

**COMPANY REGISTRATION NUMBER 03152590**

**BAWSO LIMITED  
COMPANY LIMITED BY GUARANTEE  
FINANCIAL STATEMENTS  
31 MARCH 2015**

**Charity Number 1084854**

**TUESDAY**



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**08/12/2015**

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**COMPANIES HOUSE**

**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 2015**

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# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **CHAIR'S REPORT**

### **YEAR ENDED 31 MARCH 2015**

It gives us great pleasure and pride to look back on the progressive strides and successes the year has brought for Bawso to enhance its support for vulnerable people towards independent and fulfilled lives. There was yet another increase of 15% in the number of people who accessed our services despite challenges arising from the funding cuts.

This year was another year filled with changes in the systems which had a direct impact on delivery of support services. Welfare reform remained a key area of concern for people accessing our services. The impact was felt mainly through the application of bedroom tax and benefit sanctions to already very vulnerable individuals. Through the support provided we were able to mitigate the adverse impact because of the flexibility we have to ensure that change is managed positively for service users.

Last year was also very exciting because chaired the Wales Violence Against Women Action Group during a time when groundbreaking legislation to protect women in Wales was going through Welsh Assembly. The group played a key part in influencing the focus of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015; an innovative piece of legislation which sets out to improve the arrangements of; **the prevention** of violence against women, domestic abuse and sexual violence; **the protection** of victims and **support for people affected** by violence against women, domestic abuse and sexual violence.

We would like to congratulate Bawso's staff and volunteers on another successful year in providing an essential service to people in need of support. This report highlights some of the ways we delivered support last year – aided by local services, supporters, and most importantly survivors of different forms of violence against women.

We would like to thank our funders for their support

- Welsh Government
- Local Authorities
- Salvation Army
- Police and Crime Commissioners
- Community Safety Partnerships
- Swansea Change Fund
- Waterloo Foundation
- Esmée Fairbairn, Rosa and Trust for London
- Home Office

**BAWSO LIMITED  
COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 MARCH 2015**

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 2015.

**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Registered charity name</b>	Bawso Limited
<b>Charity registration number</b>	1084854
<b>Company registration number</b>	03152590
<b>Principal and Registered office</b>	9 Cathedral Road Cardiff CF11 9HA

**The trustees**

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

Miss J Allen  
Mrs T Khan  
Mrs R N Malik  
Mrs S Moyo  
Mrs V Patel  
Mrs C Sinha  
Mr E Yhap  
Mr S Omar  
Ms S Taylor

Mr E Sam	(Appointed 30 January 2015)
Mrs S Zaman	(Appointed 30 January 2015)
Miss B Lovesy	(Appointed 30 January 2015)
Mrs A Cox	(Retired 30 January 2015)

<b>Secretary</b>	Mutale Merrill OBE
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<b>Auditor</b>	Walter Hunter & Co Limited Chartered Accountants & Statutory Auditor 24 Bridge Street Newport South Wales NP20 4SF
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# BAWSO LIMITED COMPANY LIMITED BY GUARANTEE

## TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2015

### GOVERNANCE, STRUCTURE AND MANAGEMENT

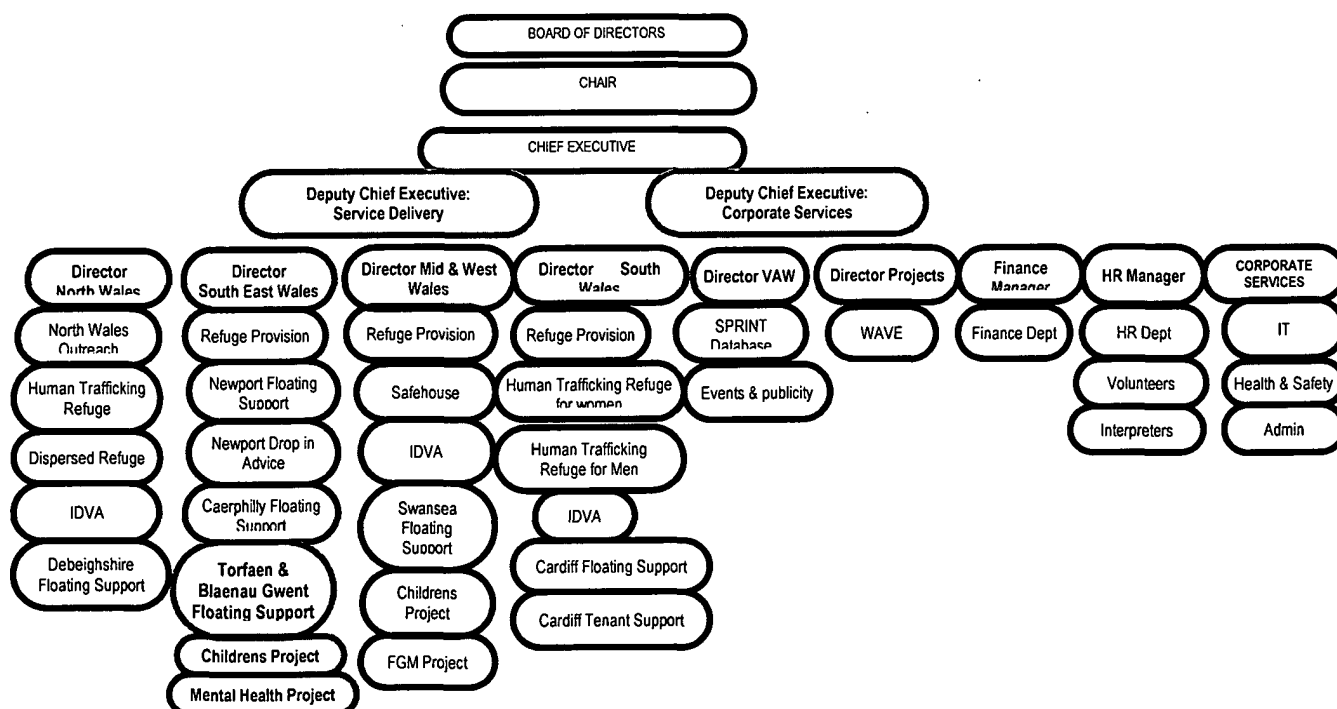
Bawso, is a registered charity and a company limited by guarantee governed by its Articles of Association. Charity number: 1084854. Company number: 03152590

Bawso carries out an Annual Skills Audit to identify any gaps in the Board of Directors. This year 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 The 3 new members include a retired Accountant with years of experience, a qualified Counsellor and an research academic. We reserve a third of our places on the Board for ex service users.

#### Strategic Management

Bawso is currently developing the new Business Plan 2016 - 2019. The management Team are playing a crucial role in contributing towards the Business Plan.

Bawso continues to play an active role in influencing Government policies.



# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **TRUSTEES ANNUAL REPORT** *(continued)*

### **YEAR ENDED 31 MARCH 2015**

#### **OBJECTIVES AND ACTIVITIES**

##### **Refuge/ Safe house**

Bawso provide secure accommodation to Black and Minority Ethnic (BME) women and children at risk of suffering domestic abuse through five purpose built refuges and two safe houses across Wales. The purpose built accommodation is intended to meet diverse cultural and religious needs of the service user.

During last year we supported 112 women and 114 children in our refuges and safe houses. The women and children accessing our service had complex of needs including language, cultural, acceptance of abuse, honour based issues, lack of awareness of services, insecure immigration status and communities' attitudes towards women fleeing domestic abuse.

