

COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

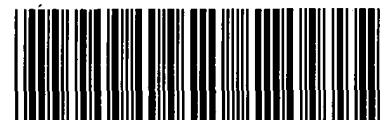
LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

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COMPANY INFORMATION

Trustees	Gisela Valle (resigned 28 May 2019) Carolina Velasquez (resigned 7 May 2019) Helen Aviles (resigned 10 August 2020) Laura Somoggi Vanessa Gabriel-Robinson (resigned 14 June 2019; re-appointed 30 September 2019) Floralba Hague Sofia Collignon Marina Comandulli (resigned 7 December 2019) Ana Paula Garcia Orantes (appointed 7 December 2019; resigned 3 March 2020) Catherine Boutet (appointed 24 April 2020)
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 2020

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 2020. 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 (59 as of 31 March 2020), 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 which was updated in light of new risks brought on by the Covid-19 pandemic. 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 continues to remain high, increasing year-on-year 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 and more difficulties accessing them. The exiting from the EU process continues causing uncertainty for our service users and their families as the EU Settlement Scheme was launched this year, requiring EU citizens and their dependants to apply for a new process of registration of their immigration status and increased questions by statutory services and employers about their rights. We continue working in partnerships with external agencies and charities to support women, particularly VAWG survivors, to ensure access to mental health and legal advice support.

We also ran 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):

- Launched *"The Right to be Believed: Migrant women facing violence against women and girls (VAWG) in the 'hostile immigration' environment in London"* report in partnership with King's College London and the Step Up Migrant Women Coalition documenting the barriers experienced by more than 60 women from 22 different countries with insecure immigration status reporting abuse.
- Launched *"The Unheard Workforce: experiences of Latin American migrant women in cleaning, hospitality and domestic work"* report documenting the labour rights violations experienced by 326 Latin American women employed in three key feminised areas of London's labour sectors.

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- Started a new project to support Latin American migrant women, particularly survivors of VAWG, to apply for the EU Settlement Scheme by providing information, specialist advice and casework.
- Initiated a new project in partnership with two fast-growing grassroots unions to develop comprehensive approaches to sexual harassment of migrant women workers by increasing understanding of its place within the continuum of VAWG as well as a labour rights issue.
- Our successful Step Up Migrant Women campaign, supported by 50 organisations, secured a recommendation from the Joint Committee on the Draft of the Domestic Abuse Bill to establish a 'firewall' that separates the reporting of crime and access to support from immigration enforcement for migrant survivors.
- 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 workers' rights.
- Continued delivering our 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.
- 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).

Key achievements in progressing organisational goals:

- Launched a new Fundraising Strategy in line with our Business Plan to inform our sustainability over the coming years.
- Finalised our organisational review to ensure we can respond to increase in demand for services and organisational growth in a sustainable manner.
- Successfully renewed our Investors in People and Investors in Volunteers accreditations ensuring our staff and volunteers are supported and motivated to provide high quality services for Latin American women.
- Started the process of accreditation with Imkaan to ensure the provision of high-quality services to prevent and respond to violence against Black and minoritised women and girls.
- Continued throwing light over and tackling harmful practices in the Latin American community.
- Continued our in-house employment rights service and 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.
- Our Director participated in the Imkaan Leadership & Management Accredited Training Programme for leaders in the BME sector.

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 continues to be highly demanded as negative changes in policies and legislation impact the lives of migrant

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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. The process of exiting the EU is adding to the pressure as more women on European passports and dependants of Europeans have their rights increasingly questioned. As in previous years, many women came facing multiple and complex problems requiring dedicated casework for several sessions.

We delivered a total of **1,176 advice and information sessions for Latin American migrant women**, supporting 651 women via face-to-face individual legal advice and casework support, 248 through our helpline or via email, and 142 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 with **80%** of women accessing the service securing the benefits they were entitled to.

In terms of **housing**, difficulties to secure suitable tenure, statutory and non-statutory homelessness, disrepair and infestation, illegal eviction, alarming overcrowdedness, and harassment continued being prevalent through this programme. **91%** of the women accessing the service had a positive outcome, including preventing homelessness, securing suitable housing or temporary accommodation or improving their living conditions.

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 arrange payment plans, as well as to carry out budgeting, income and expenditure analysis to reduce future risk with **65%** of the women being able to reduce or renegotiate their debts.

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 **135 women workers** experiencing labour rights violations such as underpayment of minimum wage, denial of holidays or paid sickness, discrimination due to pregnancy, among others.

This year we started a new project to support women on European passports or dependants of European citizens, often escaping violence and abuse, to apply for the EU Settlement Scheme (EUSS). We delivered a total of **1,035 advice and information sessions**, supporting **907** women via drop-in advice sessions, **128** through casework support, and **334** through workshops in community languages. A further **2,530** Latin Americans were provided information about applying to the EUSS in Spanish and Portuguese through the distribution of leaflets, community media and social media outreach.

Our **remote access services** including telephone advice and support via email allowed **248** 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 142 women**. Sessions encouraged 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: introduction to benefits; social housing; changes on benefits and Universal Credit; housing; Income maximisation through Income Tax and benefits; changes to social housing and benefits as a result of the exiting from the EU process.

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

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the vulnerability of Latin American women and migrant women to VAWG and prevent them from leaving abusive situations. Over one third 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:

- **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 and MOPAC funded Pan-London ASCENT programme, working jointly with 28 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 and Honour Based Violence), led by Imece Women's Centre and delivered in partnership with Kurdish Middle Eastern Women's Organisation (KMEWO).

