

COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

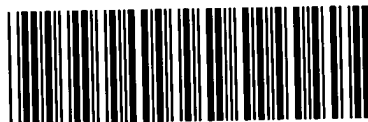
LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

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CONTENTS

	Page No.
Company information	2
Report of the trustees	3
Structure and governance	3
Objectives and activities	4
Achievements and performance	5
Key achievements	5
1. Specialist services for Latin American migrant women in the UK	7
2. Speaking up: working for social justice	9
3. Migrant women as agents of structural and systemic change	12
4. Accomplishments and lessons learned	14
Plans for 2020-2021	15
And a big thank you	16
Financial review	16
Statement of trustees' responsibilities	18
Independent Auditors' Report to the Members of the Latin American Women's Rights Service	19
Statement of financial activities	22
Balance sheet	23
Statement of cash flows	24
Notes to the accounts	25-36

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

COMPANY INFORMATION

Trustees	Helen Aviles (resigned 10 August 2020) Laura Somoggi Vanessa Gabriel-Robinson Floralba Hague Sofia Collignon Catherine Boutet (appointed 24 April 2020) Daniella Dávila Aquije (appointed 26 April 2021) Renata Neuwirth Pepl (appointed 26 April 2021) Sandra Hayne (appointed 26 April 2021)
Secretary	Gisela Valle
Chief Executive Officer (known as Director)	Gisela Valle
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 2021

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 2021. 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 (103 as of 31 March 2021), 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, with additional meetings to respond to the Covid-19 challenges. 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.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

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 February 2021. 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 Brexit and Covid-19. 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.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

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.

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 (SUs) 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 skills 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

The year of Covid-19: challenge, change and innovation

The Covid-19 outbreak and first lockdown in March 2020 have presented major challenges to our service users, as the pandemic's impacts have disproportionately hit BME communities (higher mortality rates due to Coronavirus and other health related conditions, an increase in domestic abuse rates, social isolation, mental health related issues, jobs losses, homelessness, financial destitution, childcare related issues, among others).

As Latin American women saw a rise and complexification of their needs, the barriers for them to access the necessary support also increased. In addition to the pre-known barriers (language, immigration status, No Recourse to Public Funds -NRPF, precarious living and working conditions, etc.), the main issues affecting SUs' access to services were: lack of capacity and interpreting services from local authorities and statutory agencies, inability to leave the house during lockdown, lack of a safe space to access services remotely (especially domestic violence survivors living with the perpetrator), deterioration of working and living situations and digital exclusion (lack of access to technology and the internet and poor digital literacy). All those challenges that were great by the beginning of the first lockdown, only deepened with the development of the pandemic and the subsequent second and third lockdowns.

For LAWRS and the team, adapting to the new working conditions imposed by the pandemic and at the same time dealing with the increasing complexity of the needs presented to us by the service users, has proved challenging. The service users' priorities changed, and we saw an increased demand for support related to employment rights (especially regarding furlough), welfare and benefits. The time needed for admin and casework increased dramatically. Every single task was affected:

It was and still is difficult to get in touch with service users for safety reasons;

- Contacting social services, local authorities and external agencies can take hours as their lines are congested due to lack of capacity and increase in demand;

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

- The underlying uncertainty resulting from the constant changes in legislation and in government guidelines, means that caseworkers have to devote a considerable amount of their time to research, in order to provide SUs with relevant up to date information;
- Monitoring data collection became very difficult as the priority is to address SUs' needs first and phone calls can only be held as long as it is safe for them.

Carrying out assessments and crisis interventions also became more time consuming as these involve admin tasks that were not previously needed, such as explaining and guiding the clients on how to access their inboxes or how to answer the consent form email, administrating the CORE and other forms through the telephone after their sessions. The lockdown also meant the loss of volunteering capacity, which combined with the sharp increase in demand, represented a real challenge for the team. Furthermore, the organisation had to digitize all its data and move to online platforms.

As an organisation, we are very proud of how well and quickly we were able to adapt to the really trying circumstances faced by us last year. We effectively managed to move the provision of our services entirely online and over the phone, including one to one advice, counselling and group activities, without any interruption in the delivery. This change in how to access the services has been widely advertised through our website, social media channels and WhatsApp groups.

Moreover, we have been able to produce and translate information about Covid-19, the furlough scheme, the EU settlement scheme and access to medical services for the Latin American migrant community, responding to the systematic restrictions they face accessing services due to the language barrier.

Staff wellbeing is another issue that needs to be highlighted, as the pandemic has also affected LAWRS' workers. Working from home and having to deal on one hand with the complexification of the service user's cases and needs together with their own personal issues, such as isolation, uncertainty, lack of an ideal workspace (with many of them carrying out work from their bedrooms or living rooms), home-schooling and difficulties in establishing boundaries and life/work balance. These difficulties exacerbated the effect of vicarious trauma and more frequent indicators of burnout and compassion fatigue were identified. Finally, most of LAWRS' staff have families in their home countries and being away from them during this period exacerbated feelings of stress and anxiety.

