

COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2019

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COMPANY INFORMATION

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| Trustees | Yara Evans (resigned 1 December 2018) Gisela Valle (resigned 28 May 2019) Carolina Velasquez (resigned 7 May 2019) Helen Aviles Laura Somoggi Vanessa Gabriel-Robinson (resigned 14 June 2019; re-appointed 30 September 2019) Floralba Hague Sofia Collignon (appointed 1 December 2018) Marina Comandulli (appointed 1 December 2018) |
| Secretary | Lucila Granada (to 30 June 2019) Gisela Valle (from 1 July 2019) |
| Chief Executive Officer (known as Director) | Lucila Granada (to 30 June 2019) Gisela Valle (from 1 July 2019) |
| Registered office | Tindlemanor 52 - 54 Featherstone Street London EC1Y 8RT |
| Bankers | Unity Trust Bank PO Box 782 Orpington BR6 1EN and Lloyds Bank plc PO Box 1000 BX1 1LT |
| Auditors | Field Sullivan Neptune House, 70 Royal Hill London SE10 8RF |
| Company registration number | 3480722 |
| Registered charity number | 1075163 |

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2019. This is a directors' report required by S417 of the Companies Act 2006.

The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

STRUCTURE AND GOVERNANCE

Governing instrument

The Latin American Women's Rights Service (LAWRS) is a charitable company incorporated on 15 December 1997 and registered as a charity on 19 April 1999. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of directors

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors.

LAWRS is a membership organisation. Members (105 as of 31 March 2019), are entitled to vote and to stand for election to the Board of Directors at the AGM. Directors are elected to serve for one year at a time. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and LAWRS' work. The Company Secretary attends Board meetings but has no voting rights. In addition to office holding posts (chair, vice chair and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

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Directors' induction and training

Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff and services. The company secretary shares opportunities of external training with Board members. During the reporting year, all new trustees attended training on the role and responsibilities of charity trustees. They also attended or are scheduled to attend specialist training on Charity finances. Other members attended seminars on charity legislation and other topics relevant to their governance roles.

Risk mitigation

The trustees reviewed their risk assessment in June 2018. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems and procedures to mitigate risks have been implemented.

Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, and the demonization of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. The complexity of these risks increases in the context of the Brexit process. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

OBJECTIVES AND ACTIVITIES

SUMMARY OF CHARITABLE OBJECTS

The purposes of the charity as set out in the Memorandum of Association are: "To promote any charitable purpose for the benefit of Latin American women and their children living in the UK by providing advice, information and support in the areas of welfare benefits, health, housing, education, employment and training, immigration, family and the relief of poverty and distress".

LAWRS' mission is "to pursue equal rights and social justice for all Latin American women and migrant women in the UK". The work of LAWRS is guided by three strategic drivers which are: combating poverty; tackling gender-based violence; and nurturing full participation in our new communities. These drivers are underpinned by a common thread which is to contribute to creating an environment that protects migrant women's physical integrity and security and provides us full and equitable economic, social and political rights.

Public benefit

The trustees have received briefing and training to ensure that the work of LAWRS adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers LAWRS' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

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Who used and benefited from our services?

Latin Americans are the second fastest growing Non-EU migrant groups in the UK (Towards Visibility, 2016), and approximately a quarter of a million in the UK. Large numbers of Latin Americans have fled the economic crisis in Spain, Italy and Portugal and continue coming to the UK in search of work.

Most Latin American migrant women are in employment but are seriously affected by "in-work poverty" surviving on incomes below the official poverty line. Despite being highly skilled, most of our service users work in low-paid/low skilled jobs as domestics, cleaners, in catering, hospitality and generally in outsourced sectors that are gender segregated, over-exploitative, and unregulated. Most experience housing problems and "hidden homelessness" living in insecure and overcrowded, sub-standard private rented accommodation. Access to public services is low; and fewer than 20% access welfare support. Affected by intersectional discrimination on the basis of race, gender and migration status, most of our service users are also subjected to gender-based abuse.

Despite heightened vulnerability to abuse, factors such as - but not limited to - legal status, age, class, race, disability, lack of English and of system knowledge, make it harder for Latin American women to assert their rights. Brexit has also increased the cases of discrimination and hate crime. By offering specialist services with a holistic and user centred approach, LAWRS offers a much-needed response to women's complex and multiple needs; while continuing to uphold, promote and extend Latin American migrant women's rights.

ACHIEVEMENTS AND PERFORMANCE

Demand for our one-to-one services remained high during this year, putting increasing pressure on our staff, resources and space. Additionally, the cases that we are dealing with have become more complex as a result of "hostile environment" policies affecting migrant women, who have less avenues of support. The uncertainty caused by the Brexit process on our service users and their families has brought an increased demand for our existing services, particularly in the area of mental health and legal advice, and for demands for additional forms of support. We continue working in partnerships with external agencies.

We also run a number of surgeries at external venues in different London boroughs, to facilitate access of women to our services locally. During this year LAWRS has continued its work on community organising to ensure that women directly affected by the issues are able to inform and lead our campaigning and policy work. Like in previous years, a large proportion of our new users have arrived in onwards migration, not speaking English, without knowledge of the UK system and in need of orientation, information and advice. Having been displaced twice by hardship, and experiencing multiple barriers, Latin American women in the UK are highly vulnerable to abuse and exploitation.

Key achievements benefiting our community, Latin American women, and migrant women (direct impact and advocacy work):

- Celebrated our 35th anniversary by showcasing our work through a series of events and an international conference focusing on migrant women's rights.
- Continued our work to create visibility for our community and for migrant women increasing the engagement of the women with lived experience to influence key decision makers, particularly in areas of violence against women and girls and migrant women's rights.
- Continued outreaching to some of the most vulnerable groups within our community, including elderly women, young women, pregnant women and new mothers.
- Continued delivering our highly successful programme with Latin American young women and girls continuing the journey towards becoming a more inclusive organisation for young women.
- Continued our programme of violence against women and girls (VAWG) prevention and support for women particularly those with no recourse to public funds (NRPF) and from LGBTQ+ communities.

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- Continued our migrant women-led campaigning for safe reporting mechanisms and access to support services for victims of crime with insecure immigration status through our Step Up Migrant Women campaign leading a coalition of 40 BME, women and human rights organisations.
- Continued advocating for better protections for migrant women working in low skilled/low paid sectors such as cleaning, catering and hospitality and domestic work, representing migrant women's voices at forums such as the London Migrant and Refugees Advisory Panel, Gangmasters and Labour Abuse Authority (GLAA) Stakeholders Group, the Employment Legal Advice Network (ELAN), London Working Group (LWG) on trafficking, the Shiva Foundation Advisory Board and chairing the Labour Exploitation Advisory Group (LEAG).
- Received NAZ's Latin Empowerment Award in recognition to our work with All East NHS supporting Brazilian sex workers.
- Our European funded project on integration and empowerment of migrant and refugee women WEIP (in partnership with Red Acoge in Spain, Differenza Donna in Italy, and KARAT Coalition in Poland) was recognised by the European Commission as best practice. As part of this recognition LAWRS attended the 'Working Together for Migrants Integration' Conference in Brussels.
- Shortlisted for the **Every Day Impact 2018** award from the Directory of Social Change.
- Received **Southwark Star Award 100 hours of volunteering** in recognition of our volunteers work in the Borough.

Key achievements in progressing organisational goals:

- Continued to increase our engagement and influence on strategic groups by joining the End Violence Against Women coalition (EVAW) and Women Against Violence Europe Network (WAVE) alongside our work with other umbrella bodies such as Imkaan, WRC, PICUM, BAN network and Advice UK.
- Started an organisational review to ensure we can respond to growth in demand, and organisational growth, in a sustainable manner.
- Renewed our Living Wage Employer accreditation.
- Renewed our Advice Quality Standard accreditation.
- Continued throwing light over and tackling harmful practices in the Latin American community.
- Continued our in-house employment rights service and strengthening our policy work.
- Continued reviewing our strategic planning to minimise the impact of Brexit at every level of the organisation.
- Continuing increasing service take up by Brazilian women across all projects and maintaining our strategic aim of ensuring representation of Brazilian women at every level of the organization.
- Became members of NCVO.

1. Specialist services for Latin American migrant women in the UK

Combating poverty, debts, homelessness, and labour exploitation

Our specialist advice, advocacy and casework support in housing, welfare benefits and money & debt continued to be highly demanded as a result of negative changes in policies and legislation affecting migrant women. The housing crisis, austerity measures, welfare reform, lack of access to legal aid and reduced avenues of support available have continued to push more women into destitution and at risk of becoming homeless. As in previous years, many women came facing multiple and complex problems requiring dedicated casework for several sessions.