We provided specialist advice, advocacy and support to a total of **292** women survivors of violence, including **18** high risk cases (6%) that were referred to MARAC (Multi-Agency Risk Assessment Conference) and **85** cases of **Harmful Practices**, including honour-based violence and forced marriage. In addition, through this project, **98** women with no recourse to public funds (NRPF) improved their safety and quality of life. This work also benefitted indirectly the safety and wellbeing of **712** dependants including **275** underaged children.

Interdisciplinary work is crucial to the support we provide to victims of violence. Our specialist team of caseworkers made **262 referrals to family** (129) and **immigration advice** (133) for Latin American women via our established surgeries and partnerships with law firms or legal advice providers. In addition, **53** women were supported to register with a GP. All surgeries offered interpreting support.

We continued running regular outreach advice surgeries where we offered support to **47 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.

This year we launched a new project with two fast-growing grassroots unions representing women workers in precarious employment. This innovative collaboration focuses on **sexual harassment** within the continuum of violence against women and girls to enable Latin American migrant women's empowerment and develop comprehensive approaches to sexual harassment and its prevention particularly for women at the intersection of different inequalities. As part of this project, we provided support, information and advice to **119 women workers** and specialist training for **31 professionals**. Through this project it became obvious that many migrant women workers experience sexual harassment but are unable to identify and therefore powerless to address it. Through this collaboration women were provided information about their rights and developed personal plans tailored to their specific situations while being supported to report their abuse to their employers.

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

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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, **70 women participated in 6 group sessions** delivered over the course of 6 weeks. Through these sessions, survivors were able to increase their knowledge on issues such as childcare and parenting, maternity rights, social housing, no recourse to public funds and VAWG.

In addition, we carried out prevention work through our youth group of Latin American young women and girls, Sin Fronteras (No Limits) where **35 young women participated in 5 group sessions**. The group explored a range of issues related to healthy relationships and VAWG.

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 workshops to students, training to staff, newsletters for parent, and assemblies. As a result of our work over **675 students** are better able to lead **healthy relationships** and **45 students** were supported through group work over 10 sessions.

We delivered inset training to **290 teachers and school staff** to identify and address indicators of violence, and offered awareness raising talks at staff assemblies attended by a total of **3,418 students**.

Finally, we also delivered specialist **training to 114 professionals** benefiting statutory service providers including social care workers, police, health professionals, mental health professionals, VAWG and NRPF officers and managers.

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 and trauma informed practice 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. This was further compounded by increasing levels of stress, anxiety and depression resulting from the coronavirus pandemic and lockdown measures. 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 **1,439 hours of support to 328 women**. We supported a total of **57 women to access crisis interventions** 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. **271 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.

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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.

2. Offering opportunities for development and integration

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 and events.

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

Many women that approached our services this year are new arrivals in the UK, and they contacted LAWRS requesting information and support on immigration issues, mostly about Brexit and EUSS, English courses, access to education for their children, childcare, employment rights, welfare benefits, housing and debts, and VAWG. Among women who have been living here for some time, we noticed an increase in the number of housing problems. Overcrowding and poor housing conditions are constant issues that have been affecting the LA community in recent years. However, this has been exacerbated by the regeneration of the area, as the number of homes available decreased and rental prices significantly increased, leading to an increase in evictions and making it difficult to find adequate and affordable housing in Southwark, displacing more and more LA women and their families out of the borough.

Additionally, we have been increasingly noticing the impact of the Universal Credit (UC) migration to online applications, manifested in a constant search for support and advice. This particularly affected women with language barriers, low literacy, low incomes and with limited access to a reliable internet connection. Among the difficulties that arise when dealing with the online aspects of managing the UC account, we have found that due to low income most of our service users cannot afford to have a computer or pay for an internet connection in their homes. Even when a computer is available, it is difficult to navigate the benefits website without guidance, especially for people not confident in using technology, with learning difficulties and with language barriers.

Alarmingly we noticed that several women have suffered situations that could be classified as hate crimes. These types of crimes generally tend to go unreported. So, in order to understand the situation and the low rates of reporting, we conducted a survey, with a sample of 105 respondents from the LA community in Southwark, which the following results:

- 69% of the respondents have experienced a suspected hate crime episode.
- Most hate crime incidents happen in public spaces such as public transport (45%), the streets (41%), at GPs offices (26%) or at work (41%).

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- There is a high incidence of insults or abuse resulting from speaking a different language (52%).
- Most women do not report these incidents (77%) and those who report have bad experiences doing so (71%).

Finally, in the last three months of this reporting period, as the COVID-19 pandemic spread, the levels of poverty and vulnerability of LA women increased, creating a devastating impact. As many other migrant minoritised communities, we have found that people living in poverty found it much more difficult to access relief measures. Low wages and insecure work (zero-hour contracts) has put them in new situations of abuse and risk with low access to relief measures such as Statutory Sick Pay or the furlough scheme. Lockdown measures increased the vulnerability to experience domestic and sexual violence. Also, victims with 'No Recourse to Public Funds' faced additional barriers and insecurity as they cannot access life-saving refuges and are barred from other forms of public support.

During this year **1,031** Latin American migrant women accessed our outreach in Southwark, through:

- **One to one specialist** support appointments for **46 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 **42 women**.
- **272 Latin American women** accessed information through email, social media and phone calls.
- **18 EU Settlement Scheme** surgeries reached **56 women**.
- **15 workshops** on welfare benefits, VAWG, housing, among others, reached **290 women**.
- **41 group wellbeing sessions** reached **201 women**.
- **3 events** reached **110 women**.
- **1 focus group** on "Barriers for marginalised groups to accessing breast screening" reached **10 women**.

The levels of satisfaction with the outreach services provided were very high with:

- At least **75%** of women indicating that the quality of the sessions was very good.
- **90%** of the welfare benefits, debts and money advice sessions indicated the information provided will help them to take more informed decisions.
- **76%** of workshops participants indicated that the information provided contributed to making them feel more confident about their situation.
- **94%** of participants indicated the workshops supported their wellbeing.
- **91%** of participants indicated the workshops helped them connect with other women.