With the organisation aware of these challenges, LAWRS put more support in place. LAWRS have implemented check-ins and check-outs at the beginning and end of the week, increased frequency and access to clinical supervision for frontline workers, provided relevant training and support (including 10 sessions of resilience training with an external facilitator), conducted staff forums at the end of 2020, and have also offered more flexibility in terms of breaks during the day and lunch time. Trustees also put in place support for the Director in the form of access to an experienced organisational consultant.

Despite all the challenges mentioned above, LAWRS considers it has been able to achieve the expected outcomes, facilitating change and empowering women to overcome life challenges and embark on a life journey free from violence. Moreover, the context has also offered new opportunities. Being able to deliver online support enabled the organisation to reach new women and girls. We also saw a decrease in cancellations, as women no longer had to travel to the office to access support. Additionally, we have an increase in the number of Latin American migrant women in the UK that live outside London reaching us for support. We also saw an important increase in participation in trainings and sessions like the Language Café, which is a space to learn English in an informal, safe and community-based learning environment, (from 24 women in April to 211 in March), as people did not have to travel to access these services.

Despite the initial difficulties of migrating to a new, more efficient, case management system (Lamplight) and moving to an online platform, the organisation has now increased its capacities to manage data. Furthermore, it continued its revision of policies and procedures, including adaptations resulting from Covid-19 to safeguarding, risk management and health and safety.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

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

LAWRS successfully continued to deliver its service on general advice, prevention of violence against women and girls (VAWG) and counselling, following a holistic approach. This approach implies delivering multidisciplinary casework, creche services for service users' children (before lockdown), peer to peer support, access to empowerment and social change programmes, all this while recognising the intersectional needs of women and girls due to their cultural backgrounds and vulnerabilities arising from the intersection of gender, race and ethnicity, age, class, and immigration status. LAWRS approach and methodologies enables women and girls to access information on various issues and concerns that directly impact their rights, find safety after surviving exploitation, violence and abuse and gain support from their peers and counsellors to overcome trauma caused by different circumstances (including violence in all its forms).

LAWRS continued to be a well-known organisation in the Latin American community, the information about LAWRS is frequently spread by word of mouth from one service user to a potential service user. The following are some key figures that illustrate the reach of our work.

- **Advice and counselling**

Domain of change	Indicator progress ¹
Women accessing general advice and information, and support on the EU settlement scheme	409 women access 1,358 advice sessions, covering the following issues: • 147 cases on housing rights • 240 cases welfare benefits • 36 cases on money and debt • 105 cases on employment and employment rights • 4 suspected trafficking in persons • 69 other services 243 women access the EU settlement scheme service
Women supported through counselling to overcome trauma	251 women accessed 1,807 hours of counselling services provided by team following their initial needs assessment.
Women survivors of violence supported to find safety	327 women access 2,073 VAW advice sessions • 101 supported women have No Recourse to Public Funds 43 women accessed peer to peer support.

¹ Figures should not be read as cumulative. A woman may consult LAWRS on a variety of issues. Following our holistic approach, each team will refer cases to another team when a woman requires more information or support once she has given consent to pass forward her case.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

- Workshops and training

Objective of workshops and training	Indicator progress
Women participate in workshops to strengthen knowledge, skills and capacities	Number of workshops per theme • 4 employability • 1 Employment rights and Furlough • 12 Financial awareness and Tax/Welfare Benefits • 3 Brexit and EU settlement • 3 VAWG and harmful practices • 1 Harassment at the workplace • 3 Wellbeing and empowerment
Raising awareness workshops with the Latin American community and professionals	• 5 presentations on VAWG service in community settings • 4 training sessions for professionals on VAWG and harmful practices
Supporting women to access employment	19 women with NRPF accessed English for Speakers of Other Languages (ESOL) classes focused on employability. 113 women participated in the Language Café (52 NRPF).

Case study – Confronting violence

Maritza's story – How counselling enables women to grow and change

Maritza is a 39-year-old woman from Bolivia living with her partner and 4-year-old daughter. When I met Maritza she seemed to have very little to talk about and all she was able to think of was working hard to pay her bills. Maritza would often forget our sessions as she was running from place to place to work or pick up her daughter. It quickly became evident Maritza had several needs and it was difficult to think with her where to start.*

I learned Maritza was paying for most of the living expenses in her household as her partner has requested and insisted on him carrying all the finances at home. He had total control over her income even holding her debit card and only allowing her to use it when she was going to the supermarket. All her income was saved there. She was inadvertently experiencing financial violence from him. He would refuse to cook for Maritza and would only offer to cook for their daughter and collect her from school on some occasions with several excuses based on her being "the mom". This would make her feel very guilty for trying to be a working mother and also exhausted for having to carry so many responsibilities.

Her partner was also verbally abusive towards Maritza and wanted to control her by questioning all her decisions and the places she wanted to go, even when it meant she needed to work. It became evident how much Maritza needed the space of therapy to understand what was going on in her life and to think about her options.

