 4,613 people. This number is a 36% increase from 2012-13, when we supported 3,370.

The reason for last year's increase in demand for our services is due to closures of other Third Sector organisations. In addition, further demand for Bawso's services resulted from our efforts to raise awareness of the Violence Against Women agenda related to Female Genital Mutilation and human trafficking. We have encountered numerous examples of changes to the welfare system compounding our service users experiences. For example some of the service users were affected by the 'bedroom tax' although they were temporarily accommodated in a Safe house, the result being that Bawso is responding to their call for help whereas in the past, the welfare system would adequately support them.

In the face of the challenging financial environment there were successes to celebrate:

- The FGM project was expanded to include Newport
- We set up the Sanctuary project in North Wales
- We continued to deliver the Mental Health project across Wales Amalgamated with The Women's Workshop (TWW).
- Enhanced service users participation - former service users were involved in staff recruitment and selection processes, participating as members of interview panels. Those still receiving support from Bawso also actively participated in designing how our support is delivered.

The merger with TWW ensured that expertise developed in the delivery of grassroots training and development would have a solid legacy as well as potential for growth given a more stable financial position. TWW was set up in 1984 in response to the need identified by domestic abuse organisations for mainstream opportunities to equip women with skills to become economically independent. As a result, service users now have a women's only space dedicated to their personal development.

All these achievements were possible because of the commitment of Bawso staff, volunteers and interpreters as well as our partners. We all work tirelessly to deliver positive outcomes for all of our service users. Our staff remain highly committed and continue to deliver life changing support during these challenging times of cutbacks and changes to the welfare system. Service users remain at the centre of our support. As an organisation we recognise the challenges faced by staff and put measures in place to cater for their wellbeing.

As we go forward, we know next year will continue to be challenging due to further budget cuts. Bawso remains determined to weather the storm and consolidate the services as well as prioritise quality support for our service users.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2014

The trustees, who are also directors for the purposes of company law, present their report and the financial statements of the company for the year ended 31 March 2014.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Bawso Limited
Charity registration number	1084854
Company registration number	03152590
Principal office	9 Cathedral Road Cardiff CF11 9HA
Registered office	9 Cathedral Road Cardiff CF11 9HA

The trustees

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

Miss J Allen	
Mrs A Emezie	(resigned 29/11/2013)
Mrs T Khan	
Mrs R N Malik	
Mrs S Moyo	
Mrs V Patel	
Mrs C Sinha	
Mr E Yhap	
Miss A Ali	(resigned 29/11/2013)
Mr S Omar	
Ann Cox	(appointed 29/11/2013)
Sandra Taylor	(appointed 29/11/2013)

Secretary	Mutale Merril OBE
------------------	--------------------------

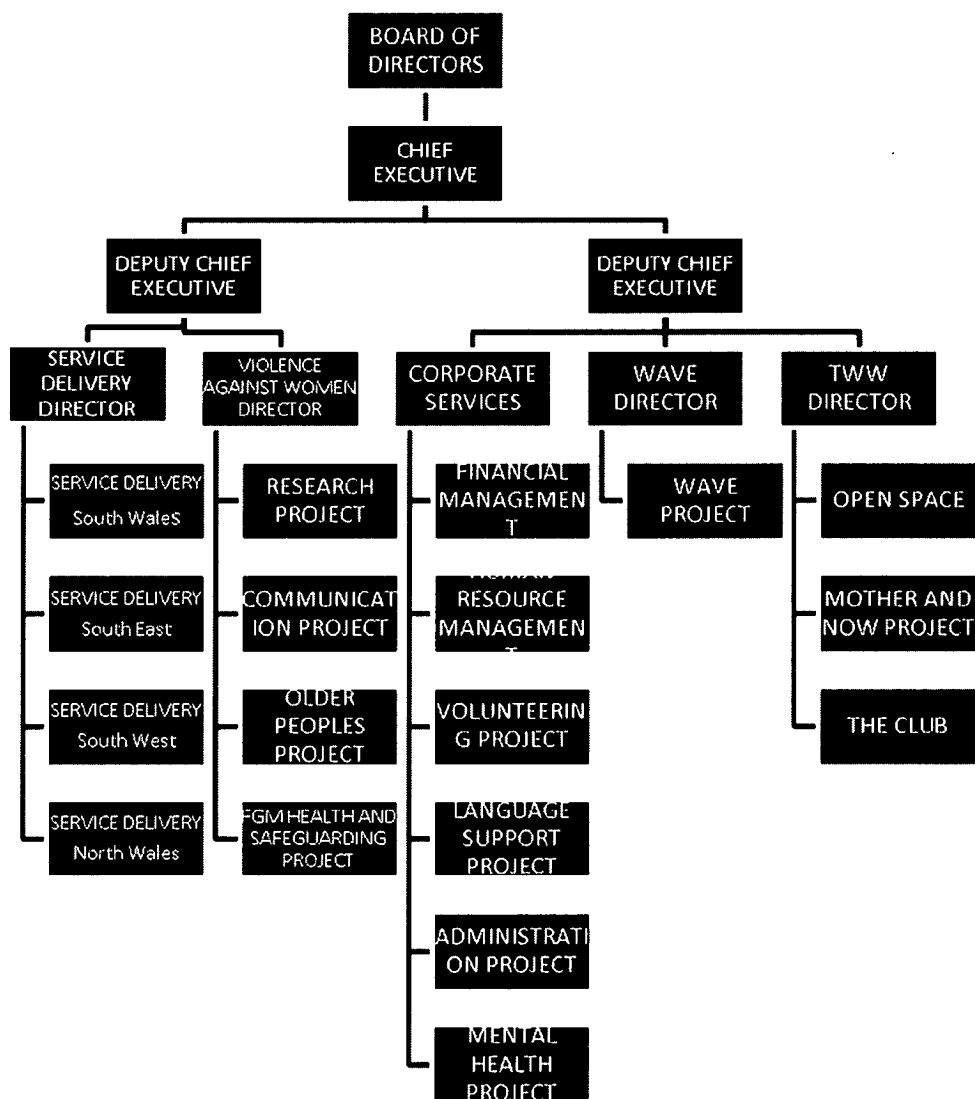
Auditor	Walter Hunter & Co Limited Chartered Accountants & Statutory Auditor 24 Bridge Street Newport South Wales NP20 4SF
----------------	--

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

STRUCTURE, GOVERNANCE AND MANAGEMENT



BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

Governance

Bawso, is a registered charity and a company limited by guarantee governed by its Memorandum and Articles of Association. Charity number:1084854. Company number: 03152590

Bawso carries out an Annual Skills Audit to identify any gaps in the Board of Directors. This year we took on board two of the Board members from the Women's Workshop to continue to reflect the expertise of the Women's Workshop projects. We reserve a third of our places on the Board for ex-service users.

This year a total of 12 Board Members served Bawso. They have acquired a wide range of skills, experience and knowledge. They also come from varied professional backgrounds.

Strategic Management

Bawso is currently developing the new Business Plan 2013 2016. The management Team are playing a crucial role in contributing towards the Business Plan.

OBJECTIVES AND ACTIVITIES

Bawso delivers on government and local priorities in an innovative and value-driven way to the most marginalised communities, often seen as 'hard to reach' by many service providers. Our specialist services meet local needs, empower users, create bridging social capital, and contribute to social cohesion.