Local Advocacy

We continue our work in local advocacy and representing the needs and contributions of the Latin American community in Southwark. We work in partnership with Southwark Council, attending meetings with:

- The Human Rights and Equalities Panel
- The Human Rights and Equalities Forum
- Southwark Homelessness Forum
- Latin American PLG hosted by Community Southwark

We also worked jointly with a wide range of stakeholders, including:

- Southwark Citizens UK Parents and Communities Together (PACT)
- NHS South East London Clinical Commissioning Group
- Money A+E
- Working Families
- Lifecubs UK,

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- Glasgow Caledonian University
- National LGB&T Partnership
- English for Action
- Pembroke House
- SLaM
- Tate Modern
- St George the Martyr Charity
- 1st Place Children and Parents centre
- St Matthew's at the Elephant, Church and Community Centre
- CLAUUK, the Coalition of Latin Americans in the UK (made up of 14 LA organisations including: Latin Elephant, Teléfono de la Esperanza UK, LADPP, IRMO, LAWA, MERU, Naz Latina, Casa Latina, LASNET, London United Football Club, The Prisma and CASA Latin American Theatre).

We also collaborated with **NHS South East London Clinical Commissioning Group**, participating in the panel for the procurement of the Interpreting and Translation Service for Lambeth, Southwark and Lewisham. This was a great opportunity to be part of a decision-making process that directly affects the life and well-being of the LA community, such as ensuring equitable access to health services even for those for whom English is not their main language.

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.

In partnership with the Spanish, Portuguese and Latin American Studies (SPLAS) department of King's College London (KLC), Sin Fronteras delivered an innovative programme on 'Widening Participation' for Latin American Young women (LAYW). This programme provided LAYW with the opportunity to experience academic resources, knowledge and the university experience they rarely have access to. In the course of **8 sessions** LAYW explored issues of identity, art and activism, young migrants experience in London, the power dynamics of second language learning, gender and artistic practice, migration, and young women's rights. This project culminated in an event showcasing the participant's work.

During this year **22 LAYW** participated in **15 wellbeing and mental health activities** focusing on tools to manage anxiety, stress, depression and low self-esteem. One central aspect of this work was the creation of a safe space for YW to share and discuss their experiences, take ownership of the space and make it their own, including agreeing on shared values and group dynamics. The mental health sessions focused on deconstruction of taboos about mental health, explored Latin American cultural understandings and personal assumptions about mental health and considered that mental health is not fixed, meaning any person can experience increase and decrease at any time. The group critically explored how language around mental health was used to describe people and experiences in both Spanish and English and how this may impact the individual and societal awareness of mental health. LAYWG explored and critically analysed marginalised people's experiences of mental health, in particular, experiences of migrants, women, young people, and minority ethnic groups.

During the year **34 LAYW** participated in **22 workshops**. The first workshops were aimed at creating a short video on their experiences living in a new country facilitated by a professional Peruvian documentary filmmaker who also delivers filmmaking workshops to young women in Peru. As part of this project LAYW explored the impact of the increased use of social media on LAYWG self-perception' and on the stereotyping of what 'Latin American Women' are assumed to look like. This was followed by training on activism and campaigning provided by LAWRS Community Organising Coordinator. During these sessions

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participants explored experiences of migration and life in UK, feminism, gender, identity, displacement, diaspora, language, LA culture, intersectionality, Eurocentric viewpoints, activism and campaigning. Finally, Sin Fronteras participants also took part in theatre workshops to develop their ideas, images, dialogues and sketches into a storyboard, to build up a short performance piece to share at 'Barrio'. 'Barrio' (meaning neighbourhood in Spanish) is a theatre piece created by a PHD professor that showcases a collaboration of professional Latin American London-based artists, dancers, poets, musicians and performers. At the end of the sessions LAYW presented their sketch in a performance of Barrio before their families, friends and members of the public.

No Limits LAYW participated for the third time in PICUM's young activists exchange in Dublin. During this event young advocates from across Europe came together to participate in workshops and debates on the rights of undocumented children and young people. During the three-day youth exchange, the LAYW along with other young migrants, carried out a mix of workshops, exercises and excursions in Dublin to strengthen young voices in national and EU-level advocacy.

During November the LAYW started LAWRS' participation in the 16 days of activism against Violence Against Women and Girls global campaign highlighting its importance for young women and girls.

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 **54 Latin American women** with the opportunity to gain work experience in the UK, access training opportunities, and allowed them to pursue different career paths, with **47** securing employment at the end of their volunteer placement. Their contribution is key in enabling LAWRS to deliver excellent quality services and programmes, reaching to the most vulnerable.

Our volunteers provided **1,610 hours of counselling, 2,602 hours of case and administrative work, 776 hours of interpreting, and 822 hours organising groups and integration activities.**

Our crèche – ensuring access of women with children

One of our strategic goals is to pursue inclusivity by reaching out and accommodating 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.

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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 training.

During this year **601.82 hours** of Crèche were provided covering **600 sessions** and **100 children**. **77.86% 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 continues to be an 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 exiting from the EU process 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, End Violence Against Women, Rights of Women, Migrants Rights Network, Migrants Organise, Women's Resource Centre, and the Pan London VAWG Consortium in the UK. Additionally, we are part of the Women Against Violence Europe Network (WAVE) and the Platform for International Cooperation on Undocumented Migrants (PICUM), including of two working groups focused on access to justice and workers' rights.