Maritza had dreams and plans but had not talked to anybody about them as she was living an isolated life in the UK as many other women without the confidence to speak and develop a circle of friends and eventually integrate to society as an independent woman.

** Not her real name.*

The therapeutic work consisted of 15 sessions and began with the technological hurdles of working remotely and the lack of IT skills of Maritza to have Zoom sessions. She was willing to learn so when she learnt this, it became very empowering for her to be able to understand how to download the app and have her sessions

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

using something new. She was very happy when she achieved this. I can say this was the beginning of some other changes in her life. She gained confidence through talking about her plans, fears and frustrations.

She started to realise she needed more control over her finances and started to direct her energy into looking at the possibility of finding accommodation for herself and her daughter, away from her abusive partner. At this moment she was already being supported by the VAWG team, where she has been assessed and advised on options.

She started to put some boundaries in her relationship and her partner started to notice the changes and decided to change his attitude by ignoring Maritza instead of verbally abusing her. Maritza was also able to identify her needs and prioritise them so she enrolled the English classes at LAWRS and also researched options in her community library for after the lockdown. She bravely reorganised her job patterns and her therapy session to make room for this. It was very sobering to see her expressing her needs like this as she had never done that before.

Her will of progression in her life took her to learn how to use her email and through this she managed to enrol into a college course on Social Care Level 3 (nationally accredited course for health and social care workers). She was proud of herself for having done this but, at the same time, she was scared as she felt she did not have the level of English language, nor the IT skills required to perform well. Maritza was also planning on leaving her partner, she understood she did not need him, and his presence was hindering her growth. With the advice of the VAWG team she managed to recover the control of her only bank account. The VAWG team assessed risk with her every time she was going to make a decision to be able to make it safer for her and her child. Fortunately, the risk decreased and the plans of leaving her partner continued.

At the end of our 15 sessions, Maritza was in a better position to face her fears and push herself forwards. She explained that the therapy had given her that 'push' she needed to take control of her life and although recognises she is not the most confident of people, she feels she has got enough to continue her journey towards the changes she wants in her life. She feels stronger in herself and said her self-esteem had improved as a result of our sessions where she was able to find a non-judgemental space where she can trust someone and be heard.

I can say this service user was able to use the therapeutic space to grow and the sessions gave her momentum to make some changes in her life.

2. Speaking up: working for social justice

LAWRS together with the coalition of 53 organisations that form the "Step Up Migrant Women" (SUMW) Campaign and the Southall Black Sisters (SBS) influenced Parliament to make changes in the Domestic Abuse Bill by including measures on data protection to avoid data sharing for immigration purposes. Although the Government did not agree on our suggested amendments, it compromised its position and agreed on the inclusion of a Review process of victims personal data for immigration purposes in response to the super-complaint report, and calling on the Secretary of State to issue a Code of Practice following a consultation process to determine its content.



LAWRS, SBS and the End of Violence Against Women Coalition (EVAW) presented four amendments to the Bill that were discussed at Committee Stage (N19, N35, N36, N37). We achieved support of 18 MPs from the Labour, Liberal Democrats, and Green parties, on the safe reporting amendment (N27). With the support of Jess Phillips MP's team, we co-produced a campaigning video aiming to influence members of the House of Commons to support the migrant women amendments to the Bill. Gill Garcia, survivor and SUMW campaigner (see Gill's Story below), participated in the video. In preparation for the Bill moving to the House of Lords, we got the support of Baroness Helic, a Conservative Peer. She wrote an article at

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Conservative Home citing information from "The Right to be Believed" report and endorsing the three amendments for which we are campaigning.

"I put on record the importance of consulting survivors and specialist organisations such as the Step Up Migrant Women campaign, which, incidentally, apart from doing a huge amount of work to support these women, has been a pillar of strength in the background, behind these debates in this House. It would be very helpful if the Minister could confirm that those survivors and organisations will be consulted. With the hope that the Minister can provide some assurance on these points, I will not oppose the Government's Motion."

Baroness Meacher, Debate on 27Apr 2021

LAWRS raised the awareness of the Domestic Abuse Commissioner for England and Wales (Nicole Jacobs) of the importance of addressing the needs of migrant survivors/victims of domestic abuse. This allowed us to build bridges and to introduce her and her team to smaller 'by and for' BME organisations members of the Step Up Migrant Women coalition. The Commissioner gave LAWRS and the SUMW coalition her active support and engagement throughout the discussions in Parliament of the Domestic Abuse Bill.

LAWRS has also raised the awareness of the shadow Home Secretary (Nick Thomas-Symonds) and the shadow Domestic Violence and Safeguarding minister (Jess Phillips) on key issues affecting migrant women as a result of Covid-19 and the lockdown measures. Furthermore, LAWRS participated in the consultation process of the Women's and Equalities Committee on the *Unequal impact: Coronavirus (Covid-19) and the impact on people with protected characteristics*.

"On this day of the royal assent of the Domestic Abuse Act, I wanted to thank you personally for all of the work and dedication you have given to this legislation. It has been an inspiring experience to see the sector working together so effectively and with such unity and it is leaders like you that are making that happen."