In the last year we supported **4,613** people from diverse black and minority ethnic (BME) backgrounds. These service users were from **10** ethnic backgrounds, spoke **39** languages and belonged to at least **seven** religions. This was consistent with the general observation that domestic abuse is not partial to any specific cultural or socio-economic groups of the community. However, at the same time, it is also widely recognised that there are a range of barriers to the identification and reporting for some sections of the community as well as potential challenges to effective intervention. The report describes our work in the last financial year, highlighting the main challenges faced by BME service users and commonly recognised barriers to accessing support. It also reports on individual projects as well as other initiatives Bawso was involved in 2013-14.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

Context of BME service users

BME women are disproportionately affected by different forms of abuse including; forced marriage, “honour-based” violence, female genital mutilation and sexual exploitation (in the form of commercial sex work and trafficking). The multiple vulnerabilities arising from overlapping contexts of abuse BME women face on a daily basis shaped the pattern of support which we provided during the last year. We aimed to provide support which was accessible, equitable and valued diversity. In some instances this entailed engaging specialist BME workers who are aware of the particular needs of BME people. Support staff belonged to 10 ethnic backgrounds. It is worth noting that the ethnicity of people could be broken down further into smaller ethnic groups.

Women from BME backgrounds suffer in silence because they are reluctant to report. Often women do not report abuse for various reasons such as language and literacy barriers - which impact on their level of knowledge, understanding and awareness about support that is available to them and even that domestic violence is a crime.

Language barriers can often lead to a power imbalance within the family and women are left to rely on their children who pick up the language more quickly (through school, friends and so forth). In the last year we worked with interpreters in 1,926 support sessions using 39 different languages, an average of 160 per month.

Additionally there is a financial dependency and stigma attached to speaking out about the abuse within some communities. For instance, women were not employed and had no separate disposable income. As a consequence they were ill equipped to escape abuse and are at high risk of homelessness. Cultural beliefs and stigma in some BME communities can also inhibit women’s ability to access appropriate services, and can contribute to homelessness being ‘hidden’. For most BME women the family structure to which they belong is invariably strong and their role within it is highly prescribed – which can restrict their personal freedoms. Whereas domestic abuse may not be condoned by all family members, it is infrequently questioned or challenged. By design or default many families collude to maintain traditional power relationships and behaviours that keep women almost completely isolated and unable to confront abuse within marriage. For example, 62% out of the 372 women we supported on the Floating Support project had experienced domestic abuse.

In some instances the abuse reflects a degree of social exclusion that characterises their everyday lives as individuals and citizens. BME women may not try to access services because they feel there is a lack of understanding of their community, fear of authority, and that they will face discrimination. Most of the women we support find it difficult to access and engage meaningfully with non-specialist services because of repeat victimisation in the form of racism and discriminatory cultural stereotypes that minimise their experience of violence.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

The challenges are further compounded for women who are particularly vulnerable with complex needs but are not eligible for welfare support or assistance or have very limited access to what may be available because they have no recourse to public funds (NRPF). This is despite projects such as the Destitution Domestic Violence (DDV) rule which provides support to men or women who are on a spousal visa fleeing domestic violence. Women in this situation include those recently arriving or temporary immigrants, those who belong to the families of skilled migrants, sponsored relatives, international students and immigrants who have been living in the UK for a relatively short period. Women in these situations are often forced to remain in abusive situations and risk losing their life. Last year we received 164 referrals from women with NRPF out of which we were only able to support 76. Out of the number supported, only 24 were eligible for support under the DDV rule and 12 were funded by Social Services. 40 women were supported using Bawso reserves. In such instances when women access refuge, Bawso does not only provide weekly subsistence allowance, but also loses housing benefit income.

The impact of flight for a BME mother and her children is enormous. The emotional and practical stress of trying to establish a new existence is heightened by the prejudice and racism that exists. 'Moving out' of the family home removes almost everything that determines the identity and 'sense of belonging' for a mother and her children. It damages much of their self-esteem and self-worth, and contact with all those who formally affirmed their position and value.

At Bawso we aim to ensure our support and services are provided on the basis of need rather than constrained by financial concerns. The cost of Bawso providing timely and appropriate support to the thousands of BME women and their families dwarfs the costs of doing nothing, which would result in significant increases to Wales' health and social care budgets.

Outreach

Last year **219** people were supported on Outreach projects. Our outreach support service caters for people affected by domestic abuse who are unable to access refuge accommodation as well as exiting the service. Women and children affected by domestic abuse need a range of services to meet their needs. What works for one woman may not be appropriate for the next. Not all women, for example, want or need to go to a refuge.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

Through outreach the women are helped to understand their options and make decisions about their lives.

One hundred and seventy (170) service users supported through outreach last year were in North Wales where the biggest project is run. We helped women regain their self-worth and empower them to make their own life choices, and break patterns of behaviour to stop them getting involved in other abusive relationships.

We also provided outreach support in Carmarthen, Llanelli.

Refuge

Our safe accommodation provides spaces which are culturally sensitive where women can be sure they are safe, and where they can access emotional and practical support from staff who understand what they have been through. This is particularly important for BME women fleeing abuse who in most instances come from highly patriarchal communities which use honour as a means of control.

Bawso supported 112 women in refuge and safe houses with 114 children accompanying their mothers. It is a known fact that children are the silent victims of domestic violence – their voices are not heard and pain often goes unnoticed. They can either witness the violence or themselves be objects of violence. They also see what happens after the abuse – their mother's tears, bruises, and torn clothes, and are often used as pawns by the abuser through child custody disputes. Children living in violent homes often have limited resources and no access to information and support. Their hardships at school, difficulties in relating to others, aggressive behaviour and depression are seldom attributed to violence between adults at home. Without intervention, these children may continue to suffer into adulthood.

All children were assessed and an individual support plan was designed to meet the needs. We also worked closely with the School staff and Health visitors to ensure their wellbeing and educational developments.

IDVA

Bawso provides IDVA support in Cardiff, Swansea and Wrexham. Last year 737 individuals were supported through IDVA. Most of the referrals were from Police, MARAC, Bawso's internal projects and other partner agencies. In order to maximise victims' safety and to reduce the risks to individuals, IDVAs took multi agency approach and worked closely with police, Domestic Abuse Unit, health professional, housing, education and other relevant agencies. A risk and needs assessment was carried out, safety management plans were put in place, ongoing support plans were agreed by individuals. Over **80%** of those referred to the project fully engaged, and received appropriate support to meet identified needs.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

Diogel Project – Support for people who have been trafficked

The Diogel project continued to provide support, advocacy and accommodation to trafficked people who were exploited. During the last 12 months we have supported 67 people who were trafficked of which 37 were supported in secure accommodation and 30 through outreach. The project mostly supported 65 women and 5 men. The women supported in secure accommodation were accompanied by 11 children. The individuals had experienced different forms of exploitation which caused severe trauma. However it remained challenging to access specialist counselling due to long waiting lists. As a result some of the people requiring counselling had to access generic services.

Support workers worked with the service user to create individual support plans for the service users, which included financial help, support accessing health services, specialist counselling, criminal and immigration-related legal advice, education and employment.

Floating Support

The floating support schemes in Cardiff, Caerphilly, Newport, Merthyr Tydfil and Swansea supported 372 service users. Service users were equal partners in the development and delivery of support so as to ensure it met their needs.

The support we offered was varied and included dealing with eviction notices, benefit issues, antisocial behaviour, repairs & maintenance, overcrowding, resettlement, rent arrears, children's issues, completing forms, advocacy, Health & Safety and immigration. In some instances the support was to access ESOL and other training courses so that support users are able to subsist independently in the community.

Our floating support project in Merthyr Tydfil is generic for women who are victim of domestic abuse and have housing issues. Majority of the service users have complex needs which sometimes include substance misuse. We supported 48 service users during April 2013 to March 2014 out of which 92% were White British, 6% European and 2% from Far East.