**Step Up
Migrant
Women
UK**

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

Survivors of domestic abuse with insecure immigration status face multiple and intersecting barriers to protection, support and justice. Our policy, advocacy and campaigning work for the right of migrant women to live a life free of gender-based violence continue by leading the Step Up Migrant Women campaign (SUMW). Fifty

organisations from the women's, migrant's and social justice sectors are currently supporting the

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campaign. Together we work to uphold migrant women's rights, particularly their right to report abuse safely without the risk of facing negative consequences such as detention or deportation.

Research "The Right to be Believed"

As part of the development of our evidence-based policy work in VAWG, in May 2019 we launched "The Right to be believed" report in partnership with Prof Cathy McIlwaine from Kings College London. Based on the experiences of more than 50 survivors with insecure immigration status, we provided insights into the vulnerabilities and the barriers that migrant survivors face to accessing safety as a result of hostile data-sharing agreements. Our key finding included that: 2 in 3 migrant women felt that the police would not believe them when reporting the abuse. More than half of the women thought that the police would side with the perpetrator. And that, the most commonly cited factor preventing them from reporting was fear of deportation.

Domestic Abuse Bill

We believe that the planning and implementation of policies and legislation should put at the centre the lived experience of migrant survivors and the expertise of 'by and for' specialist Black and minority ethnic services. To ensure having a victim-centred decision-making process, we have been actively participating in the progress of crucial pieces of legislation through Parliament, particularly the Domestic Abuse Bill. The Government has presented this Bill as a once in a generation opportunity to address this crime; however, it does not deliver any provisions of protection for migrant women, particularly those with insecure immigration status.

During this year, we briefed and provided written and oral evidence before different key policymakers such as the **members of Joint Committee on the Draft of the Domestic Abuse Bill, Home Office officials and 4 MPs**. As a result of our influencing work, in June 2019 the Joint Committee **publicly supported the SUMW recommendation to establish of a 'firewall'** that separates the reporting of crime and access to support from immigration enforcement for migrant survivors.

Community and outreach

Amongst our advocacy and outreach work, we understand the vital role that community-based spaces play in supporting victims of domestic abuse. For that reason, this year, we joined the Faith & VAWG Coalition. This coalition aims to address and bridge between faith communities and survivors of VAWG and address spiritual abuse that prioritises family over the safety and access to justice of VAWG survivors.

Other reports

We worked and collaborated with the Women's Budget Group in the publishing of the report "Migrant Women and the Economy". This report looks at the distinctive impact that the UK immigration system is having on migrant women and sheds light on the damaging effects of the hostile environment on survivors with insecure immigration status and no access to public funds. As part of the key recommendations of the report highlights the urgent need of the establishment of safe reporting mechanisms and calls on the Government to ensure victims can safely report a crime and are supported.

Media

In the last year, we have amplified our presence in media as LAWRS and by leading the Step Up Migrant Women campaign. We have collaborated with different media in sharing the stories and testimonies of survivors and campaigners from the coalition. We have worked with national newspapers such as The Guardian and the Independent. We have worked to make visible the damaging effects of the hostile environment on survivors of VAWG and in raising attention to the urgent need for protection for migrant women in mainstream media.

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COVID 19

In the context of the COVID19 pandemic outbreak and a national lockdown imposed on the 23rd of March, VAWG services have seen a surge in domestic abuse. In this context, we have been actively raising the differentiated impact that the pandemic and the lockdown have on migrant women survivors of VAWG. We have participated in different forums such as weekly calls with the VAWG sector and key public servants and stakeholders, such as the Domestic Abuse Commissioner. Additionally, at the end of **March, alongside 30 organisations** members of the SUMW coalition, we **wrote to the Home Office Secretary** calling on the Government to implement a set of emergency actions to protect and support migrant women survivors of domestic abuse.

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

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

During this period, we increased our policy, advocacy and campaigning work for the rights of migrant women in situations of labour exploitation and trafficking, flagging the need for appropriate enforcement of employment rights in low-paid, unregulated, outsourced, elementary jobs. We actively engaged in advocacy work with relevant stakeholders and decision makers, including the Gangmasters Licensing and Abuse Authority Stakeholders Group, the Independent Anti-Slavery Commissioner, the Greater London Authority, MOPAC, the Trade Union Congress (TUC), 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.

Research "The Unheard Workforce"

In July we launched 'The Unheard Workforce: Experiences of Latin American migrant women in cleaning, hospitality and domestic work' based on an analysis of 326 cases of Latin American women workers who accessed employment rights advice at LAWRS. Key findings include:

- Over half of Latin American migrant women presented **contract related issues (62%), unlawful deduction of wages** being the most common type of abuse (**151 cases**).
- **2 in 5 (41%)** women have experienced **discrimination, harassment, or unreasonable treatment**.
- **Health and safety issues** were present in **25%** of the cases, predominantly injury due to the nature of work and lack of authorisation/misinformation about sick leave.
- **Maternity rights**, including discrimination on the grounds of maternity, represented **9%** of the cases of abuse.
- **11 cases** of severe exploitation or **potential trafficking** for labour exploitation.

This event was hosted by the TUC and was attended by **63 people** including organisations that we collaborate with such as FLEX, TUC, Unite the Union, IWGB, UVW, Shiva Foundation, ATLEU, Voice of Domestic Workers, members of ELAN, academics from Middlesex University, LSE, Kent University and community organisations such as IRMO and Latin Elephant.

Participation in Consultations

LAWRS and Focus on Labour Exploitation (FLEX) presented a joint submission to the Government Equalities Office Consultation on sexual harassment in the workplace. We also presented a submission to the Department of Business, Energy & Industrial Strategy and the UK Home Office Consultation on the Single Enforcement Body as part of LEAG.

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Work with Unions

This year we developed a strong collaborative work with grassroots trade unions, United Voices of the World and Independent Workers Union of Great Britain for women who were not unionized and experienced abuse and/or harassment at work. Workshops were run by union representatives and LAWRS' Community Activism Coordinator. **150 women** joined unions afterwards.