Our support is life-changing and is delivered by staff that has an in-depth understanding and expertise on the specific barriers that can prevent women from accessing support for domestic violence, forced marriage and female genital mutilation. They have specialist skills, deep knowledge of different cultures and most of all empathy and understanding of the impact of domestic abuse, leaving the home, family and community on BME Woman and children.

In July 2014, we opened our first refuge in North Wales. The dispersed refuge accommodation support model caters for a wide range of service users, particularly those with multiple and complex needs, who are unlikely to be accommodated in a communal refuge.

##### **Childcare Project**

Last year we supported 114 in the different safe accommodation. The childcare project is integral to meet the particular needs of children who have lived with domestic violence and to promote their rights.

The Children and Young person's workers help the children to come to terms with their experiences of domestic abuse as well as overcome practical or emotional difficulties by providing advocacy and also by individual or group work with mothers and children together. The workers also ensure that child protection issues are dealt with appropriately within a culturally sensitive multi-agency partnership. Ultimately the support provided goes a very long way to build the children's self-esteem.

Our support catered for children of different ages whilst recognising that impact of domestic violence can be varied with some children requiring intensive support.

##### **Supporting Women with no recourse to public funds**

Bawso remained the only organisation supporting large numbers of women affected by domestic violence with no recourse to public funds (NRPF) in Wales. The NRPF rule represents a major and serious barrier to accessing services and justice for victims of domestic violence and violence against women. It is the underpinning reason why many women with insecure immigration status are unable to leave violent relationships. During the last year Bawso supported women with NRPF from Eastern Europe, spouse or partners of EU or EEA nationals, spouse of asylum seekers, on reunion visa, spouse of British nationals and those on student visas.

Last year we have supported 67 service users with NRPF. Supporting women fleeing domestic abuse with NRPF requires support workers having knowledge and experience of different visa conditions, options and limitations for individuals.

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **TRUSTEES ANNUAL REPORT** *(continued)*

### **Floating support**

The floating support project worked with 374 people through provision of housing-related support to help them manage their accommodation and live independently and inclusively in the community. Floating support service users especially those who are victims of domestic abuse face almost same issues as those in refuges including housing, immigration, limited access to welfare support, right to reside or the habitual residence test, change in the legal Aid regulations and other obstacles that hinges on decision making and accessibility to services. In addition, lack of understanding of BME issues by public sector agencies prevents service users from accessing right support or receiving support in time. For example in some instances even when service users are entitled to welfare support they are turned away due to lack of knowledge of front line staff in public sector agencies.

### **Outreach**

Last year we supported 164 people through the different outreach projects across Wales. The interventions offered within this project are aimed at preventing domestic violence situations escalating, reducing risk and increasing safety for the victim and their dependent children for those who are unable to access secure accommodation.

Our experienced support workers work with service users to look at their options and support them with their decisions while providing them with information, guidance and advice along the way.

We provided individualised support and greater levels of understanding to women and girls who were coping and managing a range of additional issues including mental health needs, drug and alcohol, disability, chronic illness and other health related issues. We supported a number of women and girls to engage with other services.

### **Human Trafficking**

Bawso Diogel Project is the first project for victims of trafficking in Wales and only supported housing project for victims of trafficking in Wales. The Diogel project continued to grow from strength to strength last year supporting a total number of 95 people through the project out of which 43 were in secure accommodation and 39 on outreach. In October 2014 Bawso opened a 4 unit refuge to support male victims of human trafficking due to demand, and since then it remained full. We also have seen a steady increase in the number of referrals from Wales.

The experience of human trafficking often has a profound impact on the health and well-being of women. The exploitation and abuse experienced by people who have been trafficked can impact their physical, reproductive, and mental health. It may also lead to the misuse of drugs or alcohol, diminish the person's social and economic well-being, and limit their access to health support services.

Alongside support provision, we retained representation on the Anti-Slavery Leadership Group and led the development of the multi-agency Victim Care Pathway which has been adopted across Wales. Bawso coordinated the Human trafficking MARACs and co-chaired forums in Dyfed Powys and North Wales.

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **TRUSTEES ANNUAL REPORT** *(continued)*

### **YEAR ENDED 31 MARCH 2015**

#### **Independent Domestic Abuse Advocate (IDVA)**

The IDVA project supported 632 people during the last year. Support for the service users in this project was always provided in a multiagency format. IDVAs worked closely with police, Domestic Abuse Unit, health professionals, housing, education and other relevant partners to put in place safety management plans after risk assessments. There was an increase in the number of BME cases that were supported particularly in the North Wales region due to raising awareness and availability of BME IDVA in the 5 counties.

#### **One Stop Shop**

Bawso's core work is to prevent, protect and support victims of violence. It is the leading provider of BME specialist services in North Wales. Bawso runs the One Stop Shop in Wrexham which is used by both statutory and voluntary organisations. Last year 6,256 people accessed the One Stop Shop for support and activities delivered by 13 organisations housed in the building.

The One Stop Shop provides a convenient and efficient service to create the opportunity for our service users to access a multitude of services under one roof. Compared to visiting a separate agency for each area of need, the one-stop shop saves the client a lot of time and effort. It also makes it easier for statutory and voluntary agencies to access the so called 'hard to reach' groups more easily.

#### **Asylum Seekers**

The Sanctuary project was established in February 2014 for a year under the auspices of Oxfam Cymru's Sanctuary in Wales. During this period 38 refuge and asylum seeking women accessed the project for tailored advice and support to build their confidence, be active within their local communities, and be ready and able to gain employment or enter training.

#### **FGM Health and Safeguarding Project**

The project was established in 2010 to support women and girls affected by FGM. We work in communities which are most likely to be affected by FGM because of deeply entrenched traditional beliefs which promote the practice as well as those newly arrived in the UK and are not aware that the practice is illegal. The project also carries out strong prevention by engaging with young people in schools to build their knowledge about FGM.

The project has gradually expanded to include Newport and Swansea to meet demand. Last year the project extended to include Swansea which resulted in a 216% increase in the number of people engaging from 249 in the previous year to 788. The number of those requiring one to one support also rose from 17 to 37 (118%) respectively.



# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **TRUSTEES ANNUAL REPORT** *(continued)*

### **YEAR ENDED 31 MARCH 2015**

#### **Young People Speak Against FGM**

We strongly believe that young people are key players in shaping the future, so we continued to engage with them through different activities.

In June more than 130 pupils participated in Bawso FGM workshops at Fitzalan School. We also delivered an FGM raising awareness session to 42 pupils in St. Julian School.

We supported five young people to participate in the Girl Summit 2014. The event helped them to understand more about the issues related to FGM and other forms of VAWG and more importantly to empower them to challenge the practice as well as inspire others.

Bawso in partnership with National Wales Theatre worked with 14 young people to develop a concept and script for a play entitled 'Take the Good, Leave the Bad'. The play has been performed three times and has received very positive feedback.

#### **Older Persons Project**

The Older people project was established in 2012 to engage with BME people who are largely isolated and have limited access to services. The purpose of this project is to improve the health and wellbeing of older persons from BME communities in Wales and promote independent living. A total of 171 service users benefitted from this project out of those 136 were women and 35 men.

#### **Ethnic Minority Mental Health Awareness Project (EMHAP)**

The EMHAP was a Welsh Government Section 64 funded project that worked 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.

During the year 107 women have participated in the mental health awareness-raising and training programme and 252 women attended the various coping and empowering sessions. The project established partnership working with 14 communities, 8 statutory body and 22 third-sector organisations.