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We delivered a total of **1,122 advice and information sessions for Latin American migrant women**, supporting 722 women via face-to-face individual legal advice and casework support, 290 through our helpline or via email, and 110 through 10 workshops.

Most **welfare** enquiries were related to in-work benefits (e.g. Working and Child Tax Credits, Employment and Support Allowance), reflecting the situation of precarious employment affecting our community. As a result, 24% secured benefits they were entitled to, including 80 applications for universal credit, 90 applications for housing benefit, 19 applications for council tax, 21 applications for pensions and pension credits, 30 applications for child benefits and 56 applications for tax credits.

In terms of **housing**, difficulties to secure suitable tenure, statutory and non-statutory homelessness, disrepair and infestation, illegal eviction, alarming over crowdedness, and harassment continued being prevalent through this programme. 169 of the women accessing this service were effectively supported to prevent homelessness including **82 women at risk of immediate homelessness**.

We also supported women with **large and multiple debts** resulting from penalty fines, unsecured and payday loans, bank credits, and service suppliers. Women were supported to negotiate and arranging payment plans, as well as to carry out budgeting, income and expenditure analysis to reduce future risk.

In response to the endemic and often severe levels of exploitation affecting our community, we are proud to report that we successfully continued offering employment rights advice. During this year we supported **143 women workers, including 11 cases of potential trafficking for labour exploitation**.

Our remote access services including telephone advice and support via email allowed **290** women to access our services who otherwise would not have been able to. Reasons for this include difficulties travelling due to pregnancy, disability, age, lack of money for transport, work commitments, single mothers with child caring responsibilities and other special circumstances.

We also delivered **10 informative workshops attended by 110 women**. Most sessions combined IT and social media literacy to encourage women to take control over their finances, stay up-to-date with regulations, and find ways to save money by optimising expenditure. Topics were informed by service users' feedback and included: various benefits including universal credit, statutory maternity allowance, housing options, pensions, employment contracts, sick leave, discrimination and Equality Act 2010, and maternity rights.

Zero Tolerance to violence against women and girls

Lack of English, lack of knowledge and difficulties to navigate the system, as well as systemic barriers to access support linked to cuts to public services, legal aid, and hostile environment policies, greatly increase the vulnerability of Latin American women and migrant women vulnerable to VAWG, and prevent them from leaving abusive situations. A high percentage of the women we supported had no recourse to public funds (NRPF) and faced a number of additional challenges including the language barrier, lack of knowledge of the system, deteriorated mental health, immigrations barriers, etc.

Our Violence against Women and Girls (VAWG) holistic programme supports Latin American women survivors of VAWG (including domestic violence, sexual violence, harmful practices, trafficking and other forms of VAWG) into safety and protection and in rebuilding their lives free from violence. We also seek to prevent the incidence of VAWG and empower women to exercise their rights. Through specialist advocacy support, legal and practical advice, and confidence building groups we carry out a process of empowerment and healing that has a lasting impact on Latin American women's lives.

During this year, we continued working in partnership with sister organisations through the following delivery programmes:

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- **Ascent Project of the London VAWG Consortium:** specialist services on VAWG under the 'Advice and Counselling', 'Prevention' and 'Harmful Practices' strands of the London Councils-funded Pan-London ASCENT programme, working jointly with 23 other women organisations.
- **Pathway to Recovery Project:** we provide specialist support services to Black, Asian, Minority Ethnic and Refugee (BAMER) women affected by domestic abuse, Sexual Violence and Harmful Practices (Forced Marriage FM, & Honour Based Violence HBV), led by Imece Women's Centre and delivered in partnership with Kurdish Middle Eastern Women's Organisation (KMEWO).
- **Survivors to Thrive:** we offer specialist advice services through one-to-one language specific and culturally aware support to NRPF women and/or from LGBTQ+ communities, as well as training for professionals. This project is led by Iranian and Kurdish Women's Rights Organisation (IKRWO) and delivered in partnership with Ashiana and Rights of Women.

We provided specialist advice, advocacy and support to a total of **385** women survivors of violence, including **11** high risk cases (3%) that were referred to MARAC (Multi-Agency Risk Assessment Conference) and **81** cases of **Harmful Practices**, including honour-based violence and forced marriage. In addition, through this project, **143** women with no recourse to public funds improved their safety and quality of life. As a result of this work, **345** changed their living conditions including improving their wellbeing and ending violent relationships.

Interdisciplinary work is crucial to the support we provide to victims of violence. Our specialist team of caseworkers made **161** referrals to family (47) and immigration advice (94) for Latin American women via our established surgeries and partnerships with law firms or legal advice providers. In addition, **20** women were supported in partnership with Doctors of the World to register with a GP. All surgeries offered interpreting support.

We continued running regular outreach advice surgeries where we offered support to **72** Brazilian women in sex work and identify potential victims of trafficking for sexual exploitation. These outreach surgeries allow us to bring our services to the women where they live, as well as to develop links with local service providers.

Finally, we continued to liaise with the police, social services, and MARACs, and to have an active role in the VAWG Forums in different boroughs, advocating for improved responses to migrant victims. Our service has also been instrumental for the work of our Step Up Migrant Women campaign, enabling the engagement of women directly affected by violence in our policy and campaigning work (see Speaking Up: working for social change).

Preventing and challenging violence against women and girls

Increasing awareness of women's fundamental human rights through education is central to our work. This year, **61** women participated in confidence building group sessions delivered over the course of 6 weeks. Through these sessions, survivors were able to increase self-confidence and resilience.

4 community engagement groups were successfully delivered as part of the Tampon Tax project to increase awareness on topics such as Harmful Practices, domestic violence in intimate relationships, emotional health and a discussion on intersectionality, resilience and how to reduce stigmatisation and isolation.

In addition, we carried out prevention work through our youth group of Latin American young women and girls, *Sin Fronteras* (No Limits). The group explored a range of issues related to gender inequality through the use of arts and in facilitated discussions (see full description below).

This year, we continued successfully delivering our prevention work with young people in schools about healthy relationships in partnership with Tender. Based at public schools across London we ran 2 days

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workshops to students, training to staff, newsletters for parent, and assemblies. As a result of our work over **300 students** are better able to lead **healthy relationships** and **45 students** were **supported** through group work.

We delivered **inset training to 60 teachers and school staff** to identify and address indicators of violence, and offered awareness raising talks at staff assemblies attended by a total of **1,400 students**. In addition, we disseminated prevention information through the schools' **newsletters, reaching over 3,000 students and parents**.

Overcoming the impact of trauma and abuse

LAWRS Counselling and Psychotherapy Service provides culturally sensitive, language specific and gender informed support to women and girls over 16 years old, survivors of any form of violence against women and girls, including domestic violence, harmful practices, trafficking and exploitation. Our tailored therapeutic approach is rooted on feminist principles with a focus on empowering and enabling women to reach their own potential as unique and valuable individuals, and recover from abuse.

A continuing issue this period was the great impact that hostile environment policies and the uncertainty caused by Brexit are having on the mental health and overall sense of security of women in vulnerable situations, particularly for those with insecure immigration status. As a result, the presentation of the cases was more complex and has required increased liaison with GPs and other statutory services, and partner organisations. Due to insufficient funding and increasing demand, we operated all year with waiting lists.

During this period, our team provided **1803 hours of support to 326 women**. We supported a total of **95 women to access crisis interventions** and carried out **229 initial assessments** for women, reducing the intensity of their reaction to a crisis, restoring women's level of functioning, and ensuring that priority cases and women with the most severe needs were offered a prompt response. **273 women were supported through individual therapy courses of 15 to 20 sessions**. Presenting issues included a wide range of mental health issues such as depression, anxiety, post-traumatic stress disorders and harmful behaviours, such as self-harm and suicidal ideation. In most cases, these issues stemmed from having endured years of domestic abuse or having lived in harsh abusive environments of violence and threats.

Clinical Outcomes Routine Evaluation (CORE) results for women who received individual counselling, showed improvement of women's ability to express their feelings and on personal insight/understanding; improvement in subjective wellbeing, and increase in their ability to seek practical help.

Finally, we delivered three different emotional support groups which were accessed by **73 women**, enabling women to develop a better understanding of the issues affecting them, to recognise themselves in others, and to support other women in the healing of the many emotional and psychological sequels of enduring abuse.

2. Offering opportunities for development and integration

Women's empowerment, integration and participation - WEIP

WEIP is an international project led by LAWRS, offering a holistic programme of complementary activities to provide development and integration opportunities to migrant and refugee women. Funded by the AMIF (Asylum, Migration and Integration Fund), European Commission programme, WEIP is delivered in four European countries, in partnership with three other women organisations: KARAT Coalition, in Poland; Red Acoge, in Spain, and Differenza Donna, in Italy.