Among service users we supported, 70% reported feeling safe whilst the remaining 30% showed progress towards the achieving it. Support staff worked with service users to ensure that they resettled in the community and contribute to their and their families' safety while they integrated into their new communities.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

Female Genital Mutilation (FGM)

The FGM Health and Safeguarding was established in May 2010 to support people in Cardiff who are affected by or who are at risk of undergoing Female Genital Mutilation. Last year in June the second phase of the project started which extended it to Newport. The project continued to engage with communities affected by FGM to raise awareness of the social and health implications with the aim of empowering them to challenge the practice. Last year 249 people from different communities affected by FGM participated and benefited in project activities.

In Newport the focus was to introduce the project by gathering baseline data about community knowledge of FGM as well as establish partnerships to work collaboratively, to strengthen people's voices in the fight against FGM. There was a baseline survey (50 participants) which found that there majority awareness of FGM, however the levels of detailed knowledge (about the law, reasons for the practice among practitioners who may come across girls and women affected or at risk) was low. Very few people thought FGM was a religious practice. There was a noticeable apathy or lack of opposition to FGM in conversations in the wider community, even though many of the respondents clearly felt disaffected by FGM. The common oral submissions on knowledge of FGM reflected the views of those who support FGM. One respondent (aged over 60 years) expressed support for FGM when answering this question, saying *'Sunna is good, if I had girls I will do it on them... the advantage is that it reduces sexual pleasure and promotes purity and virginity'*. Another person said *'It's ok for me, but they say it's not allowed here'*. This suggests that there is a lack of strong voices at community level speaking out against FGM. In Cardiff we continued to work with women, young people and men through different approaches.

Older People's Project

The project continued to working closely with BME older people in Cardiff in order to improve their health and wellbeing as well as promote independent living. Last year the project 332 participated and benefited from community activities. A further 169 BME older people received one to one support.

We organised intergenerational activities which involved food preparation and sharing as well as storytelling in schools. In total 115 older people and 124 children and young people attended the intergenerational traditional story telling events held in the community. There were also 14 older people who delivered story telling sessions in School. We compiled 10 stories in a booklet and are looking for suitable images to with the stories. Both the young and older people thoroughly enjoyed the initiative. It gave them they opportunity to bridge the gap between young and older people.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

The project held 11 health awareness sessions which were attended by 228 of older people. We also encouraged 26 older people to undertake IT and 70 English language classes. The majority of the older people who undertook English had previously attempted to study ESOL but found it challenging because it was set at a higher level. The classes delivered by the project were pitched at a level which they could cope with. Some of the classes were conversational and delivered by volunteers.

In the last year, 15 older people were recruited as volunteers. Volunteering had significant benefits for BME older people including the opportunity to meet people, to undertake a challenge and to keep the brain and body active. BME older people brought benefits to the wider community through their volunteering, both in terms of the delivery of essential services and the combating of social exclusion and the building of skills. For example, some of the English and knitting classes were delivered by older people.

One Stop Shop

The One Stop Shop was set up in 2008 to provide convenient and efficient service and also to create the opportunity for our clients to access a multiple services under one roof. It saves the client a lot of time and effort in comparison to visiting a separate agency for each area of need. The One Stop Shop also makes it easier for statutory and voluntary agencies to access the so called 'hard to reach' groups.

During the last year 16 organisations provided services at the One Stop Shop which included: Welsh Refugee Council; Immigration solicitors; Willows group; Gateway Program; Wrexham Welsh Refugee Council; Community Safety Partnership; The Wallich; Women's Aid; African Community Centre; The Team Around the Child; North Wales Police; Shelter; @67- @67 Communications; Cobweb; Key Connections and Parenting group. A total of 9521 people attended the one stop shop to access support from the agencies.

The Women's Workshop

TWW continued to deliver different training activities to up-skill women. During 2013/2014 the activities included: open house, WAVE, the Club, the Women's Space, and Mothers then and Now.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

Open House

The 3 year project ended in August 2013 and provided learning opportunities for **418** women and girls over its life time. During this time **19** external community groups made use of facilities and **6** community events were held with the help of a range of groups and volunteers.

Out of **121** evaluations returned for activities delivered for girls aged 13-17 in year 3, 91% of participants stated they had tried out new things and/or learnt a new skill and 89% said they had had fun, while 95% of evaluations for the informal evening classes and Saturday workshops for adults in Year 3 rated the classes as excellent.

Women Adding Value to the Economy (WAVE)

WAVE is an EU funded partnership programme and we are joint sponsors with Cardiff University and The University of Wales. The aim of the WAVE programme is to contribute to tackling the causes of gender pay gaps in Wales, working with employers and employed women. The programme aims to empower and upskill women to progress in the non-traditional sectors of technical ICT and construction. We are delivering high level training, mentoring and networking to support this, and working with employers to improve their approach to gender equality and diversity. In this year, the programme had supported **108** women from within the convergence area.

The Club

This was a pilot intergenerational project with a group of **6** young mother volunteers designing and organising a Club for local women over 60. In total **10** Clubs were organised within this period and activities ranged from information sessions including Age Concern and South Wales Police to fun craft activities. In partnership with Butetown Enterprise Centre, the young mothers were able to gain a Work Skills qualification. This project is now being continued with the support of the Communities First team for Butetown.

The Women's Space

The project provided the means to deliver a range of community activities at Clarence House. The activities ranged from one off fun events; the provision of ESOL and essential skills training; informal evening classes such as Arabic for girls and Pilates classes, access to our women's only gym and the hosting of a number of small volunteer led women's groups. Between January and September 2013 there were **744** sessions recorded in the women's only gym.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

Mothers Then & Now

The project works with **10** girls aged 11-18 focussing on the social history of women over the period 1900-present day, using personal testimony from female members of their families and archive material. The girls have received training on both the Glamorgan Archive and the archive contained in the Butetown History & Arts Centre. Other training has included interviewing techniques, communication skills, fashion design, digital imaging and website creation. The girls are currently working on gaining an Edexcel Creative Media Award

Raising Awareness

There are several events/activities which cater to Bawso's public and professional awareness in the form of church ecumenical services, conferences, training courses, advocacy and campaigning, information and advice bureau. Wherever possible Bawso seeks to build partnerships and engage with collaborators in these activities rather than operating solo.

Light a Candle Event – We delivered yet another successful ecumenical service at Llandaff Cathedral which brought together more than **250** people.

Tackling FGM Together in Wales – We jointly delivered a conference on FGM which was attended by more than **100** people on 6th February 2014 which was funded by Welsh Government. The conference brought together different practitioners to map a strategy of how to tackle FGM in Wales.

International Women's Day conference –We organised a community based conference which brought together **120** participants. Former service users shared their experience of domestic violence which gave insights of how support from agencies like Bawso was a defining moment in their survival.

Training

Bawso provides a range of multi-disciplinary training courses, which promote an integrated approach for all those working in the statutory, third and independent sectors. In the last year we delivered **21** raising awareness training sessions which were attended by **484** participants. The training was delivered to the Police, Medical centres, schools, and third sector. Our training drew on the resources of specialist staff team and a national network. We delivered **13** sessions on your own whilst **8** were delivered in partnership with other agencies. The raising awareness sessions covered specialist areas such as FGM, human trafficking, forced marriage and honour based violence, no recourse to public funds and domestic abuse from a BME perspective.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

Campaigning for change

Bawso recognizes the importance of working together with other organisations to share experience and push for change in order to achieve positive outcomes for women affected by violence against women.

Last year we continued to actively participate in the Wales Violence Against Women Action Group which has been leading the campaign for development of strong legislation in Wales.