#### **Identification and Referral to Improve Safety Project (IRIS)**

In October 2014 Bawso started the IRIS pilot project in partnership with Cardiff Women Aid and funded by PCC. IRIS is a domestic violence and abuse training, support and referral programme for GP surgeries. Core areas of the programme are training and education for the clinical team and ancillary staff, clinical enquiry and care pathways for primary health care practitioners and an enhanced referral pathway to specialist domestic violence services for all patients experience DVA.

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **TRUSTEES ANNUAL REPORT** *(continued)*

### **YEAR ENDED 31 MARCH 2015**

#### **Women Adding Value to the Economy (WAVE)**

WAVE was an EU funded partnership programme and we were joint sponsors with Cardiff University and The University of Wales. The aim of the WAVE programme was to contribute to tackling the causes of gender pay gaps in Wales by working with employers and employed women. It also aimed to empower and upskill women to progress in the non-traditional sectors of technical ICT and construction. We delivered high level training, mentoring and networking to support this, and worked with employers to improve their approach to gender equality and diversity. To date the project has supported 156 participants and 27 employers.

#### **Mothers Then & Now**

The heritage Lottery Fund funded this project to examine the change of women's role in society across cultures and generations, to promote active and positive intergenerational activity and to provide opportunities for young women to gain new skills and accreditation

Over the course of more than a year, 12 young women have worked together to research the heritage and history of local women in south Cardiff. The project looked at the changes in the everyday experiences of generations of women in the area over a century of industrialisation, immigration, war and cultural change, through oral histories with the girls' mothers and grandmothers, visits to archives, museums and libraries, and many other activities.

#### **Advice and information**

Advice and information is the initial point of contact for all service users, who are subsequently filtered through to Refuge, Floating Support, Diogel or signposted to other services. In the last year 1060 people accessed our information and advice service either in person or via telephone.

Last year there was an increase in calls from families seeking information and advice because they found themselves with little or no money which had an impact in their ability to pay rent and purchase food. Some of them were in such desperate situations because of reductions of benefits as a result of the reforms. In majority of the cases people accessing the advice office needed to access the food bank.

#### **Language Support Project**

Language support is an integral part of Bawso support because majority of the service users speak little or no English. During 2014 and 2015 service users received language support in 37 different languages. It is also important that the dialect is matched properly.

Bawso interpreters are not only trained as interpreters but also receive training in domestic abuse and violence against women..

During the last financial year 1,661 support sessions used an interpreter, which is 32 sessions per week. The most used languages were Polish, Bengali, Arabic and Czech. These languages are a reflection of the new arrival of Polish and Czech economic migrants, Middle Eastern Asylum seekers due to conflicts in home countries and Bengali women arriving on spousal visa.

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **TRUSTEES ANNUAL REPORT** *(continued)*

### **Promotion and Raising Awareness**

In the last year we continued to raise awareness of VAW and promote our profile through different events and campaigns.

More than 100 people participated in 'Reflection on Human Trafficking' Mirror Campaign to mark the International Anti-Slavery Day at the city centre and Senedd in an event launched by Joyce Watson AM and Mutale Merrill, Chief Executive of Bawso.

We also conducted a social media campaign using a Price Tag as a tool to highlight that 'Humans Are Not for Sale' from October to end of November 2014 which reached 71,382 people. The campaign encouraged people to take photographs of them wearing the price tag and to upload the photographs on to Facebook and/or Twitter.

On the 25<sup>th</sup> November, more than 250 people attended the Light a Candle event to commemorate the International Day to Eliminate Violence against Women (White Ribbon Day) at Llandaff Cathedral. The event was hosted by Bawso in partnership with Welsh Women's Aid, Safer Wales, Unite and New Pathways. The event started with a march, an ecumenical service at the Cathedral, and a multi-cultural lunch at Bawso to raise funds for women with no recourse to public funds.

Bawso started the year of 2015 by hosting Older People Conference which was attended by more than 100 people. On 6<sup>th</sup> February, we partnered with Wales Government to deliver a Community Conference to mark the International Day of Zero Tolerance for FGM. Young People from the Bawso FGM Health and Safeguarding Community project performed a play condemning the practice entitled "Take the Good and Leave the Bad".

### **Volunteer Project**

Volunteers play a key role in delivering support to service users in different projects throughout the year. Volunteering has impact on Bawso, service users, the community, and volunteers themselves. It also helps support some of the aims of active citizenship. Last year we worked with 197 volunteers across Wales compared to 143 volunteers the previous year. The volunteers were placed with 18 projects following induction and core training based on their area of interest and the skills set they have.

People who volunteer for Bawso are largely from the BME communities we work in. Volunteers find working at Bawso as a bridge to engaging with the wider formal work environment. By working with Bawso there are no challenges for volunteers relating to culture and ethnicity including lack of cultural awareness around issues such as prayers, festivals, and periods of fasting because the services are culturally appropriate.

### **Violence Against Women Centres of Excellence**

Last year we introduced a different way of working to strengthen the VAW portfolio. Each region was made a Centre of Excellence for a particular area of VAW. Cardiff is the centre of excellence for Modern Slavery and Human Trafficking; Newport for Forced Marriage and Honour Based Violence; Swansea for Female Genital Mutilation and Wrexham for No Recourse to Public Funds. Leads were appointed for FM, FGM, NRPF and HT. The leads are responsible for delivering the local aspects of the VAW agenda such as raising awareness and training.

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **TRUSTEES ANNUAL REPORT *(continued)***

### **ACHIEVEMENTS AND PERFORMANCE**

- The FGM project has expanded to include Swansea
- The Human Trafficking project has expanded to include accommodation for men
- The IDVA project expansion to include North Wales
- The development of IRIS Project in Cardiff
- The development of our Floating Support Project in Torfaen and Blaenau Gwent
- The development of our first dispersed refuge in North Wales.

### **FINANCIAL REVIEW**

Bawso has always been proactive in ensuring that we actively foresee change and respond effectively when it arrives.

The organisation has undertaken several organizational reviews in the past to respond to the constant and very significant growth in the activity and size of the organisation. This was to strengthen the organisational structure of the charity and ensure that key management processes were robust and effective.

Bawso is now facing the challenge of Supporting People Funding cuts across all our projects in Wales. We are expected to provide the same level of service with reduced funds. The only way to make the projects affordable and viable was to review the staff salaries as this makes up the majority of the funding. Following a consultation with staff their salaries were reduced. The second consultation in the year resulted in reduction in management tiers.

Bawso is reporting a surplus of £339 in the Financial Year ended 31 March 2015.

### **PLANS FOR FUTURE PERIODS**

- To further develop and sustain our Floating Support Project in Wales
- To further develop the existing work on Forced Marriage
- To sustain the Training and Development project
- To redevelop the Social Enterprise

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **TRUSTEES ANNUAL REPORT** *(continued)*

### **YEAR ENDED 31 MARCH 2015**

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 company and the income and expenditure of the 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **AUDITOR**

Walter Hunter & Co Limited have been re-appointed as auditor for the ensuing year in accordance with section 485 of the Companies Act 2006.

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

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

Registered office:  
9 Cathedral Road  
Cardiff  
CF11 9HA

Signed by order of the trustees



MUTALE MERRILL OBE  
Company Secretary

*4 December 2015*

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BAWSO LIMITED YEAR ENDED 31 MARCH 2015**

We have audited the financial statements of Bawso Limited for the year ended 31 March 2015 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 2015 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 2015**

**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 from the requirement to prepare a Strategic Report or in preparing the Trustees Annual Report.