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In the UK, **411 attendees improved their chances of integration** by increasing their language skills and education, access to services, employment opportunities, and break through isolation. Our work also involved awareness raising training for professionals about migrant women's needs, and advocating for better responses from decision makers.

119 women attended our English for Speakers of Other Languages (ESOL) classes of different levels, which were tailored to assist in accessing basic services, such as health, education, making requests and managing difficult situations at the workplace. An additional outcome of this activity is that women created their own network and support each other to study and by sharing information. Some of them gather after the classes with their children, overcoming isolation.

48 women benefited from 8 employability workshops, enhancing their understanding of the local labour market and rights, to increase their skills and job prospects, and to improve their economic security. We also continued with our CV clinic and career coaching service, through which we provide individual support and guidance for personal development and job search. **Overall, 47 participants accessed support on CV writing skills, cover letter writing, interview skills and preparation, job search.**

132 women participated in cultural integration activities, which included visits to: London Eye, Stonehenge, Windsor Castle, Kew Gardens and Oxford.

136 professionals attended awareness raising training about the challenges faced by migrant women. The sessions had specific focus (e.g. impact of trauma, identification of victims of trafficking, etc.) and aimed to improve available support provided by statutory and voluntary services.

Additionally, two international events were organised as part of this work: *Migrant and Refugee Women's integration and empowerment in Europe: Common challenges, good practices and opportunities for improved support* in Rome and *Recognising and strengthening the agency and power of migrant and refugee women* in London. **60 organisations** working with migrant and refugee women in Europe participated in the conference in London as well as **15 Latin American migrant women** with lived experience who participated in the working group "Community work: Advocacy and political participation". The group made a clear call to professionals attending the event for holistic, culturally and gendered approach to services and access to information. They also urged professionals to include voices of women with lived experience in order to deliver enduring change and to show commitment from decision makers.

This project was **recognised by the European Commission as best practice**. As part of this recognition LAWRS attended the 'Working Together for Migrants Integration' Conference in Brussels.

Facilitating access to services and increasing local participation

We continue working in boroughs with large concentrations of Latin Americans in partnership with local agencies to address the needs of vulnerable Latin American women and their families, and with women to encourage take-up of local services and increase their engagement in local life. We continued to introduce our community to officers, councillors and public services boards, forged links with them and with key voluntary sector service providers to create new provision for our community, ran many workshops to increase women's understanding of, and take-up of local services, and engaged them in local in consultations, events and celebrations.

Working locally in Southwark

LAWRS outreach office in Southwark continues to provide a hub of access to a wealth of services for Latin American women in South London. The outreach office provides LAWRS specialist support to vulnerable -

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groups of LAMW including older women, pregnant women and new mothers, single mothers, undocumented women, survivors of gender-based violence, women with mental health, women with disabilities, LGBTQ women, NRPF and young women.

This year our work covered one to one specialist support, internal and external referrals, welfare and debt advice, talks, workshops, local advocacy, local campaigns, work with young women and girls and raising the profile of Latin Americans in Southwark by celebrating the **6th anniversary of the Recognition of Latin American as an ethnic group in Southwark**.

During this year **430** Latin American migrant women accessed our outreach in Southwark, through:

- **One to one specialist** support appointments for **21 women** referring them when needed to local services in the borough, or when these were not available, with our team at Old Street.
- **One to one welfare benefits, debt and money** appointments in partnership with Money A&E supporting **36 women**. Increased the delivery of this service from once per month to biweekly appointments due to increased demand for support, particularly with accessing Universal Credit and child benefits.
- **2 mental health courses** between 6 and 8 weeks delivered by our Counselling and Psychotherapy team reaching **50 pregnant women and young mothers** participants in our 'Espacio Mama' group in partnership with Southwark Citizens UK.
- **15 workshops** reaching **118 women**.
- **2 workshops on pensions** in partnership with Age UK for our 'Latin American Future' (FULA) project for the elderly.
- **8 English** language conversation sessions to practice key language skills.
- **4 yoga** sessions.

As part of CLAUUK we celebrated the 6th anniversary of the recognition of Latin Americans as an ethnic minority in Southwark, and delivered, alongside PG Timebank, a successful **summer festival** to celebrate the project receiving over **60** guests.

- **100%** of women indicated the workshops supported their wellbeing.
- **79.1%** of the welfare benefits, debts and money advice sessions indicated the information provided will help them to take a more informed decision.
- **86.9%** of workshops participants indicated that the information provided contributed to making them feel more secure about their situation.

Local Advocacy

Through our participation in the Human Rights and Equalities (EHR) Panel and forum we brought the needs of the LAMW and the LA community directly to Southwark Council. Alongside key community organisations in panel, we provided our specialist insight directly to Directors of different Council Departments, on how their equality analysis affects our community and where key factors of equality analysis may have been missed. This panel has been an important part of lobbying for Latin American migrant women's rights at the local level.

Through reviewing council operational/business plans, we provided feedback on their equality analysis, for example:

- **Resident Review Panel Report** - will form part of the consultation that is currently being undertaken in relation to the report and stands a chance of influencing officer recommendations to cabinet.
- **Housing** and modernisation plans.
- **Council Plan Equality Analysis**.

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We also conducted a focus group on NHS translation service in partnership with Lambeth, Southwark and Lewisham CCG on the difficulties facing the Latin American community in accessing NHS services. The report will be published next year.

No Limits: Our innovative work with young women and girls



Sin Fronteras (No Limits) is a project that aims to provide a space where young Latin American women (YW) can develop their own potential, agency and aspirations. No Limits uses the arts as a means of empowerment to learn new skills, access new experiences, expand aspirations, build leadership skills and support fellow young women to engage in action for change. All project activities are chosen, designed and led by the young participants.

After a brief pause, Sin Fronteras resumed its activities in October 2018 with a project in partnership with the University of London and in collaboration with Southwark Council. A series of **8 creative and discussion-based workshops** were developed with professional arts-based practitioners and university lectures. The workshops explored the symbolic links between gender and cultural identity, language, translingual identities and leadership and encouraged civic engagement and leadership.

The workshops enabled the participant to develop a body of creative work through music, poetry writing, painting, filmmaking and photography. This resulted in a powerful graffiti banner "Lemme hablar" (Let me speak) representing their young identity within LAWRS and the right to protest and to be heard, to be accepted and to be included as young migrant women. The project had a final event designed and delivered by the young women to showcase their work and priorities as a group as well as a printed edition of the Sin Fronteras 'Zine' (their handmade magazine).

During the beginning of 2019 a new 6 months project started in partnership with the Latin American Studies Department of King's College London covering women's rights, performance arts, storytelling, life writing, women's art and activism in the digital age, power dynamics and language, artistic practice/embroidery and activism, and displacement and migration memory.

During this period, a total of **23 young women participated in 12 sessions** of activities that combined arts and focused discussions covering a range of key topics, including gender roles, stories of migration, activism, and women's rights.

No Limits also engaged in civic and social participation, leading or joining demonstrations and other campaign actions on issues that mattered to them, such as LAWRS' 35th anniversary and International Women's Day protest.

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Providing professional work experience

We involve volunteers in our work as part of our overall aim to enable Latin American women to increase their life chances in the UK through a comprehensive volunteering programme that offers relevant work experience, regular supervision, training and development opportunities, and team activities.

Most of our volunteers approach LAWRS to overcome barriers into jobs that match their skills, a situation that often pushes qualified women into low skilled, low paid jobs. Thanks to the diversity of services offered by our organisation, LAWRS represents an excellent opportunity for many Latin American Migrant Women to gain work experience in the UK, develop new skills, and increase their work opportunities to facilitate their integration and participation in the UK, enabling them to develop their full potential.

We recruit volunteers through an open, transparent process. Volunteers normally collaborate one day per week for an average period of 6 months.

This year, our volunteering programme provided **37 Latin American women** with the opportunity to gain work experience in the UK, access training opportunities, and allowed them to pursue different career paths. Their contribution is key in enabling LAWRS to deliver excellent quality services and programmes, reaching to the most vulnerable.

Our volunteers provided more than **1,140 hours of counselling, 2,688 hours of case and administrative work, 720 hours of interpreting, and 576 hours organising groups and integration activities.**

Volunteers are also important ambassadors, in a unique position to extend our values and demonstrate positive commitments to human rights, gender equality, and cultural identity in the Latin American community in London. In November 2018 LAWRS' volunteering programme won the category of **Southwark Stars Award 100 hours of volunteering** in the Borough of Southwark.