We were invited to give a presentation on sexual harassment, with details from our report 'The unheard Workforce: Experiences of Latin American migrant women in cleaning, hospitality and domestic work', at the Annual Women's Conference of TUC.

We also met with IWGB to discuss LAWRS's work, their involvement with the Latin American community and how they can better support it, and the possibility of referrals between our two organisations.

GLA

We collaboratively worked with the GLA for the translation of material in Spanish and Portuguese to be placed in the City of London offices to reach as many Latin American cleaners as possible. Additionally, through our work with ELAN, we assisted the GLA in examining their Employment Rights Hub, which provides information about different employment rights for Londoners, and what to do if you're having trouble at work. We were successful in lobbying to include information in community languages on the website.

We continued to participate on the Taskforce on Victims of Trafficking on Immigration Detention with the London Victims Commissioner and MOPAC and on the GLAA Worker/NGO Liaison Group meetings.

Collaboration

Through our work with LEAG, we continued to collaborate with other organisations working on labour exploitation and trafficking. We participated in meetings with several agencies to discuss information sharing practices and how their work intersects with immigration policy, such as HSE Vulnerability Team, ACAS, Unseen Modern Slavery Helpline. We also participated in quarterly meetings with the Independent Anti-Slavery Commissioner in which we were able to share intelligence on the specific vulnerabilities experienced by our community and the importance of immigration as a key barrier to reporting exploitation and trafficking.

We attended the PICUM Meeting in Brussels for the Taskforce on Effective Complaints and the event "The least they could do is pay me as they promised": Towards compensation for exploitation and violence against migrant workers at European Parliament.

We also participated in the Discussion Forum on Safe Complaints and Reporting organised by FLEX with the support of PICUM. During this forum we heard from experts about their country's best practices in policing, labour inspection and access to justice; their advocacy strategies in pushing for better systems for undocumented workers/victims; and discussed how these lessons could be applied in the UK.

COVID 19

We informed a range of organisations, agencies and governmental bodies on how COVID-19 was affecting the Latin American community from a very early stage. This information influenced work such as Focus on Labour Exploitation (FLEX)'s briefing 'No Worker Left Behind - how might the COVID-19 pandemic impact worker exploitation?'

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The work of ELAN was expanded, including a range of new organisations from March, and meeting weekly to discuss the consequences of COVID-19 on workers. Immigration became a recurrent topic, and we were able to place the experiences of Latin American migrant women at the centre of the discussions.

Support for Latin American Migrant Women Workers (LAMWW)

We secured a partnership with the Unpaid Wages Project from LawWorks, through which we are able to refer service users who want to claim their unpaid wages and need legal support.

2 Latin American women were referred to the National Referral Mechanism (NRM) thanks to the support of different agencies.

In order to support LAMWW experiencing labour rights violations as a result of Covid we translated into Spanish and Portuguese the most relevant information shared by the government and other sources in order to keep our community informed of changes and measures taken to mitigate its effects. Information was then shared with the community through our social media and directly to service users through WhatsApp groups.



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.

During this period the Community Activist Project facilitated the creation of *WARMi*, LAWRS's feminist grassroots activist collective. *WARMi*, which stands for Women Activist Revolutionary Migrant Intersectional feminist, is made up of service users who have continuously accessed the Community Activist project for the last two years. The *WARMi* collective organises under strong intersectional principles, which recognise and address the specific needs BME migrant women have within a post-Brexit Britain. With an in-depth holistic understanding of the intersections of race, class, gender, the *WARMi* collective is a safe space in which Latin American women can congregate in sisterhood, challenge one another and participate in active political engagement.

During this year, over **30 Latin American Migrant Women** activists joined and participated in **35 activities** including presentations at key events, training, workshops and wellbeing activities. Events with stakeholders and decision makers sought to inform about the experiences of Latin American Migrant women on issues of labor exploitation and violence against women and girls and to offer solutions rooted in their lived experience to enact positive change. For example:

- In May a *WARMi* member was featured in a Financial Times mini documentary on labour exploitation in the cleaning sector, with 1,316 views online.
- In June the *WARMi* collective participated in *ROTA's Hardly Hard to Reach: Towards Refugee-Led Mental Health Provision Conference*. This conference invited participants to rethink the negative effects the hostile environment policies have on the mental health of migrants and refugees in the

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UK. The WARMIs presented a gendered perspective on the topic as migrant women survivors of gender-based violence, arguing that these policies replicate violence similar to that experienced in violent intimate relationships. A member of WARMI offered the following testimony: *"The hostile environment affects people on many levels and one of the issues we do not talk about is mental health. When you are gaslight, not believed and are being asked to prove your humanity on a daily basis, you can be potentially affected for the rest of your life. The British government has reduced our humanity to a piece of paper and that affects people."*

- In July the WARMIs participated in LAWRS's launch of *"The Unheard Workforce"* report. The WARMI collective played a key role at the launch, presenting their own testimonies and actively participating at the working groups alongside national unions and experts on labour exploitation, trafficking and modern slavery.
- In July 2019 the Community Activist Coordinator was invited to attend the Migration Learning Exchange in Dublin. There they shared experiences, strategies and ideas with other activists, and worked towards change with immigrant communities who are most likely to experience poor working conditions and are at risk of poverty and exploitation.
- In September 2019 the WARMI collective participated in two focus groups with the City of London Federation to tackle the issue of sexual harassment at the workplace. In these meetings the WARMIs helped inform policy, by giving detailed accounts of what it is like to be a cleaner in the City of London and presenting evidence from LAWRS' reports.
- In September 2019 WARMI participated in an initial NHS consultation on the topic of interpreter and translation services. As a result of the information provided by the collective, LAWRS was invited to participate in a Pan South London borough panel conference on the subject.
- From November to December 2019 the WARMI collective played a key part in Write for Rights, Amnesty International's global solidarity campaign to support human rights across the world. As part of the Step-Up Migrant Women campaign, Amnesty chose to focus on the matter of safe reporting for migrant women survivors of domestic violence in the UK. The WARMIs informed the campaign's trajectory and demands proposing actions such as: signing petitions, collecting donations for migrant women and their children in refuges, creating online content in different languages, a hand in of all letters of support to the government, training on violence against women and girls for survivors, and a Christmas gala event.