Jonathan Rhodes BSC 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

*24 December 2015*

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

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

**YEAR ENDED 31 MARCH 2015**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
<b>INCOMING RESOURCES</b>					
Incoming resources from generating funds:					
Voluntary income	2	1,645,752	1,120,202	2,765,954	2,487,962
Activities for generating funds	3	15,225	—	15,225	3,391
Investment income	4	293	—	293	174
Incoming resources from charitable activities	5	429,710	—	429,710	448,826
<b>TOTAL INCOMING RESOURCES</b>		<b>2,090,980</b>	<b>1,120,202</b>	<b>3,211,182</b>	<b>2,940,353</b>
<b>RESOURCES EXPENDED</b>					
Charitable activities	6/7	(2,043,669)	(1,103,638)	(3,147,307)	(2,901,978)
Governance costs	8	(46,242)	(17,294)	(63,536)	(46,231)
<b>TOTAL RESOURCES EXPENDED</b>		<b>(2,089,911)</b>	<b>(1,120,932)</b>	<b>(3,210,843)</b>	<b>(2,948,209)</b>
<b>NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR/NET INCOME/(EXPENDITURE) FOR THE YEAR</b>					
	9	1,069	(730)	339	(7,856)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		589,074	598,441	1,187,515	1,195,371
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>590,143</b>	<b>597,711</b>	<b>1,187,854</b>	<b>1,187,515</b>

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 16 to 27 for part of these financial statements



**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

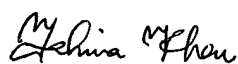
**BALANCE SHEET**

**31 MARCH 2015**

	Note	2015 £	2014 £
<b>FIXED ASSETS</b>			
Tangible assets	11	634,680	666,970
Investments	12	1	1
		<u>634,681</u>	<u>666,971</u>
<b>CURRENT ASSETS</b>			
Debtors	13	390,056	297,700
Cash at bank and in hand		310,737	322,220
		<u>700,793</u>	<u>619,920</u>
<b>CREDITORS: Amounts falling due within one year</b>	14	(147,620)	(99,376)
<b>NET CURRENT ASSETS</b>		553,173	520,544
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>1,187,854</u>	<u>1,187,515</u>
<b>NET ASSETS</b>		<u>1,187,854</u>	<u>1,187,515</u>
<b>FUNDS</b>			
Restricted income funds	17	597,711	598,441
Unrestricted income funds	18	590,143	589,074
<b>TOTAL FUNDS</b>		<u>1,187,854</u>	<u>1,187,515</u>

These financial statements were approved by the trustees and authorised for issue on the

4<sup>th</sup> December 2015 and are signed on their behalf by:



T Khan  
Chair



E Sam  
Treasurer

Company Registration Number: 03152590

The notes on pages 16 to 27 for part of these financial statements

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

### **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 9 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.

#### **Pension costs**

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

#### **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.

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

**2. VOLUNTARY INCOME**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
<b>Donations</b>				
Miscellaneous	539	—	539	—
Fundraising	2,667	—	2,667	2,071
Donations from Bawso Interpreting and Training Services Limited (note 19)	3,466	—	3,466	11,225
Donations	1,000	—	1,000	1,081
<b>Grants receivable</b>				
SPPG Direct Access	563,397	—	563,397	586,721
SPPG Floating Support	447,422	—	447,422	475,686
Waterloo Foundation – FGM Project	—	17,500	17,500	—
Heritage Lottery fund – Mothers Then & Now	—	20,949	20,949	—
Welsh Government - Womens Equality Network	—	—	—	900
Welsh Government - Childrens Funding	—	29,000	29,000	29,000
Welsh Government - Core Funding	—	213,000	213,000	213,000
Welsh Government - North Wales Outreach Service	—	130,000	130,000	130,000
Welsh Government - Section 64 Older Peoples Project	—	38,500	38,500	38,500
Welsh Government - Diogel Project	—	74,000	74,000	74,000
Home Office - IDVA	—	94,799	94,799	88,924
Home Office - Diogel Project	212,905	—	212,905	177,049
Cardiff County Council - Tenant Support Scheme	211,012	—	211,012	211,012
Swansea County Council - Tenant Support Scheme	83,460	—	83,460	77,310
South Wales PCC IRIS Project	—	12,568	12,568	—
Welsh Government - Section 64 Mental Health	—	23,255	23,255	23,255
Swansea Change Fund – IDVA	—	9,000	9,000	2,250
Welsh Government Capital Funding	—	35,661	35,661	—
Wales Co-op Digital Inclusion Project	—	(2,906)	(2,906)	27,905
Home Office - FGM Project	—	10,000	10,000	8,813
WCVA - GWIRVOL Fund	—	(21)	(21)	9,997
North Wales PCC-Trafficking Project	—	39,000	39,000	—
Esmée Fairbairn - FGM Project	—	28,207	28,207	37,267
Merthyr Tydfil Housing Association – Floating Support Project	118,298	—	118,298	85,027
Esmée Fairbairn - Violence Against Women Action Group	—	20,000	20,000	—
AVOW - Youth Grant	—	—	—	600
Wrexham Community Safety Partnership - IDVA	—	10,000	10,000	—
Balance carried forward	1,644,166	802,512	2,446,678	2,311,593

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

**2. VOLUNTARY INCOME** *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Balance brought forward	1,644,166	802,512	2,446,678	2,311,593
Cardiff Neighbourhood Management				
Grant-Gym funding	—	—	—	755
Oxfam –Sanctuary in Wales Project	—	22,278	22,278	14,626
Advancing Equality Fund	—	—	—	16,865
European Social Fund – WAVE Project	86	295,412	295,498	143,123
Antislavery Fund	1,500	—	1,500	1,000
	<u>1,645,752</u>	<u>1,120,202</u>	<u>2,765,954</u>	<u>2,487,962</u>

**3. INCOMING RESOURCES FROM ACTIVITIES FOR GENERATING FUNDS**

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Room hire	15,225	15,225	3,391

**4. INVESTMENT INCOME**

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Bank interest receivable	293	293	174

**5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Rental income	429,710	429,710	393,511
Amalgamation The Women's Workshop Cardiff			
Training Centre	—	—	55,315
	<u>429,710</u>	<u>429,710</u>	<u>448,826</u>

**6. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Refuge Provision	363,794	12,724	376,518	663,206
Floating Support	33,633	180,574	214,207	917,078
Men and Youth Project	25,196	29,439	54,635	26,383
Youth Activity Grant	—	—	—	2,876
Older People Project	—	37,522	37,522	39,689
FGM Project	—	46,449	46,449	42,237
Cardiff IDVA	—	38,058	38,058	47,827
Swansea IDVA	—	25,615	25,615	50,429
Wrexham IDVA	—	30,631	30,631	10,640
Balance carried forward	<u>422,623</u>	<u>401,012</u>	<u>823,635</u>	<u>1,800,365</u>

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Balance brought forward	422,623	401,012	823,635	1,800,365
Womens Equality Network	—	—	—	901
Trafficking Project	2,375	35,100	37,475	137,702
Core Funded Costs	1,385,203	49,905	1,435,108	418,528
Wales Co-op	—	16,155	16,155	4,628
WCVA	—	5,403	5,403	4,573
Section 64 Mental Health	—	19,953	19,953	26,557
WAVE	—	219,368	219,368	183,217
Advancing Equality Fund	—	—	—	18,113
Heritage Lottery Fund	—	15,989	15,989	13,415
Oxfam	—	29,319	29,319	4,941
Cardiff Neighbourhood Management gym funding	54	—	54	755
South Wales PCC IRIS	—	7,792	7,792	—
Support costs	233,414	303,642	537,056	288,283
	<u>2,043,669</u>	<u>1,103,638</u>	<u>3,147,307</u>	<u>2,901,978</u>