Our crèche – ensuring access of women with children

One of our strategic goals is to pursue inclusivity by reaching out and accommodating to the needs of the most vulnerable women in our community. Being that many of our service users migrate as single mothers, find themselves as the main carers of children as a result of gender abuse, or are unable to cover the costs of childcare; providing free childcare is crucial to enable access. During this year, free crèche support was offered to women with children accessing all of our programmes.

We continued distributing informative leaflets on secure attachment, positive self-esteem, language development, breastfeeding, behaviour issues, managing children's tantrums, impact of domestic violence on children, violence against children and healthy development.

Our Crèche staff is South London and Maudsley (DBS) checked (enhanced with Children's Barred list check) and trained in child protection. During this period 2 Crèche Assistants were trained in Safeguarding Children Level 2. The Crèche Coordinator has Paediatric First Aid and Safeguarding Children Level 3 training.

During this year **1,061.2 hours** of Crèche were provided covering **500 sessions** and **127 children**. **72% of women** accessing crèche services reported being able to access LAWRS' services as a result.

3. Speaking up: working for social change

During this year we continued stepping up our social change work by carrying out policy, advocacy and campaigning work to uphold the rights of Latin American and other migrant women. We focused our work on VAWG survivor's rights, labour rights, migrant women's rights and Brexit. Our users' experiences continue informing our policy and advocacy work, and our approach continues to enable the personal empowerment of women directly affected by the issues to speak up for themselves and influence change. In line with this, we are proud to report that this year we successfully continued with the activities of our community organising programme.

The impact of hostile environment policies on the lives of migrant women became an even more acute issue for the women approaching our service this year. Lack of trust in public services and the police, combined with a context of austerity, translated into even less pathways for support for migrant women. The uncertainty created by the Brexit vote and the notorious increase of anti-migrant sentiment fuelled by a number of political figures both nationally and internationally, have continued to intensify the feeling of instability and lack of protection, and increasing the barriers that migrant women face when in need to access services, safety and justice.

We continue being active on our work to end VAWG, sitting on strategic groups set up by the Mayor's Office for Policing and Crime (MOPAC), we remain active members of various women's rights campaigns (e.g. Campaign for the ratification of the Istanbul Convention, Campaign to Abolish NRPF, Face her Future), and we are active members of several networks including Imkaan, Rights of Women, Migrants Rights Network, Women's Resource Centre, and the Pan London VAWG Consortium. This year we added two further networks by joining the End Violence Against Women coalition (EVAW) and Women Against Violence Europe Network (WAVE).

We continue to work in partnership with many other NGOs, academic and research institutions. We are also part of the steering group of the Black and ethnic Minority Advice Network (BAN). At European level, we are active members of the Platform for international Cooperation on Undocumented Migrants (PICUM) and are part of two working groups focused on access to justice and workers' rights. As a result of this work, we launched the UK branch of the PICUM-WAVE Step Up Migrant Women campaign (see below).

We were invited as speakers in numerous conferences and panels through the year and continued increasing the visibility of Latin American migrant women and raising the concerns and demands of migrant women in different policy and academic spaces.

Step UP Migrant Women UK



**Step Up
Migrant
Women
UK**

Women with insecure immigration status are frequently denied access to safety and justice, and find themselves trapped in situations of violence, fearing being detained deported or made destitute.

In response to this, we continued our Step Up Migrant Women UK campaign (SUMW) to secure safe reporting mechanisms for women victims of crime with insecure immigration status. The campaign is supported by over 40 migrant, women and social justice organisations, including 22 BME specialist

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women's organisations jointly calling for a firewall to protect victims' rights above immigration control.

We influenced key decision makers and stakeholders including gaining the support of **17 MPs, Lords and Baronesses** and **4 GLA Policy makers** for the campaign. We also influenced the **NPCC's new recommendations** on the treatment of victims with insecure immigration status preventing automatic immigration checks and detention on the basis of their immigration status. SUMW through two of its organisations, Southall Black Sisters and Liberty, put forward **the first police super-complaint** to raise the coalition's serious concerns regarding victims and witnesses' data sharing by the police with the Home Office for immigration enforcement. The campaign influenced the government's consultation response on Domestic Abuse *Transforming the Response to Domestic Abuse: Consultation Response and Draft Bill* to address safe reporting and migrant women. We also co-hosted with Southall Black Sisters (SBS) a parliamentary event *Protection for All* regarding the need to include protections for migrant survivors in the Domestic Abuse Bill. This event included the participation of survivors, MPs including Jess Phillips, Dr. Philippa Whitford and Carolyn Harris, and academics Dr. Cathy McIlwaine (KCL) and Dr. Ravi Thiara (University of Warwick) reaching 100 people.

At the local level, following two successful roundtables hosted by the Victim's Commissioner and LAWRS, the Mayor of London sent a public letter to the then Home Secretary, Sajid Javid, calling for safe reporting mechanisms within Home Office practice for victims of crime.

Migrant women directly affected by this issue have an active role in the campaign. During this period over **60 migrant women** participated in **4 workshops** on safe reporting and human rights. These trainings led to women feeling more empowered and their rights as survivors and women in the UK. For the 16 days of Activism in November quotes from **8 survivors from 8 countries** on their experiences with reporting to the police as well as recommendations on the Domestic Abuse Bill were shared by SUMW. **6 survivors shared their testimonies in 5 different media** such as BBC World, The Guardian and The Independent highlighting the context of coercion for women with insecure immigration status in the hostile environment.

We delivered training on migrant women experiences of abuse to the Metropolitan Police in Haringey reaching **40 police officers**. We also delivered training on safe reporting and harmful practices reaching **23 health practitioners and social workers** in the city of London.

Project website: <https://stepupmigrantwomen.org>

Advocating for a better response to victims of severe labour exploitation and trafficking

During this period, we increased our capacity to engage in policy, advocacy and campaigning work for the rights of migrant women in situations of severe labour exploitation and trafficking, flagging the need for appropriate enforcement of employment rights in low-paid, elementary jobs.

During this year, we gathered evidence on cases of more than **300 Latin American women workers** affected by different types of labour abuse in the cleaning, domestic work and hospitality sectors. In addition to this, a total of **26 potential cases of trafficking for labour exploitation were identified**. We also identified a strong pattern of domestic servitude cases and domestic abuse. This data supported our work to inform and influence government agencies, public bodies, stakeholders, private companies and agencies to improve the exercise of migrant women worker's labour rights.

As chair of the **Labour Exploitation Advisory Group (LEAG)**, where we work in partnership with 9 other organisations, we influenced work on safe reporting for migrant workers, including a submission to the Special Rapporteur on Contemporary Forms of Slavery on the gendered dimensions of contemporary forms of slavery, its causes and consequences in partnership with Focus on Labour Exploitation (FLEX), a Joint

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submission with FLEX to the Independent Chief Inspector of Borders and Immigration in response to call for evidence: an inspection of how the Home Office is tackling illegal working; and a submission to the Independent Chief Inspector of Borders and Immigration call for evidence: 'Adults at Risk' in immigration detention.

We participated in multiple conferences and roundtables including in Migrants' Rights Network *Brexit and At-Risk groups*, Migrant Voice's *Brexit roundtable*, and Just Fair's *Socio-economic rights in Great Britain – Progress since 2016*.

Brought the experiences of Latin American women's workers to the Trust for London's **Employment Legal Advice Network** highlighting the issues affecting migrant women, increasing awareness of migrant women in the cleaning sector, barriers to access services and the development of the gig economy.

We are active members of two taskforces on safe reporting and effective complaints mechanisms at the Platform for International Cooperation on Undocumented Migrants (PICUM) where we contributed information on country practices and Latin American women worker's experiences.

We influenced the Greater London Authority for the inclusion of information on labour rights in Spanish and Portuguese in the City of London's offices and submitted evidence for the Mayor of London's *Good Work Standard* consultation.

Migrant women voices and engagement in policy continues to be a priority, LAWRS' service users provided recommendations to national key stakeholders and international ones as the UN, UN Women and the Global Compact on Migration. They also participated in interviews for mainstream and community press such as The Financial Times, The Guardian, The Telegraph, Express News, and the Prisma. We supported and contributed to the engagement of Latin American women in campaigns such as #NotTheJob and #MeToo and submitted evidence and recommendations to different governmental agencies and Parliamentary Committees.

We actively engaged in advocacy work with relevant stakeholders and decision makers, including the Gangmasters Licensing and Abuse Authority (GLAA) Stakeholders Group, the Independent Anti-Slavery Commissioner, the Greater London Authority, MOPAC, the Trade Union Congress, London Migrant and Refugees Advisory Panel, the Employment Legal Advice Network (ELAN), London Working Group (LWG) on trafficking, the Shiva Foundation Advisory Board, the Labour Exploitation Advisory Group (LEAG), and various local authorities.