We all feel a sense of disappointment today in the lack of provision for migrant women in this Act. But I also know that your dedication, work and leadership have created a heightened momentum with MPs, Lords, our sector and wider stakeholders to continue to fight for these changes. I hope to be alongside you every step of the way and to do all that I can."

I look forward to our continued work together. Please pass this thanks along to your colleagues at LAWRS and SBS."

Message from the Domestic Abuse Commissioner
Nicole Jacobs (29 April 2021)

LAWRS also continued its advocacy work to influence Gangmasters & Labour Abuse Authority (GLAA), Labour Exploitation Advisory Group (LEAG), Migrant and Refugee Advisory Panel (MRAP) for London, the Mayor's Office for Policing and Crime (MOPAC) Expert Group on VAWG, Home Office VAWG Stakeholder Group, Employment Legal Advice Network (ELAN) and work with private companies in the cleaning and hospitality sectors to place employment rights of migrant women workers at the centre of the agenda.

LAWRS improved its engagement with the GLAA, the MET and with government appointed officials such as the Independent Anti-Slavery Commissioner (IASC). Through the work with LEAG, the Independent Anti-Slavery Commissioner gained more understanding and became more vocal about the vulnerabilities of migrant workers, and engaged with our work on safe reporting mechanisms. The Commissioner was one of the speakers in the event co-organised by LAWRS and Focus on Labour Exploitation (FLEX): "Migrants reporting crime: building trust and improving police efficiency".

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

LAWRS raised the awareness of MOPAC on the impacts of Covid-19 on Latin American migrant women workers, through its participation in the Modern Slavery Partnership Board. The organisation was asked by MOPAC to campaign on these issues in Spanish and Portuguese in order to increase the access of information on Covid-19 in the Latin American community. LAWRS also reported to IASC on the delays in EU Settlement Scheme (EUSS) and National Insurance Number (NINO) applications as a result of remote working provisions within the Home Office and Department for Work and Pensions (DWP) which were affecting Europeans' access to employment opportunities. This resulted in IASC getting in contact with the relevant authorities to enquire about the delays and if any measures were being taken to counteract these effects.

As part of this work, LAWRS also participated in various workshops, such as the 'Community and worker engagement within the new SEB' workshop to design new Single Enforcement Body, the All Party Parliamentary Group (APPG) on Migration's Britain's Future Immigration Policy: Implications for Decent Work in Low-paid Sectors, co-hosted by FLEX, UN Network on Migration Stakeholder Listening Session on Gender-specific Implications of the Covid-19 Pandemic on Migrants.

Finally, LAWRS has increased its intersectional advocacy and campaigning work addressing racial discrimination and the need for explicit anti-racist practices for the ending VAWG sector as a result of discussions with others in the context of the killing of George Floyd and the resurgence at a global scale of the Black Lives Matter movement. Understanding the need to address all forms of racism and discrimination in the VAWG sector, we joined a group of activists to open space for dialogue, action and the development of anti-racist standards and practices, launching a call to action as well as developing an anti-racism charter addressing structural inequalities, unequal partnerships and unhealthy power dynamics that result in the inequality of Black and minoritised women and girls.

Case study - Amplifying the voice of survivors

Gill's Story - Migrant Women can influence UK Parliament

Gill came to the UK in 2016 from Brazil. Her British partner convinced her that she would have a spousal visa, but he later refused to apply for one, leaving Gill undocumented. During this time, Gill endured multiple forms of domestic violence (financial, emotional, psychological, coercive control, and physical abuse) and repeatedly received threats of deportation if she reported the abuse to the police. After an incident of physical violence, she reported him to the police but was disbelieved and refused support because of her insecure immigration status. As Gill had no access to public funds, police suggested that her best option was to go back to Brazil and refer her to the Home Office. The response from the Home Office was that a voluntary return to Brazil would take a while to arrange. In the meantime, they could not help with accommodation or support. Gill and one of her children moved between temporary shelters and slept on the street for three days in mid-January. Gill came to LAWRS in 2017 and received culturally sensitive holistic wraparound support that has allowed her and her children to be safe and to regularise her status.

Since 2018, Gill has been actively participating in various activities as part of LAWRS and SUMW campaigning work. According to her, when she tells her story, she does not speak about an isolated case but a systemic issue that continues to affect many women.

In September 2020, Gill had the opportunity to raise her voice and asked MPs for action to effectively support women from violence with the Domestic Abuse Bill. She said: "The Domestic Abuse Bill is a great opportunity to ensure all women and children can access safety, support and justice because my story is not an exception. I have heard similar stories to mine, some of them just now during the lockdown."

Since the publication of the first draft of the Domestic Abuse Bill in 2019, she was actively engaged in the scrutiny progress of the Bill. Some of the activities in which Gill participated were presenting evidence before the Public Bill Committee of the Domestic Abuse Bill in June 2020. She also participated in an event organised by the London Victims Commissioner with members of the House of Lords calling on Peers to ensure the Bill

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

provided life-saving provisions for migrant victims. Gill has also featured in multimedia work and speaking to journalists.