**7. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

	Direct charitable activities £	Support costs £	Total Funds 2015 £	Total Funds 2014 £
Refuge Provision	376,518	—	376,518	694,915
Floating Support	214,207	19,681	233,888	952,819
Men and Youth Project	54,635	—	54,635	26,383
Youth Activity Grant	—	—	—	2,876
Older People Project	37,522	—	37,522	39,689
FGM Project	46,449	—	46,449	42,237
Cardiff IDVA	38,058	4,292	42,350	47,827
Swansea IDVA	25,615	12,293	37,908	53,312
Wrexham IDVA	30,631	2,000	32,631	10,640
Womens Equality Network	—	—	—	901
Trafficking Project	37,476	3,900	41,376	137,702
Core Funded Costs	1,435,106	439,949	1,875,055	623,505
Wales Co-op	16,155	—	16,155	4,628
WCVA	5,403	—	5,403	4,573
Section 64 Mental Health	19,953	—	19,953	26,557
WAVE	219,368	48,761	268,129	196,190
Advancing Equality Fund	—	—	—	18,113
Heritage Lottery Fund	15,989	4,031	20,020	13,415
Balance carried forward	<u>2,573,085</u>	<u>534,907</u>	<u>3,107,992</u>	<u>2,896,282</u>

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

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

	Direct charitable activities £	Support costs £	Total Funds 2015 £	Total Funds 2014 £
Balance brought forward	2,573,085	534,907	3,107,992	2,896,282
Oxfam	29,319	1,000	30,319	4,941
Cardiff Neighbourhood Management gym funding	54	—	54	755
South Wales PCC IRIS	7,793	1,149	8,942	—
	<u>2,610,251</u>	<u>537,056</u>	<u>3,147,307</u>	<u>2,901,978</u>

**8. GOVERNANCE COSTS**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Audit fees (including VAT)	8,256	—	8,256	8,016
Legal and professional fees	34,284	17,294	51,578	34,805
Costs of trustees' meetings and training	914	—	914	810
Bank charges	2,788	—	2,788	2,600
	<u>46,242</u>	<u>17,294</u>	<u>63,536</u>	<u>46,231</u>

**9. NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR**

This is stated after charging:

	2015 £	2014 £
Staff pension contributions	39,413	14,112
Depreciation	37,884	48,964
Auditors' remuneration:		
- audit of the financial statements	8,256	8,016
- other fees (see below)	<u>8,708</u>	<u>17,640</u>

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

**9. NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR *(continued)***

**Auditor's fees**

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

	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Audit	<b>8,256</b>	8,016
Accountancy	–	4,260
Business consultancy	<b>4,920</b>	13,380
Computer consultancy	<b>3,788</b>	–
	<b><u>16,964</u></b>	<b><u>25,656</u></b>

**10. STAFF COSTS AND EMOLUMENTS**

**Total staff costs were as follows:**

	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>1,907,432</b>	1,804,170
Social security costs	<b>166,261</b>	159,078
Other pension costs	<b>39,413</b>	14,112
	<b><u>2,113,106</u></b>	<b><u>1,977,360</u></b>

**Particulars of employees:**

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

	<b>2015</b>	<b>2014</b>
	<b>No</b>	<b>No</b>
Service delivery staff	<b>84</b>	78
Number of administrative staff	<b>16</b>	13
	<b><u>100</u></b>	<b><u>91</u></b>

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

	<b>2015</b>	<b>2014</b>
	<b>No</b>	<b>No</b>
£60,000 to £69,999	<b><u>1</u></b>	<b><u>1</u></b>

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

**11. TANGIBLE FIXED ASSETS**

	Freehold Properties £	Office Furniture and Computer Equipment £	Refuge Furniture £	Motor Vehicles £	Total £
<b>COST</b>					
At 1 April 2014	619,715	232,713	89,670	56,880	998,978
Additions	–	20,843	1,475	–	22,318
Disposals	–	(17,519)	–	–	(17,519)
<b>At 31 March 2015</b>	<b>619,715</b>	<b>236,037</b>	<b>91,145</b>	<b>56,880</b>	<b>1,003,777</b>
<b>DEPRECIATION</b>					
At 1 April 2014	46,521	149,400	79,208	56,879	332,008
Charge for the year	10,550	36,963	7,095	–	54,608
On disposals	–	(17,519)	–	–	(17,519)
<b>At 31 March 2015</b>	<b>57,071</b>	<b>168,844</b>	<b>86,303</b>	<b>56,879</b>	<b>369,097</b>
<b>NET BOOK VALUE</b>					
<b>At 31 March 2015</b>	<b>562,644</b>	<b>67,193</b>	<b>4,842</b>	<b>1</b>	<b>634,680</b>
At 31 March 2014	573,194	83,313	10,462	1	666,970

**12. INVESTMENTS**

**Movement in market value**

	2015 £	2014 £
Market value at 1 April 2014	1	1
Market value at 31 March 2015	1	1
Historical cost at 31 March 2015	1	1

**Analysis of investments at 31 March 2015 between funds**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
<b>Other investments</b>				
UK Group undertakings	1	–	1	1



**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

**13. DEBTORS**

	2015	2014
	£	£
Trade debtors	197,416	127,743
Amounts owed by group undertakings	5,651	23,694
Other debtors	—	47
Prepayments	186,989	146,216
	<u>390,056</u>	<u>297,700</u>

**14. CREDITORS: Amounts falling due within one year**

	2015	2014
	£	£
Trade creditors	—	25,357
PAYE and social security	43,416	41,728
Accruals	104,204	32,291
	<u>147,620</u>	<u>99,376</u>

**15. COMMITMENTS UNDER OPERATING LEASES**

At 31 March 2015 the company had annual commitments under non-cancellable operating leases as set out below.

	2015		2014	
	Land and buildings £	Other items £	Land and buildings £	Other items £
<b>Operating leases which expire:</b>				
Within 1 year	—	—	—	4,089
Within 2 to 5 years	78,000	21,948	78,000	16,567
After more than 5 years	195,641	—	153,821	—
	<u>273,641</u>	<u>21,948</u>	<u>231,821</u>	<u>20,656</u>

**16. DISCLOSURE OF LIMITATION OF AUDITORS' LIABILITY**

By way of a members' resolution dated 16th December 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 2015**

**17. RESTRICTED INCOME FUNDS**

	Balance at 1 Apr 2014 £	Incoming resources £	Outgoing resources £	Balance at 31 Mar 2015 £
Esmée Fairbairn - FGM Project	7,200	28,207	(28,803)	6,604
Esmée Fairbairn - VAWAG Association of Voluntary Organisation Wrexham	–	20,000	(12,690)	7,310
Home Office - FGM Project	2,040	–	–	2,040
WCVA GWIRVOL	–	10,000	(9,021)	979
South Wales PCC - IDVA Cardiff	5,424	(21)	(5,403)	–
North Wales Freehold property	43	42,919	(42,351)	611
Home Office IDVA Swansea Welsh Government Capital Funding	573,191	–	(10,550)	562,641
Welsh Government - Section 64 Older People Project	–	28,908	(28,908)	–
Welsh Government - Children's Funding	12,632	–	(8,508)	4,124
Welsh Government - Core Funding	–	38,499	(37,522)	977
Welsh Government - North Wales Outreach Service	(281)	29,000	(28,719)	–
Welsh Government - Diogel Project	(2,923)	213,000	(210,077)	–
Welsh Government - Capital Funding	(1,605)	130,000	(128,395)	–
Welsh Government Section 64 Mental Health	(1,419)	74,000	(72,581)	–
Oxfam –Sanctuary in Wales Project	–	35,661	(35,470)	191
ESF - WAVE	(3,302)	23,255	(19,953)	–
Swansea change fund IDVA	9,685	22,278	(30,377)	1,586
Wales Co-op – Digital Inclusion Project	(24,593)	294,499	(269,906)	–
Community Safety Partnership - Wrexham IDVA	–	9,000	(9,000)	–
Wrexham CSP Capital Heritage Lottery Fund – Mothers Then & Now	23,277	(2,906)	(20,371)	–
North Wales PCC – Trafficking Project	–	26,236	(26,236)	–
Waterloo Foundation-FGM Project	–	7,650	(7,650)	–
South Wales PCC IRIS	(928)	20,949	(20,021)	–
	–	39,000	(39,000)	–
	–	17,500	(9,443)	8,057
	–	12,568	(9,977)	2,591
	<u>598,441</u>	<u>1,120,202</u>	<u>(1,120,932)</u>	<u>597,711</u>