The community organising group continued to work collectively with other groups sharing resources and knowledge. Most notably with: United Voices of the World, Independent Workers Union of Great Britain, Media Trust, Sisters Uncut, NEON, Migrants Right Network, Amnesty International, British Institute of Human Rights, London City Federation, Race on the Agenda, and Imkaan.

Plans for 2020-2021:

- Dévelop LAWRS' theory of change.
- Continue Step Up Migrant Women's campaigning and advocacy for the inclusion of protections for migrant women in the Domestic Abuse Bill.
- Increase our response to the devastating effects of Covid-19 on migrant women, including increasing our advice and counselling services, translation of vital information to community languages and campaigning for a coordinated response that adequately addresses the multiple inequalities experienced by minoritised migrant women.
- Continue supporting Latin American women during the exit from the EU process by providing advice and support to apply to the EU Settlement Scheme.
- Continue advocating for employment protections for migrant women workers in the context of proposed immigration reforms.
- Increase visibility of the LA community in the UK by securing new funding for the CLAUUK coalition for campaigning and increased services on areas of welfare benefits and employment rights in community languages.
- Continue implementing our 2017-2022 Strategic Plan to progress our strategic aims.

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- 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.
- Strengthen 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.
- Strengthen 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, race 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.
- 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.

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, Lloyds Bank consultants, and to our pro-bono supporters, including: ITN Solicitors, Duncan Lewis Solicitors, Cardinal Hume Centre, and Katten Muchin Rosenman LLP.

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 2019/20 totalled £676,890 and expenditure was £681,280, resulting in a deficit of £4,390. Restricted funds reduced by £7,441 – this arises from funds received in 2018/19 being expended in 2019/20. Unrestricted funds show a surplus of £3,051. The level of expenditure is consistent with 2018/19.

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 £171,000.

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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 38.

Overall, the target unrestricted reserves above amount to £231,000. Total unrestricted reserves at 31 March 2019 amounted to £249,206 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.

Covid-19

As set out in note 1.2, expenditure in 2020/21 will increase, reflecting the additional cost of providing support to service users arising from Covid-19, as well as related policy work. Additional funds have been raised to cover all known and anticipated additional costs.

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.

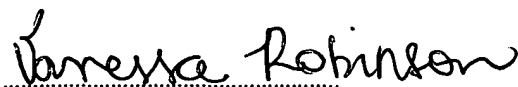
The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 3rd December 2020 and signed on its behalf by:



Vanessa Gabriel-Robinson – 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 2020 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 2020 and of its incoming resources and application of resources, including its income and expenditure, for the 31 March 2020 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: 7 December 2020

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Income:							
Grants, donations and legacies	2	121,732	333,315	455,047	152,428	311,893	464,321
Charitable activities	3	7,894	213,079	220,973	3,638	198,341	201,979
Other trading activities - Membership Subscriptions		670	-	670	1,140	-	1,140
Investments - Bank Interest		200	-	200	273	-	273
Total income		130,496	546,394	676,890	157,479	510,234	667,713
Expenditure:							
Cost of raising funds	4	10,581	-	10,581	14,542	-	14,542
Expenditure on charitable activities	4	116,864	553,835	670,699	126,394	542,079	668,473
Total expenditure		127,445	553,835	681,280	140,936	- 542,079	683,015
Net income / (expenditure) and net movement in funds for the year		3,051	(7,441)	(4,390)	16,543	(31,845)	(15,302)
Reconciliation of funds							
Total funds brought forward		246,155	139,911	386,066	229,612	171,756	401,368
Total funds carried forward		249,206	132,470	381,676	246,155	139,911	386,066

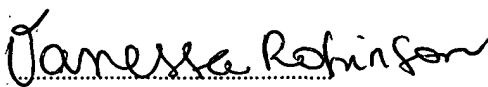
The statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 MARCH 2020

	<u>Notes</u>	2020 £	2019 £
FIXED ASSETS			
Tangible assets	8	3,390	5,799
Total Fixed Assets		3,390	5,799
CURRENT ASSETS			
Debtors	9	197,977	97,589
Cash at bank and in hand		220,822	365,638
Total Current Assets		418,799	463,227
LIABILITIES			
CREDITORS: Amount falling due within one year	10	(40,513)	(82,960)
NET CURRENT ASSETS		378,286	380,267
TOTAL ASSETS LESS CURRENT LIABILITIES/NET ASSETS		381,676	386,066
FUNDS			
Unrestricted funds - General		189,206	186,155
Unrestricted funds - Designated	11	60,000	60,000
Restricted funds	12	132,470	139,911
TOTAL CHARITY FUNDS		381,676	386,066

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 3rd December 2020 and signed on its behalf by:



Vanessa Gabriel-Robinson - Chair



Catherine Boutet - Trustee

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2020

	<u>Notes</u>	2020 £	2019 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	18	<u>(145,016)</u>	<u>(65,742)</u>
Cash flows from investing activities:			
Interest income		200	273
Purchase of tangible fixed assets		-	(3,154)
Net cash provided by (used in) investing activities		<u>200</u>	<u>(2,881)</u>
Cash flows from financing activities			
Change in cash and cash equivalents in the reporting period		<u>(144,816)</u>	<u>(68,623)</u>
Cash and cash equivalents at the beginning of the reporting period		365,638	434,261
Cash and cash equivalents at the end of the reporting period		<u>220,822</u>	<u>365,638</u>