We continue to campaign for better protection and services for people who have been trafficked in the UK through membership to the Anti Trafficking Monitoring Group. We gave written and verbal responses to draft Modern Day Slavery and Human Bill.

Information and Advice

Bawso received several calls to seek information and advice since we are the biggest BME service provider in Wales. The information requests come from professionals requiring advice on issues affecting BME people such as honour and shame and no recourse to public funds. We provided information and advice **1,293** people last year.

The number of information requests increased last year due to welfare reforms as most families found themselves with little or no money which had an impact in their ability to pay rent and purchase food. Many people accessing the advice service were referred onwards to the food bank.

Research & Information

Bawso initiates research in different areas in order to build the body of knowledge in the various areas of violence against women and girls as well as to keep abreast with emerging trends and patterns in the sector. The research findings not only provide evidence of gaps and needs in the services but also inform and influence service provision and policy direction.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

In the last year we were involved in two primary research studies. One study looked at the needs of BME men experiencing DV entitled “Perceptions and Challenges in Supporting BME Men Who Are Affected by Domestic Abuse”. We continued to collaborate as Associate Partners in a study entitled “Cultural Encounters in Interventions Against Violence” which involves universities in four countries – England/Wales, Germany, Portugal and Slovenia. As Associate Partners we participated in two study days to discuss and agree the scope of the research as well develop the methodology for gathering data. We also organised two research workshops for practitioners on human trafficking and domestic violence.

ACHIEVEMENTS AND PERFORMANCE

- The FGM project was expanded to include Newport
- We set up the Sanctuary project in North Wales
- We continued to deliver the Mental Health project across Wales
- Amalgamated with The Women's Workshop (TWW).
- Enhanced service users participation - former service users were involved in staff recruitment and selection processes, participating as members of interview panels. Those still receiving support from Bawso also actively participated in designing how our support is delivered.

FINANCIAL REVIEW

Bawso is reporting a deficit of £7,856 in the Financial Year 2013 2014. This year Bawso has invested in developing our training and development project to empower our service users to better engage.

PLANS FOR FUTURE PERIODS

- To further develop Female Genital Mutilation Health and Safeguarding Project in other parts of Wales
- To develop Project for male victims of Human Trafficking
- To further develop the existing work on Forced Marriage
- To sustain the Training and Development project

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2014

RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also the directors of Bawso Limited for the purposes of company law) are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and 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 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 charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

16/12/14

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BAWSO LIMITED YEAR ENDED 31 MARCH 2014

We have audited the financial statements of Bawso Limited for the year ended 31 March 2014 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITOR

As explained more fully in the Trustees Annual Report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2014 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 applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BAWSO LIMITED
(continued)

YEAR ENDED 31 MARCH 2014

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Trustees Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees Annual Report.



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

16th December 2014

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

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

YEAR ENDED 31 MARCH 2014

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2014 £	Total Funds 2013 £
INCOMING RESOURCES					
Incoming resources from generating funds:					
Voluntary income	2	1,628,182	859,780	2,487,962	2,233,089
Activities for generating funds	3	3,391	–	3,391	–
Investment income	4	174	–	174	322
Incoming resources from charitable activities	5	406,614	42,212	448,826	316,472
TOTAL INCOMING RESOURCES		2,038,361	901,992	2,940,353	2,549,883
RESOURCES EXPENDED					
Charitable activities	6/7	(1,968,449)	(933,527)	(2,901,976)	(2,522,042)
Governance costs	8	(46,233)	–	(46,233)	(36,654)
TOTAL RESOURCES EXPENDED		(2,014,682)	(933,527)	(2,948,209)	(2,558,696)
NET OUTGOING RESOURCES FOR THE YEAR/NET EXPENDITURE FOR THE YEAR					
RECONCILIATION OF FUNDS	9	23,679	(31,535)	(7,856)	(8,813)
Total funds brought forward		565,395	629,976	1,195,371	1,204,184
TOTAL FUNDS CARRIED FORWARD		589,074	598,441	1,187,515	1,195,371

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.

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

BALANCE SHEET

31 MARCH 2014

	Note	2014 £	2013 £
FIXED ASSETS			
Tangible assets	11	666,966	664,709
Investments	12	<u>1</u>	<u>1</u>
		666,967	664,710
CURRENT ASSETS			
Debtors	13	297,700	429,039
Cash at bank and in hand		<u>322,224</u>	<u>277,353</u>
		619,924	706,392
CREDITORS: Amounts falling due within one year	14	<u>(99,376)</u>	<u>(175,731)</u>
NET CURRENT ASSETS		520,548	530,661
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,187,515</u>	<u>1,195,371</u>
NET ASSETS		<u>1,187,515</u>	<u>1,195,371</u>
FUNDS			
Restricted income funds	17	598,441	629,976
Unrestricted income funds	18	<u>589,074</u>	<u>565,395</u>
TOTAL FUNDS		<u>1,187,515</u>	<u>1,195,371</u>

These financial statements were approved by the trustees and authorised for issue on the 16/12/14 and are signed on their behalf by:


MRS V PATEL


MRS C SINHA

Company Registration Number: 03152590

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

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 the Financial Reporting Standard for Smaller Entities (effective April 2008), and the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005).

Consolidation

In the opinion of the trustees, 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 Charities Act 2011 not to prepare group accounts.

The directors do not consider the cost of preparing consolidated accounts justifiable and note 12 provides adequate details relating to the nature of the trading subsidiary.

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
Office furniture and computer equipment	- 33% p.a. straight line
Refuge furniture	- 33% p.a. straight line
Motor vehicles	- 25% p.a. straight line

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.

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2014 £	Total Funds 2013 £
Donations				
Miscellaneous	–	–	–	2,446
Fundraising	2,071	–	2,071	2,178
Donations from subsidiary undertaking	11,225	–	11,225	–
Donations	1,081	–	1,081	–
Grants receivable				
SPPG Direct Access	586,721	–	586,721	575,730
SPPG Floating Support	475,686	–	475,686	437,268
Welsh Government - Womens Equality Network	–	900	900	2,500
Welsh Government - Childrens Funding	–	29,000	29,000	29,874
Welsh Government - Core Funding	–	213,000	213,000	227,750
Welsh Government - North Wales Outreach Service	–	130,000	130,000	141,170
Welsh Government - NISCHR Social Care Grant	–	–	–	2,809
Welsh Government - Section 64 Older Peoples Project	–	38,500	38,500	38,500
Welsh Government - Capital Funding	–	–	–	19,001
Welsh Government - Diogel Project	–	74,000	74,000	71,962
Home Office - IDVA	–	88,924	88,924	70,093
Home Office - Diogel Project	177,049	–	177,049	209,864
Cardiff County Council - Tenant Support Scheme	211,012	–	211,012	219,804
Swansea County Council - Tenant Support Scheme	77,310	–	77,310	77,310
Anti Trafficking Monitoring Group	–	–	–	2,000
Welsh Government - Section 64 Mental Health	–	23,255	23,255	–
Swansea Change Fund	–	2,250	2,250	–
Wales Co-op	–	27,905	27,905	–
Core Funding FGM Project	–	8,813	8,813	–
WCVA GWIRVOL Fund	–	9,997	9,997	–
Lloyds TSB Foundation England & Wales	–	–	–	6,667
Esmee Fairbairn	–	37,267	37,267	25,531
Merthyr Tydfil Housing Association	85,027	–	85,027	63,685
AVOW - Youth Grant	–	600	600	750
Wrexham Community Safety Partnership	–	–	–	5,492
The Thomas Howells Fund	–	–	–	705
Cardiff neighbourhood management gym funding	–	755	755	–
Oxfam	–	14,626	14,626	–
Advancing Equality Fund	–	16,865	16,865	–
WAVE	–	143,123	143,123	–
Antislavery	1,000	–	1,000	–
	1,628,182	859,780	2,487,962	2,233,089