# **BAWSO LIMITED COMPANY LIMITED BY GUARANTEE**

## **NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

### **17. RESTRICTED INCOME FUNDS *(continued)***

#### **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.

We have also expanded our FGM Project to Swansea with the support of the Waterloo Foundation and the Home Office. The Waterloo Foundation funded a full time support worker, cost of raising awareness in the community and training practitioners for 2 years. The Home Office funded a short term project to the end of March 2015 to consult, capacity build and raise awareness in the community.

#### **Independent Domestic Violence Advocates Project (IDVA)**

The Home Office, Welsh Government, Police and Crime Commissioners 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 high risk service users through the Specialist Violence Court (SDVC) Service. The project runs in Cardiff, Swansea, Wrexham and North Wales region.

#### **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.

#### **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. The funding is for a part time worker and the cost of activities and 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. Project delivered high level training, mentoring and networking to support this, and working with employers to improve their approach to gender equality and diversity. The funding was for a project team to deliver all the activities. To date the project has supported 156 participants and 27 employers.

#### **Mothers Then & Now**

The heritage Lottery Fund funded this project to examine the change of women's role in society across cultures and generations, to promote active and positive intergenerational activity and to provide opportunities for young women to gain new skills and accreditation

The project workers coordinated a range of activities over the funding period. The project came to an end during 2014 2015.

**BAWSO LIMITED  
COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

**17. RESTRICTED INCOME FUNDS** *(continued)*

**Ethnic Minority Mental Health Awareness Project (EMHAP)**

The EMHAP is a Welsh Government Section 64 funded project that works 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. The project provides Mental Health awareness, coping and empowering sessions. The funding is for a project worker and the related activities.

During the year 107 women have participated in the mental health awareness-raising and training programme and 252 women attended the various coping and empowering sessions. The project established partnership working with 14 communities, 8 statutory body and 22 third-sector organisations.

**Identification and Referral to Improve Safety Project (IRIS)**

In October 2014 Bawso started a pilot project in partnership with Cardiff Women Aid and Local Health Board and funded by South Wales PCC. IRIS is a domestic violence and abuse training, support and referral programme for GP surgeries. Core areas of the programme are training and education for the clinical team and ancillary staff, clinical enquiry and care pathways for primary health care practitioners and an enhanced referral pathway to specialist domestic violence services for all patients experience DVA. The training will be delivered by 2 part time Advocators/ Educators (AE) and Clinical Leads. Bawso is responsible to manage and oversee one AE's work and deliver IRIS Programme across surgeries in selected cluster in Cardiff.

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2015**

**18. UNRESTRICTED INCOME FUNDS**

	Balance at 1 Apr 2014	Incoming resources	Outgoing resources	Balance at 31 Mar 2015
	£	£	£	£
General Funds	<u>589,074</u>	<u>2,090,980</u>	<u>(2,089,911)</u>	<u>590,143</u>

**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Fixed assets	Net current assets	Total
	£	£	£
<b>Restricted Income Funds:</b>			
Esmée Fairbairn FGM Project	–	6,604	6,604
Esmée Fairbairn - VAWAG	–	7,310	7,310
AVOW Youth Grant	–	2,040	2,040
Home Office - FGM Project	–	979	979
South Wales PCC - IDVA Cardiff	–	611	611
North Wales Freehold properties	562,641	–	562,641
Welsh Government - Capital funding	4,124	–	4,124
Welsh Government – Older People Section 64 fund	–	977	977
Oxfam – Sanctuary in Wales Project	–	1,586	1,586
Wales Co-op – Digital Inclusion	–	–	–
Waterloo Foundation – FGM Project	–	8,057	8,057
South Wales PCC IRIS Project	–	2,591	2,591
Welsh Government - Core funding capital	191	–	191
<b>Total Restricted Funds</b>	<u>566,956</u>	<u>30,755</u>	<u>597,711</u>
<b>Unrestricted Income Funds:</b>			
General Funds	<u>67,725</u>	<u>522,418</u>	<u>590,143</u>
<b>Total Funds</b>	<u>634,681</u>	<u>553,173</u>	<u>1,187,854</u>

**20. RELATED PARTY TRANSACTIONS**

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

During the year the trustee Mrs C Sinha was also a director of Bawso Training and Interpreting Services Limited. As at 31st March 2015 £5,651 (2014: £23,694) was owed from Bawso Training and Interpreting Services Limited. As at 31st March 2015 Bawso Training and Interpreting Services Limited made a donation of £3,466 (2014: £11,225) to Bawso Limited by guarantee.

**21. 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 32 members of the company (2014: 49 members).

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**  
**MANAGEMENT INFORMATION**  
**YEAR ENDED 31 MARCH 2015**

**The following pages do not form part of the statutory financial statements  
which are the subject of the independent auditor's report on pages 12 to 13.**

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2015**

	2015 £	2014 £
<b>INCOMING RESOURCES</b>		
<b>VOLUNTARY INCOME</b>		
Miscellaneous	539	—
Fundraising	2,667	2,071
Donations from subsidiary undertaking (note 19)	3,466	11,225
Donations	1,000	1,081
SPPG Direct Access	563,397	586,721
SPPG Floating Support	447,422	475,686
Waterloo Foundation – FGM Project	17,500	—
Heritage Lottery fund – Mothers Then & Now	20,949	—
Welsh Government - Womens Equality Network	—	900
Welsh Government - Childrens Funding	29,000	29,000
Welsh Government - Core Funding	213,000	213,000
Welsh Government - North Wales Outreach Service	130,000	130,000
Welsh Government - Section 64 Older Peoples Project	38,500	38,500
Welsh Government - Diogel Project	74,000	74,000
Home Office - IDVA	94,799	88,924
Home Office - Diogel Project	212,905	177,049
Cardiff County Council - Tenant Support Scheme	211,012	211,012
Swansea County Council - Tenant Support Scheme	83,460	77,310
South Wales PCC IRIS Project	12,568	—
Welsh Government - Section 64 Mental Health	23,255	23,255
Swansea Change Fund - IDVA	9,000	2,250
Welsh Government - Capital Funding	35,661	—
Wales Co-op – Digital Inclusion Project	(2,906)	27,905
Home Office - FGM Project	10,000	8,813
WCVA - GWIRVOL Fund	(21)	9,997
North Wales PCC – Trafficking Project	39,000	—
Esmée Fairbairn - FGM Project	28,207	37,267