Encouraging women to seek the change they want to see: our Community Activists programme



Our community organising programme aims to create the space for women of the community to collectively empower themselves through appropriate practices, and to embed community organising as a core aspect of our work. The ultimate aim of this project is to ensure that the voices of the women we support not only inform but are at the forefront of our policy and campaigning work.

Over the last year the Community Activist Project has successfully fostered a space for LAWRS service users to engage politically in sisterhood and to organize around the areas that affect them, their families and their community, ensuring that Latin

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American women are better organized and prepared to tackle issues that affect them whilst simultaneously platforming their lived experiences. This project has enabled LAWRS service users to enact social change around the issues of violence against women and girls and labour exploitation in the cleaning, domestic and hospitality sector and to be at the forefront of social change, guaranteeing their empowerment and personal growth.

LAWRS Community Activism project has brought the voices of Latin American migrant women to spaces of power, reaching decision makers and other key stakeholders to tackle hostile environment policies and informal practices rooted in xenophobia and hate.

To this end, during this period we offered over **45 tailored activities** for Latin American migrant women, including: workshops, trainings, debates, focus groups, outings, marches, public demonstrations and conferences. Most notably the project has covered the themes of, labour rights, violence against women and girls, the hostile environment, self-esteem, collective and self-love, activism, intersectionality, sorority, social change and Latin American forms of organizing. With approximately **200 women** accessing the project, community organizing has become a central pillar in LAWRS social change approach.

The project has enabled the creation of an activist feminist collective called WARMI, (Women Revolutionary Migrant Intersectional feminist collective) conformed of survivors of gender based violence and precarious migrant workers.

During this period the WARMI have participated in several actions in their efforts to end all forms of VAWG and labour exploitation. Most notably, participating in the **WEIP conference** as key guests, participating in the **Million Women Rise March** on International Women Day 2019, participating in an **open mic at Parliament** speaking on the violence endured by migrant women survivors of domestic violence, participating in a focus group which led to sharing key **testimonies with the UN's Special Rapporteur on Severe Poverty**, the **Permanent Peoples Tribunal**, and the global online action for their **75th anniversary of the proclamation of Human rights**. They also participated in a cross London Southern borough consultation on the NHS's interpreting services, curated and **published an extended Zine** by and for Latin American migrant women and non-binary people in the UK, participated in several interviews and news reports, engaged consultations with key stakeholders like the **Home Office** and participated in social change initiatives like the **LAWRS Human Rights Champions**.

Plans for 2019-2020:

- Continue implementing our 2017-2022 Strategic Plan to progress our strategic aims.
- Continue working towards minimising the impact of Brexit on our community, by providing information and advice for European passport holders and dependants as well as continuing working on the sustainability of our organisation, including our funding, team, and service provision.
- Continue strengthening our rights-based approach and ensuring that the women we serve are able to assert and exercise their fundamental human rights.
- Make our services more accessible and appropriate to the needs of women with no recourse to public funds and LGBTQ+; and continue efforts to reach out to other underrepresented groups including domestic workers, women in prostitution, Afro-Latin Americans, older women, and women with disabilities.
- Develop our work with Latin American young women and girls, ensuring that they continue leading on all aspects of their project and that LAWRS becomes more accessible to, and inclusive of young women's voices.
- Sustain the provision of our holistic work on violence against women and girls (VAWG) including all forms of VAWG with a specific focus on harmful practices and trafficking.

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- Ensure we sustain our successful outreach work in Southwark increasing service provision and partnerships in areas with large concentrations of Latin American women.
- Continue developing our policy, advocacy and campaigning work on migrant women's rights to create visibility and a voice for our community and for migrant women and to influence key decision makers, particularly in the areas of violence against women and girls, and migrant women workers' rights.
- Influence policy and practice leading to labour exploitation and continue offering employment advice for Latin American migrant women workers in precarious employment, labour exploitation or modern slavery.
- Influence policy and practice to secure safe reporting mechanisms for victims of crime with insecure immigration status through our *Step Up Migrant Women* campaign.
- Launch two new VAWG research projects: one exploring the barriers faced by migrant women from different ethnic groups when reporting crime and accessing support services, and another one on the experiences of exploitation of Latin American migrant women in cleaning, catering, and domestic work.
- Increase the engagement of women directly affected by the issues in leading and informing our campaigning and policy work, and in seeking the change they want to see.
- Continue working on our sustainability by creating a written fundraising strategy to allow us to better prepare for the future and diversify our funding base reaching to new funding sources and continue cementing our partnership work to respond to our users' needs and to ensure LAWRS sustainability in the longer term.

And a big thank you:

We remain extremely grateful to our highly committed staff team for their excellent work, and to our amazing team of volunteers, whose contribution and support has been essential to enable LAWRS to support Latin American women and to continue to engage in social justice work.

Many others contributed their skills and talents to our work, and the list of supporters to thank is very long. But we wish to highlight our appreciation to Capital International and Bloomberg volunteers, and Lloyds Bank consultants, and to our pro-bono supporters, including: ITN Solicitors, Duncan Lewis Solicitors, Cardinal Hume Centre, Doctors of the World and Islington People's Rights.

Our work would not have been possible without support from our funders and our partners. We are grateful to all of them.

Financial review:

Review of fundraising activities

We derived income from various funding sources to which we are very grateful for their contributions that made our work possible and effective during this year.

Financial results

Income in 2018/19 totalled £667,713 and expenditure was £683,015, resulting in a deficit of £15,302. Restricted funds reduced by £31,845 – this arises from funds received in 2017/18 being expended in 2018/19. The Trustees are pleased to report an increase of £16,543 in unrestricted funds. Expenditure has increased 10% over 2017/18 and 51% over the last 5 years.

The results for the year to 31 March 2018 have been restated to reflect a reduction in the value of investments. Further information is set out in note 8 on page 31 and note 20 on page 39.

Reserves policy

The trustees are committed to maintaining an adequate, justified and reasonable level of reserves in line with guidance from the Charity Commission. It is the Trustees' aim to ensure that reserves are available equivalent to three months' running costs. The target amount at the balance sheet date is £170,500.

In addition, the trustees have identified the need to designate funds to cover potential staff sickness (£5,000); premises (£15,000) and future challenges arising from "BREXIT" (£40,000). Further information is set out in note 12 on page 33.

Overall, the target unrestricted reserves above amount to £230,500. Total unrestricted reserves at 31 March 2019 amounted to £246,155 so the level of reserves is regarded as adequate but not excessive. The trustees will continue to monitor reserves closely to ensure that LAWRS holds adequate funds to cover its future needs.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of Latin American Women's Rights Service for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial

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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.

So far as each of the trustees is aware at the time the report is approved:

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

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the trustees on 26th November 2019 and signed on its behalf by:


.....
Helen Aviles – Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Opinion

We have audited the financial statements of Latin American Women's Rights Service (the 'charitable company') for the year ended 31 March 2019 which comprise Statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2019 and of its incoming resources and application of resources, including its income and expenditure, for the 31 March 2019 then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Timothy Sullivan (Senior Statutory Auditor)
For and on behalf of Field Sullivan Limited, Statutory Auditor
70 Royal Hill
Greenwich
SE10 8RF

Date: 26th November 2019

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2019**

| | Note | Unrestricted funds 2019 £ | Restricted funds 2019 £ | Total funds 2019 £ | Unrestricted funds 2018 as restated £ | Restricted funds 2018 £ | Total funds 2018 as restated £ |
|--|------|------------------------------------|----------------------------------|-----------------------------|---|----------------------------------|--|
| Income: | | | | | | | |
| Grants, donations and legacies | 2 | 152,428 | 311,893 | 464,321 | 107,994 | 485,479 | 593,473 |
| Charitable activities | 3 | 3,638 | 198,341 | 201,979 | 14,395 | 181,724 | 196,119 |
| Other trading activities - Membership Subscriptions | | 1,140 | - | 1,140 | 900 | - | 900 |
| Investments - Bank Interest | | 273 | - | 273 | 170 | - | 170 |
| Total income | | 157,479 | 510,234 | 667,713 | 123,459 | 667,203 | 790,662 |
| Expenditure: | | | | | | | |
| Cost of raising funds | 4 | 14,542 | - | 14,542 | 11,721 | - | 11,721 |
| Expenditure on charitable activities | 4 | 126,394 | 542,079 | 668,473 | 65,837 | 543,964 | 609,801 |
| Total expenditure | | 140,936 | 542,079 | 683,015 | 77,558 | 543,964 | 621,522 |
| Net income / (expenditure) and net movement in funds for the year | | 16,543 | (31,845) | (15,302) | 45,901 | 123,239 | 169,140 |
| Reconciliation of funds | | | | | | | |
| Total funds brought forward | | 229,612 | 171,756 | 401,368 | 183,711 | 48,517 | 232,228 |
| Total funds carried forward | | 246,155 | 139,911 | 386,066 | 229,612 | 171,756 | 401,368 |