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

3. INCOMING RESOURCES FROM ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds	Total Funds 2014	Total Funds 2013
	£	£	£
Room hire	<u>3,391</u>	<u>3,391</u>	<u>-</u>

4. INVESTMENT INCOME

	Unrestricted Funds	Total Funds 2014	Total Funds 2013
	£	£	£
Bank interest receivable	<u>174</u>	<u>174</u>	<u>322</u>

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds 2014	Total Funds 2013
	£	£	£	£
Rental income	393,511	-	393,511	297,730
Human Trafficking conference 2012	-	-	-	18,742
Amalgamation The Women's Workshop Cardiff Training Centre	<u>13,103</u>	<u>42,212</u>	<u>55,315</u>	<u>-</u>
	<u>406,614</u>	<u>42,212</u>	<u>448,826</u>	<u>316,472</u>

6. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds	Restricted Funds	Total Funds 2014	Total Funds 2013
	£	£	£	£
Refuge Provision	663,206	-	663,206	790,522
Floating Support	692,510	224,566	917,076	669,075
Men and Youth Project	-	26,383	26,383	3,935
Youth Activity Grant	-	2,876	2,876	710
Older People Project	-	39,689	39,689	37,311
FGM Project	-	42,237	42,237	29,003
Cardiff IDVA	-	47,827	47,827	23,659
Swansea IDVA	-	50,429	50,429	34,398
Wrexham IDVA	-	10,640	10,640	5,492
Womens Equality Network	-	901	901	571
Trafficking Project	137,702	-	137,702	99,394
Conference	-	-	-	21,963
Core Funded Costs	<u>202,604</u>	<u>215,923</u>	<u>418,527</u>	<u>624,931</u>
Balance carried forward	<u>1,696,022</u>	<u>661,471</u>	<u>2,357,439</u>	<u>2,340,964</u>

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

6. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2014 £	Total Funds 2013 £
Balance brought forward	1,696,022	661,471	2,357,493	2,340,964
Thomas Howell Fund	–	–	–	704
Wales Co-op	–	4,628	4,628	–
WCVA	–	4,573	4,573	–
Section 64 Mental Health	–	26,557	26,557	–
WAVE	–	183,217	183,217	–
Advancing Equality Fund	–	18,113	18,113	–
Heritage Lottery Fund	–	13,415	13,415	–
Oxfam	–	4,941	4,941	–
Cardiff Neighbourhood Management gym funding	–	756	756	–
Support costs	272,427	15,856	288,283	180,374
	<u>1,968,449</u>	<u>933,527</u>	<u>2,901,976</u>	<u>2,522,042</u>

7. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Direct charitable activities £	Support costs £	Total Funds 2014 £	Total Funds 2013 £
Refuge Provision	663,206	31,709	694,915	879,015
Floating Support	917,078	35,741	952,819	717,432
Men and Youth Project	26,383	–	26,383	3,935
Youth Activity Grant	2,876	–	2,876	710
Older People Project	39,689	–	39,689	37,311
FGM Project	42,237	–	42,237	29,003
Cardiff IDVA	47,827	–	47,827	23,659
Swansea IDVA	50,429	2,883	53,312	34,398
Wrexham IDVA	10,640	–	10,640	5,492
Womens Equality Network	901	–	901	571
Trafficking Project	137,702	–	137,702	99,394
Conference	–	–	–	21,963
Core Funded Costs	418,525	204,977	623,502	668,455
Thomas Howell Fund	–	–	–	704
Wales Co-op	4,628	–	4,628	–
WCVA	4,573	–	4,573	–
Section 64 Mental Health	26,557	–	26,557	–
WAVE	183,217	12,973	196,190	–
Advancing Equality Fund	18,113	–	18,113	–
Heritage Lottery Fund	13,415	–	13,415	–
Oxfam	4,941	–	4,941	–
	<u>2,612,937</u>	<u>288,283</u>	<u>2,901,220</u>	<u>2,522,042</u>
Balance carried forward	2,612,937	288,283	2,901,220	2,522,042

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2014

7. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE (continued)

	Direct charitable activities costs 2014	Support costs 2014	Total Funds 2014	Total Funds 2013
Balance brought forward	2,612,937	288,283	2,901,220	2,522,042
Cardiff Neighbourhood Management gym funding	756	–	756	–
	<u>2,613,693</u>	<u>288,283</u>	<u>2,901,976</u>	<u>2,522,042</u>

8. GOVERNANCE COSTS

	Unrestricted Funds 2014	Total Funds 2014	Total Funds 2013
Audit fees (including VAT)	8,016	8,016	7,680
Legal and professional fees	34,805	34,805	24,961
Costs of trustees' meetings and training	812	812	1,749
Bank charges	2,600	2,600	2,264
	<u>46,233</u>	<u>46,233</u>	<u>36,654</u>

9. NET OUTGOING RESOURCES FOR THE YEAR

This is stated after charging:

	2014	2013
Staff pension contributions	14,112	11,225
Depreciation	48,964	32,473
Auditors' remuneration: - audit of the financial statements - other fees (see below)	8,016	7,680
	<u>17,640</u>	<u>5,160</u>

Auditor's fees

The fees charged by the auditor can be further analysed under the following headings for services rendered:

	2014	2013
Audit	£ 8,016	£ 7,680
Accountancy	4,260	5,160
Business consultancy	13,380	–
	<u>25,656</u>	<u>12,840</u>

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

10. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2014 £	2013 £
Wages and salaries	1,804,170	1,596,176
Social security costs	159,078	146,196
Other pension costs	14,112	11,225
	<u>1,977,360</u>	<u>1,753,597</u>

Particulars of employees:

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

	2014 No	2013 No
Service delivery staff	78	67
Number of administrative staff	13	8
	<u>91</u>	<u>75</u>

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

	2014 No	2013 No
£60,000 to £69,999	<u>1</u>	<u>1</u>

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

11. TANGIBLE FIXED ASSETS

	Freehold Properties £	Office Furniture and Computer Equipment £	Refuge Furniture £	Motor Vehicles £	Total £
COST					
At 1 April 2013	619,712	181,491	89,670	56,880	947,753
Additions	–	51,221	–	–	51,221
At 31 March 2014	619,712	232,712	89,670	56,880	998,974
DEPRECIATION					
At 1 April 2013	35,971	119,497	70,697	56,879	283,044
Charge for the year	10,550	29,903	8,511	–	48,964
At 31 March 2014	46,521	149,400	79,208	56,879	332,008
NET BOOK VALUE					
At 31 March 2014	573,191	83,312	10,462	1	666,966
At 31 March 2013	583,741	61,994	18,973	1	664,709

12. INVESTMENTS

Movement in market value

	2014 £	2013 £
Market value at 1 April 2013	1	1
Market value at 31 March 2014	1	1
Historical cost at 31 March 2014	1	1

Analysis of investments at 31 March 2014 between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2014 £	Total Funds 2013 £
Other investments				
UK Group undertakings	1	–	1	1

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

13. DEBTORS

	2014	2013
	£	£
Trade debtors	127,743	65,538
Amounts owed by group undertakings	23,694	49,892
Other debtors	47	–
Prepayments	146,216	313,609
	<u>297,700</u>	<u>429,039</u>

14. CREDITORS: Amounts falling due within one year

	2014	2013
	£	£
Trade creditors	25,357	6,543
PAYE and social security	41,728	41,947
Accruals	32,291	127,241
	<u>99,376</u>	<u>175,731</u>

15. COMMITMENTS UNDER OPERATING LEASES

At 31 March 2014 the company had annual commitments under non-cancellable operating leases as set out below.