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2015**

	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Merthyr Tydfil Housing Association	<b>118,298</b>	85,027
Esmée Fairbairn - Violence Against Women Action Group	<b>20,000</b>	–
AVOW - Youth Grant	–	600
Wrexham Community Safety Partnership - IDVA	<b>10,000</b>	–
Cardiff neighbourhood management - gym funding	–	755
Oxfam – Sanctuary in Wales Project	<b>22,278</b>	14,626
Advancing Equality Fund	–	16,865
WAVE	<b>295,498</b>	143,123
Antislavery Fund	<b>1,500</b>	1,000
	<b><u>2,765,954</u></b>	<b><u>2,487,962</u></b>
<b>ACTIVITIES FOR GENERATING FUNDS</b>		
Room hire	<b><u>15,225</u></b>	<b><u>3,391</u></b>
<b>INVESTMENT INCOME</b>		
Bank interest receivable	<b><u>293</u></b>	<b><u>174</u></b>
<b>INCOMING RESOURCES FROM CHARITABLE ACTIVITIES</b>		
Rental income	<b>429,710</b>	393,511
Amalgamation The Women's Workshop Cardiff Training Centre	–	55,315
	<b><u>429,710</u></b>	<b><u>448,826</u></b>
<b>TOTAL INCOMING RESOURCES</b>	<b><u>3,211,182</u></b>	<b><u>2,940,353</u></b>
<b>RESOURCES EXPENDED</b>		



**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 31 MARCH 2015**

	2015 £	2014 £
<b>CHARITABLE ACTIVITIES</b>		
Staff costs - Wages & Salaries	1,907,432	1,804,170
Staff costs - Employer's NIC	166,261	159,078
Staff costs - Pension costs	39,413	14,112
Establishment - Rent	290,819	261,820
Establishment - Rates & Water	34,467	22,699
Establishment - Light & heat	63,116	66,730
Establishment - Repairs & maintenance	144,153	86,439
Establishment - Insurance	24,903	25,647
Establishment - Other	36,659	23,416
Motor vehicle expenses	15,298	18,377
Motor and travel costs - Other	66,576	50,026
Legal & professional - Other	—	31,050
Office expenses - Telephone	64,871	63,847
Office expenses - Other	31,783	60,095
Depreciation	37,884	48,964
Women and childrens welfare	540	9,276
Diogel project living allowance for women	45,880	408
Language support	141	—
Mentoring education and awareness costs	—	1,202
Other staff costs	313	2,683
Volunteer expenses	6,969	1,520
Advertising and promotion	—	275
Womens and childrens welfare	—	1,208
Diogel project living allowance for women	10,473	12,613
Language support	19,992	964
Other staff costs	1,475	1,563
Volunteer expenses	—	49
Advertising and promotion	99	539
Training	2,195	—
training	2,944	—
Women and childrens welfare	—	2,050
Other staff costs	—	834
Language support	3,196	—
Mentoring education and awareness	—	551
Other staff costs	437	(13)
Volunteer expenses	2,368	454
Education and promotion	4,560	—
Language support	374	—
Mentoring education and awareness costs	4,362	(150)
Other staff costs	892	(48)
Volunteer expenses	206	568
Advertising and promotion	1,438	—
Language support	576	—
Mentoring education and awareness	—	360
Other staff costs	510	(33)

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 31 MARCH 2015**

	2015	2014
	£	£
Language support	164	–
Other staff costs	311	426
Mentoring education and awareness	–	164
Mentoring education and awareness costs	–	1,071
Women and childrens welfare	565	1,363
Diogel project living allowance for women	–	28,929
Mentoring education and awareness costs	358	–
Other staff costs	1,577	–
Women and childrens welfare	1,832	1,499
Diogel project living allowance for women	–	3,620
Language support	10,000	37,325
Mentoring education and awareness	–	27,285
Staff training	9,380	5,826
Volunteer expenses	–	4,012
Advertising and promotion	3,274	2,905
Activities	821	–
Staff costs	11,382	(8)
Training	–	286
Volunteer expenses	1,873	–
Staff costs	164	(8)
Volunteers project	1,043	–
Training	100	623
Staff costs	–	(12)
activities	3,488	–
Language support	226	65
Training	4,630	746
Activities	24,198	1,438
Promotion and advertising	16,715	5,495
Training	–	134
Activities	–	107
Training	–	227
Staff costs	–	3
Activities	8,951	3,081
Activities	952	560
Staff costs	4,140	420
Volunteer expenses	6,272	298
Activities	54	755
Training	1,246	–
Promotion	15	–
	<u>3,147,306</u>	<u>2,901,978</u>

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 31 MARCH 2015**

	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
<b>GOVERNANCE COSTS</b>		
Audit fees (including VAT)	<b>8,256</b>	8,016
Legal and professional fees	<b>51,579</b>	34,805
Costs of trustees' meetings and training	<b>913</b>	810
Bank charges	<b>2,788</b>	2,600
	<b><u>63,536</u></b>	<u>46,231</u>
 <b>TOTAL RESOURCES EXPENDED</b>	 <b><u>3,210,842</u></b>	 <u>2,948,209</u>
 <b>NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR</b>	 <b><u>340</u></b>	 <u>(7,856)</u>

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2015**

	2015 £	2014 £
<b>CHARITABLE ACTIVITIES</b>		
<b>Refuge Provision</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	(11,818)	358,884
Establishment - Rent	190,153	178,136
Establishment - Rates & Water	15,307	9,249
Establishment - Light & heat	34,529	43,958
Establishment - Repairs & maintenance	35,502	18,204
Establishment - Insurance	—	5,684
Establishment - Other	7,231	5,061
Motor vehicle expenses	—	1,646
Motor and travel costs - Other	4,656	3,535
Office expenses - Telephone	6,445	7,464
Office expenses - Other	2,786	7,510
Depreciation	37,884	8,511
Women and childrens welfare	540	9,276
Diogel project living allowance for women	45,880	408
Language support	141	—
Mentoring education and awareness costs	—	1,202
Other staff costs	313	2,683
Volunteer expenses	6,969	1,520
Advertising and promotion	—	275
	<u>376,518</u>	<u>663,206</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	—	31,709
	<u>376,518</u>	<u>694,915</u>
<b>Floating Support</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	144,107	529,699
Staff costs - Employer's NIC	—	159,078
Establishment - Rent	1,665	54,297
Establishment - Rates & Water	1,922	10,145

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 31 MARCH 2015**

	2015	2014
	£	£
Establishment - Light & heat	1,666	8,992
Establishment - Repairs & maintenance	369	18,861
Establishment - Insurance	—	(4,662)
Establishment - Other	1,722	17,112
Motor vehicle expenses	—	(289)
Motor and travel costs - Other	19,227	20,500
Legal & professional - Other	—	2,789
Office expenses - Telephone	—	16,796
Office expenses - Other	11,490	26,371
Depreciation	—	40,453
Womens and childrens welfare	—	1,208
Diogel project living allowance for women	10,473	12,613
Language support	19,992	964
Other staff costs	1,475	1,563
Volunteer expenses	—	49
Advertising and promotion	99	539
	<u>214,207</u>	<u>917,078</u>
<b>Support costs</b>		
Staff costs - Wages & Salaries	19,681	35,741
	<u>233,888</u>	<u>952,819</u>
<b>Men and Youth Project</b>		
<b>Direct charitable activities</b>		
Staff costs - Wages & Salaries	23,599	26,383
Establishment - Rent	9,834	—
Establishment - Light & heat	1,201	—
Establishment - Repairs & maintenance	7,783	—
Motor and travel costs - Other	5,909	—
Office expenses - Other	1,170	—
Training	2,195	—
training	2,944	—
	<u>54,635</u>	<u>26,383</u>
<b>Youth Activity Grant</b>		
<b>Direct charitable activities</b>		
Staff costs - Wages & Salaries	—	(22)
Motor and travel costs - Other	—	14
Women and childrens welfare	—	2,050
Other staff costs	—	834
	<u>—</u>	<u>2,876</u>
<b>Older People Project</b>		
<b>Direct charitable activities</b>		
Staff costs - Wages & Salaries	25,267	38,716
Establishment - Repairs & maintenance	—	(19)