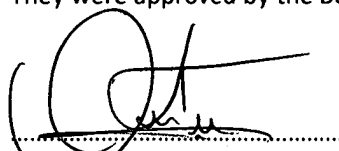
The statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 MARCH 2019

| | <u>Notes</u> | 2019 £ | 2018 as restated £ |
|---|--------------|----------------|--------------------------|
| FIXED ASSETS | | | |
| Investment assets | 8 | - | - |
| Tangible assets | 9 | 5,799 | 4,610 |
| Total Fixed Assets | | 5,799 | 4,610 |
| CURRENT ASSETS | | | |
| Debtors | 10 | 97,589 | 34,944 |
| Cash at bank and in hand | | 365,638 | 434,261 |
| Total Current Assets | | 463,227 | 469,205 |
| LIABILITIES | | | |
| CREDITORS: Amount falling due within one year | 11 | (82,960) | (72,447) |
| NET CURRENT ASSETS | | 380,267 | 396,758 |
| TOTAL ASSETS LESS CURRENT LIABILITIES/NET ASSETS | | 386,066 | 401,368 |
| FUNDS | | | |
| Unrestricted funds - General | | 186,155 | 169,612 |
| Unrestricted funds - Designated | 12 | 60,000 | 60,000 |
| Restricted funds | 13 | 139,911 | 171,756 |
| TOTAL CHARITY FUNDS | | 386,066 | 401,368 |

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

They were approved by the Board on 26th November 2019 and signed on its behalf by:



Helen Aviles - Chair



Vanessa Gabriel-Robinson - Trustee

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2019

| | <u>Notes</u> | 2019 £ | 2018 £ |
|---|--------------|-----------------|----------------|
| Cash flows from operating activities: | | | |
| Net cash provided by (used in) operating activities | 19 | <u>(65,742)</u> | <u>185,568</u> |
| Cash flows from investing activities: | | | |
| Interest income | | 273 | 170 |
| Purchase of tangible fixed assets | | (3,154) | (2,691) |
| Net cash provided by (used in) investing activities | | <u>(2,881)</u> | <u>(2,521)</u> |
| Cash flows from financing activities | | | |
| Change in cash and cash equivalents in the reporting period | | <u>(68,623)</u> | <u>183,047</u> |
| Cash and cash equivalents at the beginning of the reporting period | | 434,261 | 251,214 |
| Cash and cash equivalents at the end of the reporting period | | <u>365,638</u> | <u>434,261</u> |

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2019

1 ACCOUNTING POLICIES

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The date of transition to FRS102 was 1 April 2015.

1.2 Preparation of the accounts on a going concern basis

Almost all the funding required for 2019/20 has been raised and the trustees are confident that there will not be a deficit. Much of this funding is on 2-4 year contracts; a proportion of these end in 2019/20 but funding needs for 2020 and beyond have been determined, sources of funds are being identified and applications are being made to secure the necessary funding for 2019/20 and beyond. This should ensure viability beyond 2019/20 and demonstrate that LAWRS is a going concern.

1.3 Incoming resources

Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable. Latin American Women's Rights Service is not registered for VAT.

1.4 Investment in associated undertakings

Unlisted investments are included at the best estimate of their market value where it is practicable to obtain this. Where no reliable valuation can be obtained or it is considered that the cost of obtaining one outweighs the benefit to the users of the financial statements, the investments are included at cost and reviewed for impairment at each year end.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

| | |
|----------------------------------|-------------------|
| Fixtures, fittings and equipment | 25% straight line |
|----------------------------------|-------------------|

Items of equipment are capitalised where the purchase price exceeds £200.

1.6 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the charity's work.

1.7 Resources expended

Resources expended are included in the statement of financial activities of an accruals basis, inclusive of VAT.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the of staffing on each project.

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2019

1 ACCOUNTING POLICIES (continued)

1.8 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1.9 Leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.10 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2019

| 2. | INCOME FROM GRANTS AND DONATIONS | Unrestricted | Restricted | 2019 | 2018 |
|----|--|----------------|----------------|----------------|----------------|
| | | funds | funds | | |
| | | £ | £ | £ | £ |
| | Oak Foundation | 80,000 | - | 80,000 | 40,000 |
| | Lloyds Bank Foundation | 23,446 | 39,351 | 62,797 | 67,994 |
| | Paul Hamlyn Foundation | - | 51,500 | 51,500 | 25,120 |
| | European Commission Asylum, Migration and Integration Fund | - | 48,227 | 48,227 | 175,385 |
| | Trust for London | - | 45,000 | 45,000 | 44,000 |
| | Unbound Philanthropy | - | 40,000 | 40,000 | 40,000 |
| | Esmée Fairbairn Foundation | 35,000 | - | 35,000 | 35,000 |
| | City Bridge Trust | - | 33,400 | 33,400 | 32,300 |
| | Comic Relief | - | 19,815 | 19,815 | 20,732 |
| | Capital International Ltd | - | 15,000 | 15,000 | 17,430 |
| | London Borough of Southwark Community Capacity Programme | - | 13,600 | 13,600 | 13,600 |
| | University of London | - | 5,000 | 5,000 | - |
| | East End Community Foundation | - | 1,000 | 1,000 | - |
| | Henry Smith Charity | - | - | - | 36,900 |
| | The Baring Foundation | - | - | - | 15,700 |
| | London Borough of Islington (MTSS Commissioning Panel) | - | - | - | 6,498 |
| | Wakefield and Tetley Trust | - | - | - | 5,000 |
| | Gordon Family Fund | - | - | - | 4,974 |
| | Paxton Green Time Bank | - | - | - | 2,659 |
| | Other grants | - | - | - | 141 |
| | Donations | 13,982 | - | 13,982 | 10,322 |
| | | 152,428 | 311,893 | 464,321 | 593,473 |

| 3. | INCOME FROM CHARITABLE ACTIVITIES | Unrestricted | Restricted | 2019 | 2018 |
|----|--|--------------|----------------|----------------|----------------|
| | | funds | funds | | |
| | | £ | £ | £ | £ |
| | London Councils | - | 142,658 | 142,658 | 144,774 |
| | Mayor Office for Policing and Crime (MOPAC) | - | 37,559 | 37,559 | 28,214 |
| | Department for Digital, Culture, Media and Sport | - | 18,124 | 18,124 | 8,736 |
| | Healthwatch Islington | 2,400 | - | 2,400 | 750 |
| | London Councils & ESF | 338 | - | 338 | 1,033 |
| | Queen Mary University of London | - | - | - | 11,164 |
| | Islington People's Rights | - | - | - | 950 |
| | Other | 900 | - | 900 | 498 |
| | | 3,638 | 198,341 | 201,979 | 196,119 |

LAWRS benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

4. TOTAL RESOURCES EXPENDED

| | Cost of Raising Funds | Charitable Activities | 2019 £ | 2018 £ |
|--------------------------------|--------------------------|--------------------------|-----------|-----------|
| Salaries | 12,892 | 496,161 | 509,053 | 484,907 |
| Consultancy / Supervision | - | 24,444 | 24,444 | 17,079 |
| ESOL teachers | - | 3,450 | 3,450 | 3,600 |
| Evaluation | - | 5,250 | 5,250 | - |
| Event costs and room hire | - | 36,493 | 36,493 | 21,580 |
| "No Limits" project activities | - | 786 | 786 | 15,024 |
| Publications and videos | - | 8,295 | 8,295 | - |
| Quality Assurance | - | 1,524 | 1,524 | 144 |
| Small grants | - | 250 | 250 | 1,488 |
| Training staff and volunteers | - | 6,250 | 6,250 | 4,466 |
| "Transform" project activities | - | 4,554 | 4,554 | 385 |
| "Unbound" project activities | - | 2,319 | 2,319 | - |
| Volunteers expenses | - | 15,156 | 15,156 | 9,989 |
| Support costs (see below) | 1,650 | 63,541 | 65,191 | 62,860 |
| | 14,542 | 668,473 | 683,015 | 621,522 |