"Recently, Gill, an abused Brazilian woman of insecure immigration status, spent three days in the middle of winter sleeping on our streets with one of her children. How she got there is a heartbreaking tale of police misunderstanding of the guidance, Home Office incompetence and, indeed, laws that are not fit for purpose. Gill's is one of several case studies presented to us by the Latin American Women's Rights Service, which is constantly seeing migrant victims of domestic abuse, as the right reverend Prelate has said. It sees the lack of trust and confidence that these victims have in our institutions, which are meant to protect them but often end up only harming them further. It knows, as does anyone who originates from a diaspora, that trust is a rare commodity and has to be built up step by step and law by law, as my noble friend Lord Rooker suggested in his reflections on the Home Office and the hostile environment."

Baroness Crawley, Debate on 1 Feb 2021

Her activism and skills to influence, led her to collaborate with Jess Phillips' team to produce a [video](#) that aimed to raise awareness and influence MPs about the importance of supporting amendments led by LAWRS and other members of the Step Up Migrant Women campaign.

Gill is a powerful advocate that provides LAWRS policy work with an insightful understanding of the complexity of experiencing domestic abuse and other forms of VAWG and the relevance of undertaking influencing work that includes the needs and demands of survivors and victims from a bottom-up account. This joint work teaches us the need to open channels of communication to decision makers to amplify the voice of those women who survived violence and who constantly work to prevent.

Additionally, since the end of 2020, Gill has been co-coordinating LAWRS Brazilian peer support group alongside LAWRS VAWG manager. This space has allowed Gill to share her expertise and experiences with other women subjected to abuse.

LAWRS policy work has been established from a struggle-based perspective that advocates for social change and social justice. We believe that this work has to be done from a feminist standpoint that provides women who have experienced abuse with the opportunity to speak up and become vital and central figures of LAWRS campaigning activities. We understand that victims are usually silenced and overlooked by policymakers due to abuse exerted by perpetrators and by the state and institutions. For that reason, LAWRS advocacy strategies aim for representation, value the expertise of experts by experience. Since we created the Step Up Migrant Women campaign, we have worked to centre the voices and particular experiences of migrant women as vehicles for change and empowerment.

3. Migrant women as agents of structural and systemic change

Through the Sin Fronteras (young women and girls' activism and empowerment group) and Warmi (community organising and activism group) projects and the Volunteer Programme, LAWRS continued to support Latin American migrant women's (LAMW) capacities to organise and act as agents of social change within the Latin American Community. Both projects and programme continued to support migrant women and girls to become agents of social change. Currently, the Sin Fronteras group is formed of 70 young women and girls, the Warmi collective is formed of 31 women. Further, during the implementation period, 48 volunteers engaged with LAWRS' Volunteer Programme.

During the implementation period, the Warmi collective was actively engaging the Latin American community to raise awareness on the impacts of Covid-19. It published in Shado Magazine an article about the effects of Covid-19 on Latin American migrant women workers which included testimonies of different negatively impacted women (How centuries of state failure have left migrant workers destitute and unprotected).



LATIN AMERICAN WOMEN'S RIGHTS SERVICE

LAWRS also started to work with the group in the development of a "Cleaners Campaign". However, due to the Covid-19 Pandemic, LAWRS had to change the focus of its work in strengthening the capacities and skills of participants through online trainings, rather than developing and implementing mobilisation activities.

The Sin Fronteras group participated in group sessions, one-to-one appointments, university access appointments, referrals to other services, civil and social initiatives, and collaborative projects with partner organisations. The group wrote a [blog](#) to address the challenges posed by the pandemic. The blog served the community in many different ways:

- As a way to process their emotional and psychological experiences in lockdown and in the pandemic;
- As a tool to share advice and support with other Latin American Girls and Young Women (LAGYW) in the community and encourage them to participate in the project;
- As a space to learn about website programming; and
- As a platform to development their skills and self-confidence to actively participate in social change and in activities in the local authority and at decision making level.



This process increased their research, teamwork planning skills and developed their views on current issues and areas of their own interest. We saw an improvement in their writing skills and on ways to present these issues to engage with their audience.

In a collaborative process with our partner Fotosynthesis (art activists and educators who use images as a tool to connect, communicate, advocate and promote participation and inclusion of alternatives to mainstream narratives), 14 LAGYW attended a six-week participatory photography and video workshop at the end of 2020. A short film (to access video click [here](#)) and a virtual exhibition (to access the exhibition click [here](#)) were produced, both named 'This is who we are, Sin Fronteras. Voices of young Latin American migrant women in London'. The short film and exhibition became vehicles to convey their views, needs and capacities as young women, migrants and citizens in British society. Through these outputs they found a new form of expression and a new channel for disseminating their *activism* message of social justice, gender equality, anti-racism and recognition of the Latin American community in the United Kingdom.

"These sessions help us to distract ourselves in times of pandemic and to connect with other young women who have very similar ideas to you."

"I liked being able to express my thoughts or ideas".