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2020

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 2020/21 has been raised - this includes income to cover anticipated additional costs arising from the Covid-19 epidemic - 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 2020/21 but funding needs for 2021 and beyond have been determined, sources of funds are being identified and applications are being made to secure the necessary funding for 2021/22 and beyond. This should ensure viability beyond 2020/21 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 2020

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 2020

2.	INCOME FROM GRANTS AND DONATIONS	Unrestricted	Restricted	2020	2019
		funds	funds		
		£	£	£	£
	Oak Foundation	80,000	-	80,000	80,000
	Lloyds Bank Foundation	22,143	39,775	61,918	62,797
	Paul Hamlyn Foundation	-	52,000	52,000	51,500
	Rosa	-	47,364	47,364	-
	Trust for London	-	44,000	44,000	45,000
	Home Office	-	39,963	39,963	-
	Comic Relief	-	39,598	39,598	19,815
	City Bridge Trust	-	30,675	30,675	33,400
	London Borough of Southwark Community Capacity Programme	-	18,000	18,000	13,600
	Capital International Ltd	-	17,000	17,000	15,000
	AB Charitable Trust	10,000	-	10,000	-
	Greater London Authority	-	4,940	4,940	-
	European Commission Asylum, Migration and Integration Fund	-	-	-	48,227
	Unbound Philanthropy	-	-	-	40,000
	Esmée Fairbairn Foundation	-	-	-	35,000
	University of London	-	-	-	5,000
	East End Community Foundation	-	-	-	1,000
	Donations	9,589	-	9,589	13,982
		121,732	333,315	455,047	464,321

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2020	2019
	funds	funds		
	£	£	£	£
London Councils	-	143,945	143,945	142,658
Mayor Office for Policing and Crime (MOPAC)	-	51,010	51,010	37,559
Department for Digital, Culture, Media and Sport	-	18,124	18,124	18,124
Healthwatch Islington	5,640	-	5,640	2,400
LGBT Foundation	1,954	-	1,954	-
London Councils & ESF	-	-	-	338
Other	300	-	300	900
	7,894	213,079	220,973	201,979

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 2020

4. TOTAL RESOURCES EXPENDED

	Cost of Raising Funds	Charitable Activities	2020 £	2019 £
Salaries	9,414	517,443	526,857	509,053
Consultancy / Supervision	-	13,252	13,252	24,444
ESOL teachers	-	-	-	3,450
Evaluation	-	-	-	5,250
Event costs and room hire	-	18,208	18,208	36,493
Grants to partners	-	19,828	19,828	-
"No Limits" project activities	-	9,810	9,810	786
Publications and videos	-	1,297	1,297	8,295
Quality Assurance	-	4,044	4,044	1,524
Small grants	-	-	-	250
Training staff and volunteers	-	3,552	3,552	6,250
"Transform" project activities	-	7,603	7,603	4,554
"Unbound" project activities	-	3,146	3,146	2,319
Volunteers expenses	-	11,848	11,848	15,156
Support costs (see below)	1,167	60,668	61,835	65,191
	10,581	670,699	681,280	683,015

5. SUPPORT COSTS

	Cost of Raising Funds	Charitable Activities	2020 £	2019 £
Rent, rates and services	605	31,803	32,408	32,013
Audit and accounting	-	2,882	2,882	4,142
Bank charges	9	451	460	434
Cleaning	19	1,002	1,021	1,003
Currency losses	-	(3,527)	(3,527)	4,877
Depreciation	45	2,363	2,408	1,965
Insurance	51	2,671	2,722	2,683
Membership fees	71	3,739	3,810	1,996
Printing, postage and stationery	73	3,841	3,914	3,985
Publicity and promotion	19	1,004	1,023	345
Recruitment	51	2,665	2,716	731
Telecommunications & IT	163	8,572	8,735	7,051
Sundries	61	3,202	3,263	3,966
	1,167	60,668	61,835	65,191

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

6. NET EXPENDITURE

	2020	2019
	£	£
Net expenditure is stated after charging or crediting:		
Depreciation	2,409	1,965
Auditors remuneration	2,200	2,200

7. STAFF COSTS

	2020	2019
	£	£
Salaries	480,178	464,647
Social security costs	36,809	37,918
Pension costs	9,870	6,488
	<u>526,857</u>	<u>509,053</u>

The average monthly head count was 21 staff (2019: 18 staff)

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

	2020	2019
	Number	Number
Support and advice services	<u>16</u>	<u>15</u>

No employees earned over £60,000 in the year (2019 - nil).

No trustees received any remuneration during the year (2019: nil). One trustee received expenses totalling £50 during the year (2019: one trustee; £664). 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 (2019: none).