5. SUPPORT COSTS

| | Cost of Raising Funds | Charitable Activities | 2019 £ | 2018 £ |
|----------------------------------|--------------------------|--------------------------|-----------|-----------|
| Rent, rates and services | 940 | 31,073 | 32,013 | 30,550 |
| Audit and accounting | - | 4,142 | 4,142 | 2,762 |
| Bank charges | 13 | 421 | 434 | 1,176 |
| Cleaning | 29 | 974 | 1,003 | 1,023 |
| Currency losses | - | 4,877 | 4,877 | - |
| Depreciation | 58 | 1,907 | 1,965 | 1,786 |
| Insurance | 79 | 2,604 | 2,683 | 3,266 |
| Membership fees | 59 | 1,937 | 1,996 | 2,076 |
| Printing, postage and stationery | 117 | 3,868 | 3,985 | 5,818 |
| Publicity and promotion | 10 | 335 | 345 | 811 |
| Recruitment | 21 | 710 | 731 | 2,334 |
| Telecommunications & IT | 207 | 6,844 | 7,051 | 6,228 |
| Sundries | 117 | 3,849 | 3,966 | 5,030 |
| | 1,650 | 63,541 | 65,191 | 62,860 |

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

6. NET EXPENDITURE

| | 2019 £ | 2018 £ |
|--|-----------|-----------|
| Net expenditure is stated after charging or crediting: | | |
| Depreciation | 1,965 | 1,786 |
| Auditors remuneration | 2,200 | 2,200 |

7. STAFF COSTS

| | 2019 £ | 2018 £ |
|-----------------------|-----------|-----------|
| Salaries | 464,647 | 447,885 |
| Social security costs | 37,918 | 34,041 |
| Pension costs | 6,488 | 2,981 |
| | 509,053 | 484,907 |

The average monthly head count was 18 staff (2018: 19.75 staff)

The average monthly number of full time equivalent employees during the year was as follows:

| | 2019 Number | 2018 Number |
|-----------------------------|----------------|----------------|
| Support and advice services | 15 | 15 |

No employees earned over £60,000 in the year (2018 - nil).

No trustees received any remuneration during the year (2018: nil). One trustee received expenses totalling £664 during the year (2018: one trustee; £1,020). No trustee or any other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2018: none).

8. INVESTMENT IN ASSOCIATED UNDERTAKINGS

| | 2019 £ | 2018 as restated £ |
|---------------------------------|-----------|--------------------------|
| Carrying value at 1 April 2018 | - | - |
| Net gain/(loss) on revaluation | - | - |
| Carrying value at 31 March 2019 | - | - |

The charity owns one share in Tindlemanor Limited, which owns the freehold property in which the charity has its offices. In the financial statements to 31 March 2018 this was valued at £42,923. Subsequently it has come to light that this is inconsistent with the Articles of Association of Tindlemanor Limited, which show that in a dissolution the assets are not required to be distributed to the members. The 2018 results have therefore been restated to show the investment value as £0.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

9. TANGIBLE FIXED ASSETS

| | Fixtures, fittings and computers £ |
|-----------------------|---|
| COST | |
| As at 1st April 2018 | 12,978 |
| Additions | 3,154 |
| Disposals | - |
| As at 31st March 2019 | <u>16,132</u> |
| DEPRECIATION | |
| As at 1st April 2018 | 8,368 |
| Charge for the year | 1,965 |
| Disposals | - |
| As at 31st March 2019 | <u>10,333</u> |
| NET BOOK VALUE | |
| As at 31st March 2019 | <u><u>5,799</u></u> |
| As at 31st March 2018 | <u><u>4,610</u></u> |

10. DEBTORS

| | 2019 £ | 2018 £ |
|-------------------------------|---------------|---------------|
| Grants receivable | 94,537 | 31,642 |
| Prepayments and other debtors | 3,052 | 3,302 |
| | <u>97,589</u> | <u>34,944</u> |

11. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2019 £ | 2018 £ |
|-------------------------|---------------|---------------|
| Accruals | 22,737 | 12,323 |
| Sundry creditors | 8,187 | 8,547 |
| Tax and social security | 9,876 | 10,577 |
| Deferred income | 42,160 | 41,000 |
| | <u>82,960</u> | <u>72,447</u> |

Deferred income of £41,000 was released during the year. Income of £42,160 was deferred during the year.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

12. ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS

| | Balance as at 1.4.2018 as restated | Incoming resources | Outgoing resources | Transfers | Funds as at 31.3.2019 |
|--|---|-----------------------|-----------------------|-----------|-----------------------------|
| | £ | £ | £ | £ | £ |
| General Fund | 169,612 | 157,479 | (140,936) | - | 186,155 |
| Designated Sickness and maternity fund | 5,000 | - | - | - | 5,000 |
| Designated Premises fund | 15,000 | - | - | - | 15,000 |
| Designated "Brexit" fund | 40,000 | - | - | - | 40,000 |
| | <u>229,612</u> | <u>157,479</u> | <u>(140,936)</u> | <u>-</u> | <u>246,155</u> |

The Sickness and maternity fund provides some cover for longer-term staff sick leave; previously it also included some cover for maternity leave but this is now regarded as a routine cost.

The premises fund recognises that LAWRS may incur exceptional expenditure in the next 1 to 2 years and earmarks some funds to meet these exceptional costs.

The BREXIT fund recognises that LAWRS may experience additional demands for services from users at the same time as a decline in the availability of funds when the United Kingdom leaves the European Union. This fund has been created to earmark funds to support these additional demands.

ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS - PRIOR YEAR

| | Balance as at 1.4.2017 as restated | Incoming resources | Outgoing resources | Transfers | Funds as at 31.3.2018 as restated |
|--|---|-----------------------|-----------------------|-----------|--|
| | £ | £ | £ | £ | £ |
| General Fund | 123,711 | 123,459 | (77,558) | - | 169,612 |
| Designated Sickness and maternity fund | 5,000 | - | - | - | 5,000 |
| Designated Premises fund | 15,000 | - | - | - | 15,000 |
| Designated "Brexit" fund | 40,000 | - | - | - | 40,000 |
| | <u>183,711</u> | <u>123,459</u> | <u>(77,558)</u> | <u>-</u> | <u>229,612</u> |

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

13. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

| | Balance As at 1.4.2018 £ | Incoming resources £ | Outgoing resources £ | Transfers | Funds As at 31.3.2019 £ |
|---|-----------------------------------|----------------------------|----------------------------|-----------|----------------------------------|
| The Baring Foundation | 6,784 | - | (6,784) | - | - |
| City Bridge Trust | 5,324 | 33,400 | (34,271) | - | 4,453 |
| European Commission Asylum, Migration and Integration Fund | 80,591 | 48,227 | (128,818) | - | - |
| London Councils Advice & Counselling | - | 72,861 | (72,861) | - | - |
| London Councils Ending Harmful Practices | - | 36,217 | (36,217) | - | - |
| London Councils Prevention | - | 33,580 | (33,458) | - | 122 |
| Gordon Family Fund | 1,782 | - | (1,782) | - | - |
| Lloyds Bank Foundation Transform Project | 20,605 | 39,351 | (43,805) | - | 16,151 |
| Trust For London | 12,556 | 45,000 | (41,977) | - | 15,579 |
| Capital International Ltd - Financial literacy 2017 grant | 4,500 | - | (4,500) | - | - |
| Department for Digital, Culture, Media and Sport - Specialist support for LGBT women | 99 | 18,124 | (18,211) | - | 12 |
| Mayor's Office on Policing and Crime (MOPAC) Pathway to Recovery 2017-20 | 1,269 | 28,147 | (29,271) | - | 145 |
| Unbound Philanthropy | 38,246 | 40,000 | (35,505) | - | 42,741 |
| London Borough of Southwark Community Capacity Programme | - | 13,600 | (12,085) | - | 1,515 |
| Mayor's Office on Policing and Crime (MOPAC) Training for Professionals on Harmful Practices | - | 9,412 | (9,412) | - | - |
| East End Community Foundation | - | 1,000 | (1,000) | - | - |
| Capital International Ltd - Financial literacy 2018 grant | - | 15,000 | (15,000) | - | - |
| University of London | - | 5,000 | (5,000) | - | - |
| Paul Hamlyn Foundation | - | 51,500 | (4,847) | - | 46,653 |
| Comic Relief | - | 19,815 | (7,275) | - | 12,540 |
| | 171,756 | 510,234 | (542,079) | - | 139,911 |

Section 37 Statement

As can be seen from the above analysis of movements, the grants from The London Councils were expended for the purpose for what they were awarded.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

14. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS - PRIOR YEAR

| | Balance As at 1.4.2017 £ | Incoming resources £ | Outgoing resources £ | Transfers | Funds As at 31.3.2018 £ |
|--|-----------------------------------|----------------------------|----------------------------|-----------|----------------------------------|
| European Commission / Fairwork | - | (142) | 142 | - | - |
| Comic Relief | 9,950 | 20,732 | (30,682) | - | - |
| Henry Smith Charity | 860 | 36,900 | (37,760) | - | - |
| London Councils Advice & Counselling 2016/17 | - | 1,472 | (1,472) | - | - |
| Paul Hamlyn Foundation | 9,703 | 25,120 | (34,823) | - | - |
| North London outreach project (Funded by Wakefield and Tetley Trust 2016 grant | 6,644 | - | (6,644) | - | - |
| Capital International Ltd - Financial literacy | 567 | - | (567) | - | - |
| The Baring Foundation | - | 1,431 | (1,431) | - | - |
| City Bridge Trust | 6,853 | 15,700 | (15,769) | - | 6,784 |
| Mayor's Office on Policing and Crime (MOPAC) | 6,511 | 32,300 | (33,487) | - | 5,324 |
| Pathway to Recovery 2016-17 | - | 7,104 | (7,104) | - | - |
| The Alan & Babette Sainsbury Charitable Fund | 7,429 | - | (7,429) | - | - |
| European Commission Asylum, Migration and | - | 175,385 | (94,794) | - | 80,591 |
| Paxton Green Time Bank | - | 2,659 | (2,659) | - | - |
| London Borough of Southwark Community | - | 13,600 | (13,600) | - | - |
| London Councils Advice & Counselling | - | 72,861 | (72,861) | - | - |
| London Councils Ending Harmful Practices | - | 36,861 | (36,861) | - | - |
| London Councils Prevention | - | 33,580 | (33,580) | - | - |
| Wakefield and Tetley Trust 2016 grant | - | 5,000 | (5,000) | - | - |
| Gordon Family Fund | - | 4,974 | (3,192) | - | 1,782 |
| Lloyds Bank Foundation Transform Project | - | 45,322 | (24,717) | - | 20,605 |
| Trust For London | - | 44,000 | (31,444) | - | 12,556 |
| Capital International Ltd - Financial literacy | - | 16,000 | (11,500) | - | 4,500 |
| London Borough of Islington (MTSS | - | - | - | - | - |
| Commissioning Panel) | - | 6,498 | (6,498) | - | - |
| Sport - Specialist support for LGBT women | - | 8,736 | (8,637) | - | 99 |
| Mayor's Office on Policing and Crime (MOPAC) | - | - | - | - | - |
| Pathway to Recovery 2017-20 | - | 21,110 | (19,841) | - | 1,269 |
| Unbound Philanthropy | - | 40,000 | (1,754) | - | 38,246 |
| | 48,517 | 667,203 | (543,964) | - | 171,756 |

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

15. Purposes of restricted funds

The Baring Foundation: capacity building programme to embed a human rights based approach across the organization at both practical and strategic levels.

City Bridge Trust: supporting Latin American women on low incomes to access legal advice on welfare, housing, and debt, and acquire financial literacy skills to improve their living conditions.

European Commission Asylum, Migration and Integration Fund: an international partnership of 4 organisations with LAWRS as lead partner delivering a holistic programme towards the empowerment, integration and participation of migrant women.

London Councils Advice & Counselling: provision of specialist advice and counselling to survivors of violence against women and girls in key London boroughs as part of the London VAWG Consortium.

London Councils Ending Harmful Practices: provision of specialist advice and counselling on harmful practices to women survivors in key London boroughs as part of the London VAWG Consortium.

London Councils Prevention: providing specialist training on violence against women and girls and healthy relationships to young people and children in primary and secondary schools across London as part of the London VAWG Consortium.

Gordon Family Fund: facilitation of group work for elderly women with the aim of enabling access to information, combating isolation and fostering wellbeing

Lloyds Bank Foundation Transform Project: campaigning work aimed at securing safe reporting mechanisms for women facing Violence Against Women and Girls with insecure immigration status, calling for the protection of victims' rights above immigration control.

Trust For London: policy project bringing visibility to the poor working conditions experienced by Latin American migrant women workers, calling for increased enforcement of employment rights and appropriate responses to victims of modern slavery.

Capital International financial literacy (2017 grant): supporting Latin American women on low incomes to acquire financial literacy skills to improve their living conditions.

Department for Digital, Culture, Media and Sport: supporting Latin American women with No Recourse to Public Funds and/or from LGBTQ+ communities to access specialist VAWG support services, and delivery of specialist training to agencies.

Mayor's Office on Policing and Crime (MOPAC) Pathway to Recovery: a partnership of 3 specialist VAWG organisations providing specialist advice, counselling, and group support to women survivors.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

15. Purposes of restricted funds (continued)

Unbound Philanthropy: community organising project enabling women with lived experiences of VAWG and/or labour exploitation to engage and lead social change.

LB Southwark Community Capacity Programme: supports community development work to ensure that local services address the needs of Latin American women and their families and that they are in turn informed of available local services.

Mayor's Office on Policing and Crime (MOPAC) Training for Professionals on Harmful Practices is a partnership of nine women's organisations which aims to create awareness and understanding of harmful practices to professionals to be able to identify and respond effectively to these practices within the VAWG framework.

East End Community Foundation: The 6th anniversary of recognition of Latin American as an ethnic group in London. The aim was to highlight and celebrate the contribution and achievements of LA migrants to London and increase visibility of the LA community.

Capital International financial literacy (2018 grant): supporting Latin American women on low incomes to acquire financial literacy skills to improve their living conditions.

University of London: Creative workshops and discussions for Latin American girls to develop skills and explore gender and cultural identity.

Paul Hamlyn Foundation: supporting our "No Limits" programme working with Latin American young women and girls to increase their aspirations, develop their potential and assert their rights through the use of art.

Comic Relief: A comprehensive programme of support for BME Latin American migrant women (LAMW) through specialist VAWG information, advice and counselling, internal and external referrals and support to build a life post-violence through development and empowerment activities.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | General fund £ | Designated funds £ | Restricted funds £ | Total £ |
|---------------------------------------|----------------------|--------------------------|--------------------------|----------------|
| Investment Assets | - | - | - | - |
| Tangible fixed assets | 5,799 | - | - | 5,799 |
| Current assets | 263,316 | 60,000 | 139,911 | 463,227 |
| Creditors falling due within one year | (82,960) | - | - | (82,960) |
| | <u>186,155</u> | <u>60,000</u> | <u>139,911</u> | <u>386,066</u> |

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS - PREVIOUS YEAR

| | General fund as restated £ | Designated funds £ | Restricted funds £ | Total as restated £ |
|---------------------------------------|-------------------------------------|--------------------------|--------------------------|---------------------------|
| Investment Assets | 0 | - | - | 0 |
| Tangible fixed assets | 4,610 | - | - | 4,610 |
| Current assets | 237,449 | 60,000 | 171,756 | 469,205 |
| Creditors falling due within one year | (72,447) | - | - | (72,447) |
| | <u>169,612</u> | <u>60,000</u> | <u>171,756</u> | <u>401,368</u> |

18. OPERATING LEASES

Total commitments under operating leases were as follows:

| | 2019 £ | 2018 £ |
|----------------------|---------------|---------------|
| For leases expiring: | | |
| Within one year | 32,534 | 30,839 |
| Two to five years | 31,651 | - |
| Over five years | - | 26,876 |
| | <u>64,185</u> | <u>57,715</u> |

19. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2019 £ | 2018 £ |
|--|-----------------|----------------|
| Net income for the reporting period (as per the Statement of Financial Activities) | (15,302) | 169,140 |
| Adjustments for: | | |
| Depreciation charges | 1,965 | 1,786 |
| Interest from investments | (273) | (170) |
| (Increase) / Decrease in debtors | (62,645) | 80,919 |
| Increase / (Decrease) in creditors | 10,513 | (66,107) |
| Net cash provided by (used in) operating activities | <u>(65,742)</u> | <u>185,568</u> |

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

20. PRIOR PERIOD ERRORS

The directors have become aware that the valuation of its share in Tindlemanor Limited was inaccurate. In the financial statements to 31 March 2018 this was valued at £42,923. Subsequently it has come to light that this is inconsistent with the Articles of Association of Tindlemanor Limited, which show that in a dissolution the assets are not required to be distributed to the members, and so the directors believe an accurate valuation is £nil.

Accordingly, prior period adjustments have been necessary, the impact of which has been:

| | Relating to the current period disclosed in these financial statements £ | Relating to the prior period disclosed in these financial statements £ | Relating to periods before the prior period disclosed in these financial statements £ |
|--|---|---|--|
| Investment in associated undertakings, reduced by: | - | 42,923 | 42,923 |
| Opening retained reserves unrestricted funds, reduced by: | - | 42,923 | - |