"It is a very fun workshop, where you have the opportunity to meet other girls and know that we all have something in common, and where we work together supporting each other".

Participants of the Group Sin Fronteras – LAWRS
December 2020

Unfortunately, safeguarding concerns related to the pandemic and remote working reduced our capacity to involve service users' direct participation in meetings, conferences, events, interviews with the media, etc. Further, it led to a decrease in service users willing to engage, as their more pressing concerns took priority (e.g., retaining their employment or securing new employment). However, whenever possible, and with consent, LAWRS gave their cases visibility through the collection and use of case studies published in four public enquiries and media articles.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

LAWRS continued to implement its volunteer programme through which 48 LAMW supported the organisation in the implementation of its projects and services. The Volunteer Programme is designed to support both the volunteers and the organisation. On one hand, LAWRS strengthens volunteers' capacities and skills to become agents of social change, as well as more competitive professionals by increasing their professional skills to enable them to find paid employment at level of their skills and away from low-paid employment sectors, such as cleaning, hospitality and retail. Volunteers support the implementation of LAWRS' activities and services, through which they gain practical experience, professional and soft skills, and access trainings on various themes, including vocational training. At the end of their volunteer experience, 26 out of 28 volunteers secured employment. On the other side, volunteers support staff to successfully achieve the implementation of activities and services. For example, during the implementation period covering this report, volunteers dedicated 728 hours of language interpretation to support LAWRS SU's access to mainstream services.

4. Accomplishments and lessons learned

During this year, LAWRS had three key accomplishments and lessons learned.

1) The successful implementation of its advocacy and campaign strategies to influence Parliament to include essential amendments on the Domestic Abuse Bill.

2) The importance to continue raising awareness among decision makers, stakeholders and the public opinion on the intersectional discrimination and inequality experienced by LAMW, having seen how it has disproportionately amplified the negative effects Covid-19. Moreover, having continued to evidence its direct relationship on cases of VAWG (see Maritza's Story).

3) Although the amendments to the Domestic Abuse Bill were not approved, LAWRS considers that the compromise of Government is a significant achievement, recognising the existing hostile environment against migrants in the UK and the majority that the government has in the House of Commons. This was the first time LAWRS implemented an advocacy strategy to influence Parliament decision making on legal procedures to protect rights of migrant survivors to be able to live from violence. Through this process, LAWRS amplified the voice of VAWG survivors (see Gill's Story above) and showed the importance of doing advocacy and campaign work following a bottom-up approach. Indeed, LAWRS accomplished to use the data and findings from supported cases to feed the advocacy and campaign strategies and to suggest recommendations on policy and procedures that would effectively eliminate intersectional barriers to access statutory services (language, immigration status, data-sharing, NRPF, precarious living and working conditions, digital exclusion). This illustrates the importance of interlinking the work done within the organisation and of being a service provider organisation that does advocacy work. Even more when it has become evident that cross sector organisations are demonstrating lack of knowledge and understanding of the practical barriers that intersectional inequality and discrimination experienced by migrant women in their access to the social safety net.

Through this process, LAWRS has become a recognised organisation by national key decision makers, raising its profile and enabling us to lead other similar processes to influence policy, legislation and decision making at the national level. Further evidence of this, is the invitation to be part of regular Covid-19 meeting with the Domestic Abuse Commissioner and government representatives such as: Association of Police and Crime Commissioners, Home Office, Ministry of Housing, Communities and Local Government, Ministry of Justice, Department for Work and Pensions, Department of Health and Social Care, Department for Education, Welsh Government, Local Government Association and National Police Chief's Council.

"It has been an honour to work with you and as a small charity you have punched above your weight at every stage, and I feel confident that no government action in this area will ever be even suggested without them feeling that you must be consulted. When we finally

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

change this, and we will, it will be with the heart of LAWRS and all the women you represent that it happened."

Message from Shadow Minister for Domestic Violence and Safeguarding,
Jess Phillips (29 April 2021)

Unfortunately, we also learned that the pandemic not only made more evident the inequalities in our society, but also shone a light into how the intersectionality of multiple barriers (language, immigration status, NRPF, precarious living and working conditions, digital exclusion) plays a fundamental role in the maintenance and deepening of these inequalities. Another contributing factor is the UK's government consistently failing to recognise intersectional discrimination and the need to tackle VAWG within a wider human rights framework. There is an increasingly hostile public policy environment towards migrants and draconian legislation that has heightened the vulnerability of women with insecure migration status experiencing VAWG. Furthermore, women's rights have fast receded from political agendas and austerity cutbacks (to legal aid, welfare benefits and services) negatively impacted access to justice and minimum safety nets to migrant women.

Furthermore, during this year LAWRS had important learning processes that strengthened the organisation's operation. Staff learned how to improve the use of technology, not only to file and document processes, but to reach more Latin American women. A key achievement was the development of LAWRS' helpline that went live on March 2021, after six months of design and operational work. This has enabled us to reach Latin American women at a national level, providing them with essential information in Spanish and Portuguese on what their rights are and how to assert them, which is also culturally appropriate. We expect to continue having high demand for this service, as there are limited service providers outside of London who are able to provide linguistically specialist services tailored to the needs of our beneficiaries. For this reason, we are in the process of seeking long term funding to continue its provision.