	2014		2013	
	Land and buildings £	Other items £	Land and buildings £	Other items £
Operating leases which expire:				
Within 1 year	-	4,089	-	8,914
Within 2 to 5 years	78,000	16,567	41,500	16,089
After more than 5 years	153,821	-	153,670	-
	<u>231,821</u>	<u>20,656</u>	<u>195,170</u>	<u>25,003</u>

16. DISCLOSURE OF LIMITATION OF AUDITORS' LIABILITY

By way of a members' resolution dated 18th March 2014, 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.

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

17. RESTRICTED INCOME FUNDS

	Balance at 1 Apr 2013 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 Mar 2014 £
Esmee Fairbairn	3,357	37,267	(33,424)	–	7,200
Association of Voluntary Organisation Wrexham	2,040	600	(600)	–	2,040
FGM Project	–	8,813	(8,813)	–	–
WCVA GWIRVOL	–	9,997	(4,573)	–	5,424
IDVA Cardiff	184	47,686	(47,827)	–	43
North Wales Freehold property	583,741	–	(10,550)	–	573,191
IDVA Swansea	20,464	32,848	(53,312)	–	–
Welsh Government Capital Funding	19,001	–	(6,369)	–	12,632
Welsh Government Older People Section 64 fund	1,189	38,500	(39,689)	–	–
Womens Equality Network IWD	–	901	(901)	–	–
Welsh Government - Children's Funding	–	29,000	(29,281)	–	(281)
Welsh Government - Core Funding	–	213,000	(215,923)	–	(2,923)
Welsh Government - North Wales Outreach	–	130,000	(131,605)	–	(1,605)
Welsh Government - Diogel Project	–	74,000	(75,419)	–	(1,419)
Cardiff Neighbourhood Management Gym Funding	–	756	(756)	–	–
Oxfam	–	14,626	(4,941)	–	9,685
Advancing Equality Fund	–	16,865	(18,113)	1,248	–
WAVE	–	143,122	(196,191)	1,874	(51,195)
Balance carried forward	629,976	849,140	(909,472)	3,122	572,766

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

17. RESTRICTED INCOME FUNDS *(continued)*

	Balance at 1 Apr 2013 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 Mar 2014 £
Balance brought forward	629,976	849,140	(909,472)	3,122	572,766
Welsh Government Section					
64 Mental Health	–	23,255	(26,557)	–	(3,302)
Wales Co-op	–	27,904	(4,628)	–	23,276
Wrexham IDVA					
Community Support	–	10,640	(10,640)	–	–
Heritage Lottery Fund	–	–	(13,415)	12,487	(928)
Women's Workshop Cardiff Training Centre					
amalgamation - fixed assets	–	42,212	–	(15,609)	26,603
	<u>629,976</u>	<u>901,992</u>	<u>(933,527)</u>	<u>–</u>	<u>598,441</u>

Female Genital Mutilation Project (FGM)

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 second round of 3 year period for community-based Preventative work on FGM. The funding is for a full time support worker and cost of community engagement.

AVOW Grant

This small grant was used to deliver Activities to increase Confidence, improve listening and communication skills, increase self-awareness and create alternative thinking for BME Youths in Wrexham.

WCVA Gwirvol

This one year grant was to work with young volunteers from disadvantaged background. They have gained invaluable experience from being part of our projects. The highlight of the project has been their participation in the Forced Marriage Play, Intergenerational Play, and the FGM Play.

Independent Domestic Violence Advocates Project (IDVA)

The Home Office, Welsh Government and the Community Safety Partnerships fund the IDVA projects. 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 Wrexham.

Older People's Project

The Welsh Government under Section 64 has funded this 3 year project to work with BME elders in Cardiff to reduce isolation, improve health and wellbeing and increase participation in public life. The funding is for a support worker, sessional community workers and the related activity costs.

BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

Women's Equality Network - International Women's Day Funding

The Welsh Governments Women's Equality Network funded the International Women's Day Event. The funding was for hosting an event in partnership with Butetown Riverside Grangetown (BRG) Communities First to raise awareness and empower women in times of austerity; not to wait for hand out but put hands up.

Oxfam – Sanctuary in Wales Project

Oxfam has funded this project to address the particular issues faced by refugee and asylum seeking women in Wrexham. The Sanctuary in Wales project will provide a range of integrated services that have been specifically designed to meet the unique needs of women seeking sanctuary. These services include:

- Employment & training
- Social inclusion & community involvement
- Getting better services

Women Adding Value to the Economy (WAVE)

WAVE is an EU funded partnership programme and we are joint sponsors with Cardiff University and The University of Wales. The aim of the WAVE programme is to contribute to tackling the causes of gender pay gaps in Wales, working with employers and employed women. The programme aims to empower and upskill women to progress in the non-traditional sectors of technical ICT and construction. We are delivering high level training, mentoring and networking to support this, and working with employers to improve their approach to gender equality and diversity. In this year, the programme had supported **108** women from within the convergence area.

Ethnic Minority Mental Health Awareness Project (EMHAP)

Different ethnic groups have different rates and experiences of mental health problems, reflecting their different cultural and socio-economic contexts and access to appropriate treatments.

The EMHAP project was set up to work with BME women to raise awareness of mental health issues and overcome barriers, access mainstream services and empower them to build confidence, gain skills and cope well with mental health issues across Wales. Bawso took responsibility for the EMHAP project in October 2013 after the closure of MEWN. By 31st March 2014, 202 BME women participated and benefited from the project. This number includes ongoing support and the Mental Health awareness, coping and empowering sessions. The participants were from different ethnic background including African, Asian and European.

The project also provided one to one support to some service users which included initial assessments followed by fortnightly visits.

The project has been highly rated by those who accessed the different activities.

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2014

18. UNRESTRICTED INCOME FUNDS

	Balance at 1 Apr 2013	Incoming resources	Outgoing resources	Balance at 31 Mar 2014
	£	£	£	£
General Funds	<u>565,395</u>	<u>2,038,361</u>	<u>(2,014,682)</u>	<u>589,074</u>

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed assets £	Net current assets £	Total £
Restricted Income Funds:			
Esmée Fairbairn	–	7,200	7,200
AVOW Youth Grant	–	2,040	2,040
WCVA GWIRVOL	–	5,424	5,424
IDVA Cardiff	–	43	43
North Wales Freehold properties	573,191	–	573,191
Welsh Government - Capital funding	12,632	–	12,632
Welsh Government - Children's Funding	–	(281)	(281)
Welsh Government - Core Funding	–	(2,923)	(2,923)
Welsh Government - North Wales Outreach	–	(1,605)	(1,605)
Welsh Government - Diogel Project	–	(1,419)	(1,419)
Oxfam	–	9,685	9,685
WAVE	–	(51,195)	(51,195)
Welsh Government Section 64 Mental Health	–	(3,302)	(3,302)
Wales Co-op	–	23,276	23,276
Heritage Lottery Fund	–	(928)	(928)
Women's Workshop Cardiff Training Centre amalgamation - fixed assets	<u>26,603</u>	<u>–</u>	<u>26,603</u>
Total Restricted Funds	612,426	(13,985)	598,441
Unrestricted Income Funds:			
General Funds	<u>54,541</u>	<u>534,533</u>	<u>589,074</u>
Total Funds	<u>666,967</u>	<u>520,548</u>	<u>1,187,515</u>

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

20. CONTINGENT LIABILITY

Bawso has appealed to the local valuation tribunal against the decision to change the valuation banding from non domestic rates on the Council Tax list for the refuge accommodation in Swansea and Cardiff. The liability to Bawso if the appeal is unsuccessful will be £27,559 for the period 2010 to 2014 inclusive.