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2015**

	2015 £	2014 £
Motor and travel costs - Other	1,694	—
Language support	3,196	—
Mentoring education and awareness	—	551
Other staff costs	437	(13)
Volunteer expenses	2,368	454
Education and promotion	4,560	—
	<u>37,522</u>	<u>39,689</u>
<b>FGM Project</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	36,915	40,415
Motor and travel costs - Other	1,040	1,168
Office expenses - Other	1,222	284
Language support	374	—
Mentoring education and awareness costs	4,362	(150)
Other staff costs	892	(48)
Volunteer expenses	206	568
Advertising and promotion	1,438	—
	<u>46,449</u>	<u>42,237</u>
<b>Cardiff IDVA</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	35,546	46,411
Motor and travel costs - Other	706	1,089
Office expenses - Other	720	—
Language support	576	—
Mentoring education and awareness	—	360
Other staff costs	510	(33)
	<u>38,058</u>	<u>47,827</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	4,292	—
	<u>180,956</u>	<u>159,012</u>
<b>Swansea IDVA</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	23,516	47,554
Motor and travel costs - Other	416	184
Office expenses - Telephone	—	196
Office expenses - Other	1,208	2,069
Language support	164	—
Other staff costs	311	426
	<u>25,615</u>	<u>50,429</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	12,293	2,883

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2015**

	2015 £	2014 £
	<u>37,908</u>	<u>53,312</u>
<b>Wrexham IDVA</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	22,981	10,239
Establishment - Repairs & maintenance	7,650	–
Motor and travel costs - Other	–	237
Mentoring education and awareness	–	164
	<u>30,631</u>	<u>10,640</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	2,000	–
	<u>32,631</u>	<u>10,640</u>
<b>Womens Equality Network</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	–	(170)
Mentoring education and awareness costs	–	1,071
	<u>–</u>	<u>901</u>
<b>Trafficking Project</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	25,033	63,470
Establishment - Rent	2,019	22,752
Establishment - Rates & Water	–	3,012
Establishment - Light & heat	1,480	3,894
Establishment - Repairs & maintenance	–	8,339
Establishment - Other	–	146
Motor and travel costs - Other	5,724	4,336
Office expenses - Telephone	720	1,424
Office expenses - Other	–	37
Women and childrens welfare	565	1,363
Diogel project living allowance for women	–	28,929
Mentoring education and awareness costs	358	–
Other staff costs	1,577	–
	<u>37,476</u>	<u>137,702</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	3,900	–
	<u>41,376</u>	<u>138,603</u>
<b>Core Funded Costs</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	854,724	123,381
Staff costs - Employer's NIC	166,261	–
Staff costs - Pension costs	32,048	12,089

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2015**

	2015	2014
	£	£
Establishment - Rent	87,148	6,635
Establishment - Rates & Water	17,238	293
Establishment - Light & heat	23,242	9,886
Establishment - Repairs & maintenance	89,417	40,719
Establishment - Insurance	24,903	24,625
Establishment - Other	27,706	1,097
Motor vehicle expenses	15,298	17,020
Motor and travel costs - Other	10,500	16,899
Legal & professional - Other	–	28,261
Office expenses - Telephone	57,691	37,219
Office expenses - Other	4,444	17,932
Women and childrens welfare	1,832	1,499
Diogel project living allowance for women	–	3,620
Language support	10,000	37,325
Mentoring education and awareness	–	27,285
Staff training	9,380	5,826
Volunteer expenses	–	4,012
Advertising and promotion	3,274	2,905
	<u>1,435,106</u>	<u>418,528</u>
<b>Support costs</b>		
Staff costs - Wages & Salaries	439,128	204,977
Activities	821	–
	<u>439,949</u>	<u>204,977</u>
	<u>1,875,055</u>	<u>623,505</u>
<b>Wales Co-op</b>		
<b>Direct charitable activities</b>		
Staff costs - Wages & Salaries	–	4,350
Office expenses - Other	2,900	–
Staff costs	11,382	(8)
Training	–	286
Volunteer expenses	1,873	–
	<u>16,155</u>	<u>4,628</u>
<b>WCVA</b>		
<b>Direct charitable activities</b>		
Staff costs - Wages & Salaries	4,160	4,581
Motor and travel costs - Other	36	–
Staff costs	164	(8)
Volunteers project	1,043	–
	<u>5,403</u>	<u>4,573</u>
<b>Section 64 Mental Health</b>		
<b>Direct charitable activities</b>		



**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 31 MARCH 2015**

	2015 £	2014 £
Staff costs - Wages & Salaries	14,772	25,567
Staff costs - Pension costs	66	—
Motor and travel costs - Other	927	379
Office expenses - Other	600	—
Training	100	623
Staff costs activities	—	(12)
	<b>3,488</b>	<b>—</b>
	<b>19,953</b>	<b>26,557</b>
<b>WAVE</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	143,340	165,689
Staff costs - Pension costs	7,245	2,023
Establishment - Repairs & maintenance	3,432	—
Motor and travel costs - Other	15,586	1,615
Office expenses - Telephone	—	718
Office expenses - Other	3,996	5,428
Language support	226	65
Training	4,630	746
Activities	24,198	1,438
Promotion and advertising	16,715	5,495
	<b>219,368</b>	<b>183,217</b>
<i>Support costs</i>		
Staff costs - Wages & Salaries	48,761	12,973
	<b>309,640</b>	<b>231,948</b>
<b>Advancing Equality Fund</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	—	17,190
Establishment - Repairs & maintenance	—	335
Motor and travel costs - Other	—	14
Office expenses - Telephone	—	30
Office expenses - Other	—	303
Training	—	134
Activities	—	107
	<b>—</b>	<b>18,113</b>
<b>Heritage Lottery Fund</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	5,938	10,048
Establishment - Light & heat	998	—
Motor and travel costs - Other	40	56
Office expenses - Other	62	—
Training	—	227
Staff costs	—	3

**BAWSO LIMITED**  
**COMPANY LIMITED BY GUARANTEE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2015**

	2015 £	2014 £
Activities	8,951	3,081
	<u>15,989</u>	<u>13,415</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	4,031	—
	<u>20,020</u>	<u>31,528</u>
<b>Oxfam</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	16,720	3,502
Staff costs - Pension costs	54	—
Motor and travel costs - Other	106	—
Office expenses - Telephone	15	—
Office expenses - Other	1,060	161
Activities	952	560
Staff costs	4,140	420
Volunteer expenses	6,272	298
	<u>29,319</u>	<u>4,941</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	1,000	—
	<u>30,319</u>	<u>4,941</u>
<b>Cardiff Neighbourhood Management gym funding</b>		
<i>Direct charitable activities</i>		
Activities	54	755
<b>South Wales PCC IRIS</b>		
<i>Direct charitable activities</i>		
Staff costs - Wages & Salaries	6,397	—
Motor and travel costs - Other	9	—
Office expenses - Other	125	—
Training	1,246	—
Promotion	15	—
	<u>7,792</u>	<u>—</u>
<i>Support costs</i>		
Staff costs - Wages & Salaries	1,149	—
	<u>8,995</u>	<u>755</u>
	<u>3,147,306</u>	<u>2,901,978</u>