Finally, we culminated a two year process of redesigning our website, which has made it easier to navigate for our beneficiaries. We also upgraded our case management system to Lamplight, enabling us to record all the journey of a woman through LAWRS' services, following GDPR regulations. This enabled us to better capture data for reporting, advocacy and communication purposes.

PLANS FOR 2021-2022

- Continue our work to support Latin American women through the Covid-19 crisis by providing reliable and accessible information, advice and counselling in community languages and providing spaces to engage in advocacy and campaigning to address the inequalities evidenced by the pandemic.
- Start our new business plan process. This will be done through a wide consultation with staff, volunteers, trustees, beneficiaries and stakeholders and the development of a comprehensive theory of change.
- Engage with government departments and local authorities on the implementation of the Domestic Abuse Act, including the super complaint review on data sharing.
- Engage with national and local government on the development of the new VAWG strategies.
- Continue supporting Latin American women during the exit from the EU process by providing advice and support to apply to the EU Settlement Scheme and advocacy on the need to ensure that survivors of domestic abuse are not excluded from this process.
- Continue advocating for employment protections for migrant women workers in the context of changes to immigration rules and legislation that could increase their vulnerability to exploitation and trafficking.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

- Make our services more accessible and appropriate to the needs of women with no recourse to public funds (NRPF) 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.

AND A BIG THANK YOU:

It has been a challenging and difficult year which makes us more than ever grateful to our amazing team of staff and volunteers. Without their commitment and their passion to support other Latin American women going through extremely difficult circumstances we would not have been able to continue our 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 particularly grateful to our funders who supported us with the resources needed to respond to the scale of the emergency and whose contributions have helped us ensure Latin American women's safety. 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 2020/21 totalled £1,148,142 and expenditure was £933,699, resulting in a surplus of £214,443. Restricted funds increased by £41,011 – due to Covid-19, expenditure on some projects was slower than planned. Unrestricted funds show a surplus of £173,432. In total, the level of expenditure is around 37% higher than in 2019/20.

The highly unusual results have come about due to three key factors:

- Expenditure increased due to the need to increase staffing to meet the needs of the LAWRS service users, many of whom had complex needs arising from Covid-19, and in some cases BREXIT. In addition, LAWRS was the lead partner on two projects funding CLAUUK, a Coalition of Latin American organisations in the UK, to facilitate support to the Latin American community during Covid-19. LAWRS was fortunate in securing emergency and other short-term grants from both existing and new funders to support our work during this time.
- Some of the additional costs arising from Covid-19 which were budgeted in 2020/21, and for which funds were raised, have been deferred to 2021/22 – for example the works required to adapt the office to post-Covid-19 working. This has contributed to the surplus in unrestricted funds in 2020/21. Furthermore, the higher staffing required to support the needs of service users is

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

expected to continue through much of 2021/22. The additional Covid-19-related costs budgeted in 2021/22 amount to £155,000, and the surplus in Unrestricted Funds in 2020/21 will be used to fund these additional costs, as explained below.

- Income includes £45,172 made up of portions of annual unrestricted grants received in 2020/21 but intended to support expenditure in 2021/22. The funds are budgeted to be fully spent in 2021/22 and so cannot be regarded as general funds. This represents a change in interpretation of the SORP (Charities Statement of Recommended Practice) accounting rules on income recognition by our auditors compared to previous years.

To summarise, the unrestricted surplus of £173,432 arises entirely due to receiving unrestricted funds in 2020/21 that are required to fund the LAWRS budget for 2021/22 and there is no question of LAWRS holding excessive reserves or having raised funds that are not needed.

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 £208,000.

In addition, the trustees have identified the need to designate funds to cover potential staff sickness (£5,000); premises (£15,000); income (£45,172); and Covid-19-related costs in 2021/22 (£149,466). Further information is set out in note 12 on page 31.

Overall, the target unrestricted reserves above amount to £422,638 which equals total unrestricted reserves at 31 March 2021. The level of reserves is regarded as adequate but not excessive given the need to fund substantial additional costs in 2021/22. The trustees expect that unrestricted reserves will return to a more normal level as the post-Covid-19 environment settles down and the demands from service users return to pre-pandemic levels. 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 above, additional Covid-19-related costs in 2021/22 are estimated at £155,000. The designated fund of £149,466 will largely fund this – the remainder will be funded from 2021/22 income.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

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.