21. RELATED PARTY TRANSACTIONS

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

During the year the trustees Mrs A Emezie and Mrs C Sinha were also directors of Bawso Training and Interpreting Services Limited. As at 31st March 2014 £23,694 (2013: £49,892) was owed from Bawso Training and Interpreting Services Limited. As at 31st March 2014 Bawso Training and Interpreting Services Limited made a donation of £11,225 (2013: £nil) to Bawso Limited by guarantee.

22. COMPANY LIMITED BY GUARANTEE

The charity 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 49 members of the company (2013: 41 members).

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
MANAGEMENT INFORMATION
YEAR ENDED 31 MARCH 2014**

**The following pages do not form part of the statutory financial statements
which are the subject of the independent auditor's report on pages 16 to 17.**

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

	2014 £	2013 £
INCOMING RESOURCES		
VOLUNTARY INCOME		
Miscellaneous	–	2,446
Fundraising	2,071	2,178
Donations from subsidiary undertaking	11,225	–
Donations	1,081	–
SPPG Direct Access	586,721	575,730
SPPG Floating Support	475,686	437,268
Welsh Government - Womens Equality Network	900	2,500
Welsh Government - Childrens Funding	29,000	29,874
Welsh Government - Core Funding	213,000	227,750
Welsh Government - North Wales Outreach Service	130,000	141,170
Welsh Government - NISCHR Social Care Grant	–	2,809
Welsh Government - Section 64 Older Peoples Project	38,500	38,500
Welsh Government - Capital Funding	–	19,001
Welsh Government - Diogel Project	74,000	71,962
Home Office - IDVA	88,924	70,093
Home Office - Diogel Project	177,049	209,864
Cardiff County Council - Tenant Support Scheme	211,012	219,804
Swansea County Council - Tenant Support Scheme	77,310	77,310
Anti Trafficking Monitoring Group	–	2,000
Welsh Government - Section 64 Mental Health	23,255	–
Swansea Change Fund	2,250	–
Wales Co-op	27,905	–
Core Funding FGM Project	8,813	–
WCVA GWIRVOL Fund	9,997	–
Lloyds TSB Foundation England & Wales	–	6,667
Esmee Fairbairn	37,267	25,531
Merthyr Tydfil Housing Association	85,027	63,685
AVOW - Youth Grant	600	750
Wrexham Community Safety Partnership	–	5,492
The Thomas Howells Fund	–	705
Cardiff neighbourhood management gym funding	755	–
Oxfam	14,626	–
Advancing Equality Fund	16,865	–
WAVE	143,123	–
Antislavery	1,000	–
	2,487,962	2,233,089
ACTIVITIES FOR GENERATING FUNDS		
Room hire	3,391	–
INVESTMENT INCOME		
Bank interest receivable	174	322

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

	2014 £	2013 £
INCOMING RESOURCES FROM CHARITABLE ACTIVITIES		
Rental income	393,511	297,730
Human Trafficking conference 2012	–	18,742
Amalgamation The Women's Workshop Cardiff Training Centre	55,315	–
	<u>448,826</u>	<u>316,472</u>
TOTAL INCOMING RESOURCES	<u>2,940,353</u>	<u>2,549,883</u>
RESOURCES EXPENDED		

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

2014	2013	
£	£	
1,804,170	1,596,176	CHARITABLE ACTIVITIES
159,078	146,196	Staff costs - Wages & Salaries
14,112	11,225	Staff costs - Employer's NIC
261,820	223,425	Staff costs - Pension costs
22,699	20,181	Establishment - Rent
66,730	60,735	Establishment - Rates & Water
86,439	50,565	Establishment - Light & heat
25,647	20,210	Establishment - Repairs & maintenance
23,416	23,102	Establishment - Insurance
18,377	-	Establishment - Other
50,026	54,336	Motor and travel costs - Other
31,050	3,122	Legal & professional - Other
63,847	63,202	Office expenses - Telephone
60,095	48,493	Office expenses - Other
48,964	32,473	Depreciation
9,276	9,885	Women and childrens welfare
408	-	Diogel project living allowance for women
1,202	42	Mentoring education and awareness costs
2,683	377	Other staff costs
1,520	1,146	Volunteer expenses
275	-	Advertising and promotion
1,208	50	Womens and childrens welfare
12,613	-	Diogel project living allowance for women
964	-	Language support
-	299	Mentoring education & awareness costs
1,563	1,067	Other staff costs
49	931	Volunteer expenses
539	-	Advertising and promotion
-	80	Training
-	221	Direct charitable activity 3 - other (user defined) 4
2,050	-	Women and childrens welfare
834	-	Other staff costs
-	710	Development worker
-	318	Language support
551	-	Mentoring education and awareness
(13)	-	Other staff costs
454	1,215	Volunteer expenses
(150)	5,610	Service user costs
(48)	3,618	Mentoring education and awareness costs
568	138	Other staff costs
-	-	Volunteer expenses
-	6,446	Advertising and promotion
-	4,106	Women and childrens welfare
-	58	Language support
360	-	Mentoring education and awareness
(33)	750	Other staff costs

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

	2014 £	2013 £
Language support	–	56
Other staff costs	426	1,543
Mentoring education and awareness	164	–
Mentoring education and awareness costs	1,071	507
Women and childrens welfare	1,363	40,350
Diogel project living allowance for women	28,929	9,016
Language support	–	10,014
Other staff costs	–	3,823
Advertising and promotion	–	3,842
Project costs	–	21,956
Women and childrens welfare	1,499	4,791
Diogel project living allowance for women	3,620	1,072
Language support	37,325	20,330
Mentoring education and awareness	27,285	2,786
Staff training	5,826	6,058
Volunteer expenses	4,012	1,254
Advertising and promotion	2,905	3,484
Staff costs	(8)	–
Training	286	–
Staff costs	(8)	–
Training	623	–
Staff costs	(12)	–
Language support	65	–
Training	746	–
Staff costs	1,438	–
Promotion and advertising	5,495	–
Training	134	–
Activities	107	–
Training	227	–
Staff costs	3	–
Activities	3,081	–
Activities	560	–
Staff costs	420	–
Volunteer expenses	298	–
Activities	755	–
	2,901,978	2,521,390
GOVERNANCE COSTS		
Audit fees (including VAT)	8,016	7,680
Legal and professional fees	34,805	24,961
Costs of trustees' meetings and training	810	1,749
Bank charges	2,600	2,264
	46,231	36,654
TOTAL RESOURCES EXPENDED	2,948,209	2,558,044

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

	2014	2013
	£	£
NET OUTGOING RESOURCES FOR THE YEAR	<u>(7,856)</u>	<u>(8,161)</u>

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

	2014	2013
	£	£
CHARITABLE ACTIVITIES		
Refuge Provision		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	358,884	413,614
Staff costs - Employer's NIC	-	42,459
Staff costs - Pension costs	-	2,418
Estabishment - Rent	178,136	174,916
Estabishment - Rates & Water	9,249	12,430
Estabishment - Light & heat	43,958	39,209
Estabishment - Repairs & maintenance	18,204	17,528
Estabishment - Insurance	5,684	805
Estabishment - Other	5,061	11,919
Motor vehicle expenses	1,646	-
Motor and travel costs - Other	3,535	6,816
Office expenses - Telephone	7,464	13,119
Office expenses - Other	7,510	14,610
Depreciation	8,511	29,229
Women and childrens welfare	9,276	9,885
Diogen project living allowance for women	408	-
Mentoring education and awareness costs	1,202	42
Other staff costs	2,683	377
Volunteer expenses	1,520	1,146
Advertising and promotion	275	-
Support costs	663,206	790,522
Staff costs - Wages & Salaries	31,709	81,662
Staff costs - Employer's NIC	-	6,394
Staff costs - Pension costs	-	437
Floating Support	31,709	88,493
Direct charitable activities	694,915	879,015

**BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE**

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2014

	2014 £	2013 £
Staff costs - Wages & Salaries	529,699	510,135
Staff costs - Employer's NIC	159,078	47,717
Staff costs - Pension costs	–	3,635
Establishment - Rent	54,297	28,030
Establishment - Rates & Water	10,145	2,680
Establishment - Light & heat	8,992	5,321
Establishment - Repairs & maintenance	18,861	2,038
Establishment - Insurance	(4,662)	1,069
Establishment - Other	17,112	6,211
Motor vehicle expenses	(289)	–
Motor and travel costs - Other	20,500	10,831
Legal & professional - Other	2,789	(463)
Office expenses - Telephone	16,796	4,139
Office expenses - Other	26,371	31,591
Depreciation	40,453	13,794
Womens and childrens welfare	1,208	50
Diogel project living allowance for women	12,613	–
Language support	964	–
Mentoring education & awareness costs	–	299
Other staff costs	1,563	1,067
Volunteer expenses	49	931
Advertising and promotion	539	–
	<u>917,078</u>	<u>669,075</u>
Support costs		
Staff costs - Wages & Salaries	35,741	44,908
Staff costs - Employer's NIC	–	3,161
Staff costs - Pension costs	–	288
	<u>35,741</u>	<u>48,357</u>
	<u>952,819</u>	<u>717,432</u>
Men and Youth Project		
Direct charitable activities		
Staff costs - Wages & Salaries	26,383	–
Establishment - Rent	–	2,625
Motor and travel costs - Other	–	767
Office expenses - Other	–	242
Training	–	80
Direct charitable activity	–	221
	<u>26,383</u>	<u>3,935</u>
Youth Activity Grant		
Direct charitable activities		
Staff costs - Wages & Salaries	(22)	–
Motor and travel costs - Other	14	–
Women and childrens welfare	2,050	–

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

2014	2013	
£	£	
834	-	Other staff costs
-	710	Development worker
<u>2,876</u>	<u>710</u>	
		Older People Project
		<i>Direct charitable activities</i>
38,716	27,949	Staff costs - Wages & Salaries
-	1,586	Staff costs - Employer's NIC
(19)	-	Establishment - Repairs & maintenance
-	633	Motor and travel costs - Other
-	318	Language support
551	-	Mentoring education and awareness
(13)	-	Other staff costs
454	1,215	Volunteer expenses
-	5,610	Service user costs
<u>39,689</u>	<u>37,311</u>	
		FGM Project
		<i>Direct charitable activities</i>
40,415	16,111	Staff costs - Wages & Salaries
-	1,068	Staff costs - Employer's NIC
1,168	1,622	Motor and travel costs - Other
284	-	Office expenses - Other
(150)	3,618	Mentoring education and awareness costs
(48)	138	Other staff costs
568	-	Volunteer expenses
-	6,446	Advertising and promotion
<u>42,237</u>	<u>29,003</u>	
		Cardiff IDVA
		<i>Direct charitable activities</i>
46,411	16,935	Staff costs - Wages & Salaries
-	1,304	Staff costs - Employer's NIC
1,089	506	Motor and travel costs - Other
-	4,106	Women and childrens welfare
-	58	Language support
360	-	Mentoring education and awareness
(33)	750	Other staff costs
<u>47,827</u>	<u>23,659</u>	
		Swansea IDVA
		<i>Direct charitable activities</i>
47,554	29,371	Staff costs - Wages & Salaries
-	2,875	Staff costs - Employer's NIC
-	33	Staff costs - Pension costs
184	440	Motor and travel costs - Other
196	(40)	Office expenses - Telephone

YEAR ENDED 31 MARCH 2014

- 42 -

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

	2014 £	2013 £
	–	21,963
Core Funded Costs		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	123,381	411,137
Staff costs - Employer's NIC	–	35,354
Staff costs - Pension costs	12,089	4,030
Establishment - Rent	6,635	6,292
Establishment - Rates & Water	293	1,231
Establishment - Light & heat	9,886	10,932
Establishment - Repairs & maintenance	40,719	26,896
Establishment - Insurance	24,625	18,336
Establishment - Other	1,097	3,751
Motor vehicle expenses	17,020	–
Motor and travel costs - Other	16,899	28,669
Legal & professional - Other	28,261	2,885
Office expenses - Telephone	37,219	43,832
Office expenses - Other	17,932	1,709
Depreciation	–	(10,550)
Women and childrens welfare	1,499	4,791
Diogel project living allowance for women	3,620	1,072
Language support	37,325	20,330
Mentoring education and awareness	27,285	2,786
Staff training	5,826	6,058
Volunteer expenses	4,012	1,254
Advertising and promotion	2,905	3,484
	418,528	624,931
<i>Support costs</i>		
Staff costs - Wages & Salaries	204,977	38,862
Staff costs - Employer's NIC	–	4,278
Staff costs - Pension costs	–	384
	204,977	43,524
	772,748	795,223
Thomas Howell Fund		
<i>Direct charitable activities</i>		
Motor and travel costs - Other	–	483
Office expenses - Other	–	221
	–	704
Wales Co-op		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	4,350	–
Staff costs	(8)	–
Training	286	–

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

2014	2013	
£	£	
	4,628	WCV A
		<i>Direct charitable activities</i>
	4,581	Staff costs - Wages & Salaries
	(8)	Staff costs
	4,573	
		Section 64 Mental Health
		<i>Direct charitable activities</i>
	25,567	Staff costs - Wages & Salaries
	379	Motor and travel costs - Other
	623	Training
	(12)	Staff costs
	26,557	
		WAVE
		<i>Direct charitable activities</i>
	165,689	Staff costs - Wages & Salaries
	2,023	Staff costs - Pension costs
	1,615	Motor and travel costs - Other
	718	Office expenses - Telephone
	5,428	Office expenses - Other
	65	Language support
	746	Training
	1,438	Staff costs
	5,495	Promotion and advertising
	183,217	
	12,973	<i>Support costs</i>
		Staff costs - Wages & Salaries
	231,948	
704		
		Advancing Equality Fund
		<i>Direct charitable activities</i>
	17,190	Staff costs - Wages & Salaries
	335	Establishment - Repairs & maintenance
	14	Motor and travel costs - Other
	30	Office expenses - Telephone
	303	Office expenses - Other
	134	Training
	107	Activities
	18,113	
		Heritage Lottery Fund
		<i>Direct charitable activities</i>
	10,048	Staff costs - Wages & Salaries

BAWSO LIMITED
COMPANY LIMITED BY GUARANTEE
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2014

	2014	2013
	£	£
Motor and travel costs - Other	56	—
Training	227	—
Staff costs	3	—
Activities	3,081	—
	<u>13,415</u>	<u>—</u>
Oxfam		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	3,502	—
Office expenses - Other	161	—
Activities	560	—
Staff costs	420	—
Volunteer expenses	298	—
	<u>4,941</u>	<u>—</u>
Cardiff Neighbourhood Management gym funding		
<i>Direct charitable activities</i>		
Activities	755	—
	<u>2,901,978</u>	<u>2,522,042</u>