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and computers £
COST	
As at 1st April 2019	16,132
Additions	-
Disposals	-
As at 31st March 2020	<u>16,132</u>
DEPRECIATION	
As at 1st April 2019	10,333
Charge for the year	2,409
Disposals	-
As at 31st March 2020	<u>12,742</u>
NET BOOK VALUE	
As at 31st March 2020	<u>3,390</u>
As at 31st March 2019	<u>5,799</u>

9. DEBTORS

	2020 £	2019 £
Grants receivable	186,605	94,537
Prepayments and other debtors	11,372	3,052
	<u>197,977</u>	<u>97,589</u>

10. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Accruals	15,093	22,737
Sundry creditors	11,242	8,187
Tax and social security	14,178	9,876
Deferred income	-	42,160
	<u>40,513</u>	<u>82,960</u>

Deferred income of £42,160 was released during the year. Income of £0 was deferred during the year.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

11. ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS

	Balance as at 1.4.2019 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2020 £
General Fund	186,155	130,496	(127,445)	-	189,206
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated "Brexit" fund	40,000	-	-	-	40,000
	<u>246,155</u>	<u>130,496</u>	<u>(127,445)</u>	<u>-</u>	<u>249,206</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 1.4.2018 £	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>

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

12. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

	Balance As at 1.4.2019 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2020 £
City Bridge Trust (2016/19 grant)	4,453	-	(4,453)	-	-
London Councils Advice & Counselling	-	72,861	(72,861)	-	-
London Councils Ending Harmful Practices	-	37,504	(37,504)	-	-
London Councils Prevention	122	33,580	(33,702)	-	-
Lloyds Bank Foundation Transform Project (2017/19 project)	16,151	-	(16,151)	-	-
Trust For London (2017/19 project)	15,579	-	(15,579)	-	-
Department for Digital, Culture, Media and Sport - Specialist support for LGBT women	12	18,124	(18,136)	-	-
Mayor's Office on Policing and Crime (MOPAC) Pathway to Recovery 2017-20	145	28,147	(25,200)	-	3,092
Unbound Philanthropy	42,741	-	(37,083)	-	5,658
London Borough of Southwark Community Capacity Programme (2018/19 grant)	1,515	-	(1,515)	-	-
Mayor's Office on Policing and Crime (MOPAC) Training for Professionals on Harmful Practices	-	9,412	(9,412)	-	-
Paul Hamlyn Foundation	46,653	52,000	(45,025)	-	53,628
Comic Relief	12,540	39,598	(33,182)	-	18,956
London Borough of Southwark Community Capacity Programme (2019/21 grant)	-	18,000	(17,661)	-	339
Rosa	-	47,364	(39,369)	-	7,995
Greater London Authority	-	4,940	(4,084)	-	856
Capital International Ltd	-	17,000	(17,000)	-	-
Home Office EU Settlement Scheme	-	39,963	(39,963)	-	-
Lloyds Bank Foundation Transform Project (2019/20 project)	-	39,775	(23,806)	-	15,969
Trust For London (2019/22 project)	-	44,000	(24,805)	-	19,195
City Bridge Trust (2019/21 grant)	-	30,675	(23,893)	-	6,782
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	-	6,021	(6,021)	-	-
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	7,430	(7,430)	-	-
	139,911	546,394	(553,835)	-	132,470

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 2020

13. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS - PRIOR YEAR

	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 Department for Digital, Culture, Media and Sport - Specialist support for LGBT women	4,500	-	(4,500)	-	-
Mayor's Office on Policing and Crime (MOPAC)	99	18,124	(18,211)	-	12
Unbound Philanthropy	1,269	28,147	(29,271)	-	145
London Borough of Southwark Community	38,246	40,000	(35,505)	-	42,741
Mayor's Office on Policing and Crime (MOPAC)	-	13,600	(12,085)	-	1,515
East End Community Foundation	-	9,412	(9,412)	-	-
Capital International Ltd - Financial literacy	-	1,000	(1,000)	-	-
University of London	-	15,000	(15,000)	-	-
Paul Hamlyn Foundation	-	5,000	(5,000)	-	-
Comic Relief	-	51,500	(4,847)	-	46,653
	-	19,815	(7,275)	-	12,540
	171,756	510,234	(542,079)	-	139,911

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

14. Purposes of restricted funds

City Bridge Trust 2016/19 grant: 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.

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.

Lloyds Bank Foundation Transform Project 2017/19: 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 2017/19: 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.

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.

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 2018/19 grant: 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.

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.

LB Southwark Community Capacity Programme 2019/21: 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.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

14. Purposes of restricted funds (continued)

Rosa: Project aimed at developing comprehensive approaches to tackling sexual harassment through collaboration with two grassroots unions

Greater London Authority: BREXIT project aimed at informing Latin Americans with European citizenships about the need to apply for the EU Settlement Scheme and how to do it.

Capital International financial literacy (2020 grant): supporting Latin American women on low incomes to acquire financial literacy skills to improve their living conditions.

Home Office EU Settlement Scheme: project supporting Latin American women with European citizenship to apply for the EU Settlement Scheme through the provision of advice and information.

Lloyds Bank Foundation Transform Project 2019/20: 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 2019/22: 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.

City Bridge Trust 2019/21: 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.

Mayor's Office on Policing and Crime (MOPAC): Prevention and Action Through Community Engagement and Training

Mayor's Office on Policing and Crime (MOPAC): Delivery of London-wide Advice and Support for Survivors of VAWG

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	3,390	-	-	3,390
Current assets	226,329	60,000	132,470	418,799
Creditors falling due within one year	(40,513)	-	-	(40,513)
	189,206	60,000	132,470	381,676

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS - PREVIOUS YEAR

	General fund £	Designated funds £	Restricted funds £	Total £
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>

17. OPERATING LEASES

Total commitments under operating leases were as follows:

	2020 £	2019 £
For leases expiring:		
Within one year	32,534	32,534
Two to five years	22,960	31,651
Over-five-years	-	-
	<u>55,494</u>	<u>64,185</u>

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

	2020 £	2019 £
Net income for the reporting period (as per the Statement of Financial Activities)	(4,390)	(15,302)
Adjustments for:		
Depreciation charges	2,409	1,965
Interest from investments	(200)	(273)
(Increase) / Decrease in debtors	(100,388)	(62,645)
Increase / (Decrease) in creditors	(42,447)	10,513
Net cash provided by (used in) operating activities	<u>(145,016)</u>	<u>(65,742)</u>