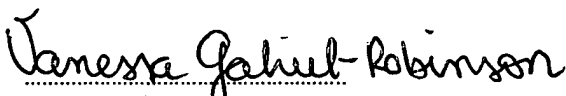
The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 4th December 2021 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 2021 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 2021 and of its incoming resources and application of resources, including its income and expenditure, for the 31 March 2021 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

and, in doing so, consider whether the other information is materially inconsistent with the financial 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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 18 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, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the directors with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law and Charity Law.
- It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

10 December 2021

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Income:							
Grants, donations and legacies	2	350,407	468,365	818,772	121,732	333,315	455,047
Charitable activities	3	8,805	320,475	329,280	7,894	213,079	220,973
Other trading activities - Membership Subscriptions		10	-	10	670	-	670
Investments - Bank Interest		80	-	80	200	-	200
Total income		359,302	788,840	1,148,142	130,496	546,394	676,890
Expenditure:							
Cost of raising funds	4	14,253	-	14,253	10,581	-	10,581
Expenditure on charitable activities	4	171,617	747,829	919,446	116,864	553,835	670,699
Total expenditure		185,870	747,829	933,699	127,445	553,835	681,280
Net income / (expenditure) and net movement in funds for the year		173,432	41,011	214,443	3,051	(7,441)	(4,390)
Reconciliation of funds							
Total funds brought forward		249,206	132,470	381,676	246,155	139,911	386,066
Total funds carried forward		422,638	173,481	596,119	249,206	132,470	381,676

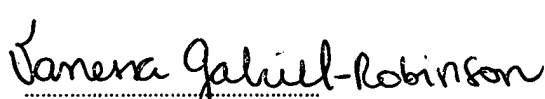
The statement of financial activities includes all gains and losses recognised in the year.

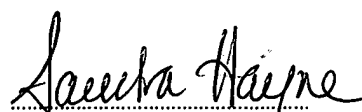
BALANCE SHEET AS AT 31 MARCH 2021

	<u>Notes</u>	2021 £	2020 £
FIXED ASSETS			
Tangible assets	8	7,925	3,390
Total Fixed Assets		7,925	3,390
CURRENT ASSETS			
Debtors	9	176,961	197,977
Cash at bank and in hand		608,211	220,822
Total Current Assets		785,172	418,799
LIABILITIES			
CREDITORS: Amount falling due within one year	10	(196,978)	(40,513)
NET CURRENT ASSETS		588,194	378,286
TOTAL ASSETS LESS CURRENT LIABILITIES/NET ASSETS		596,119	381,676
FUNDS			
Unrestricted funds - General		208,000	189,206
Unrestricted funds - Designated	11	214,638	60,000
Restricted funds	12	173,481	132,470
TOTAL CHARITY FUNDS		596,119	381,676

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 4th December 2021 and signed on its behalf by:


 Vanessa Gabriel-Robinson - Chair


 Sandra Hayne - Trustee

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	<u>Notes</u>	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	18	<u>394,208</u>	<u>(145,016)</u>
Cash flows from investing activities:			
Interest income		80	200
Purchase of tangible fixed assets		(6,899)	-
Net cash provided by (used in) investing activities		<u>(6,819)</u>	<u>200</u>
Cash flows from financing activities			
Change in cash and cash equivalents in the reporting period		<u>387,389</u>	<u>(144,816)</u>
Cash and cash equivalents at the beginning of the reporting period		220,822	365,638
Cash and cash equivalents at the end of the reporting period		<u>608,211</u>	<u>220,822</u>

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2021

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 2021/22 has been raised - this includes income to cover anticipated additional costs arising from the Covid-19 epidemic, as set out in the Financial Review. 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 2021/22 but funding needs for 2022 and beyond have been determined, sources of funds are being identified and applications are being made to secure the necessary funding for 2022/23 and beyond. This should ensure viability beyond 2021/22 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
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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 2021

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 2021

2.	INCOME FROM GRANTS AND DONATIONS	Unrestricted	Restricted	2021	2020
		funds	funds		
		£	£	£	£
	National Lottery Community Fund	-	94,464	94,464	-
	London Community Response Fund	-	83,043	83,043	-
	Paul Hamlyn Foundation	20,000	56,500	76,500	52,000
	Open Society Foundations	72,043	-	72,043	-
	Oak Foundation	80,000	-	80,000	80,000
	Rosa	-	52,631	52,631	47,364
	Unbound Philanthropy	63,077	-	63,077	-
	Trust for London	-	47,000	47,000	44,000
	City Bridge Trust	-	41,725	41,725	30,675
	Comic Relief	-	40,045	40,045	39,598
	Esmee Fairbairn Foundation	37,500	-	37,500	-
	Capital International Ltd	13,700	17,000	30,700	17,000
	London Borough of Southwark Community Capacity Programme	-	18,000	18,000	18,000
	Home Office	-	17,957	17,957	39,963
	The Indigo Trust	25,000	-	25,000	-
	Lloyds Bank Foundation	25,000	-	25,000	61,918
	GMSP Foundation	5,000	-	5,000	-
	AB Charitable Trust	-	-	-	10,000
	Greater London Authority	-	-	-	4,940
	Donations	9,087	-	9,087	9,589
		350,407	468,365	818,772	455,047

3.	INCOME FROM CHARITABLE ACTIVITIES	Unrestricted	Restricted	2021	2020
		funds	funds		
		£	£	£	£
	London Councils	-	177,786	177,786	143,945
	Mayor Office for Policing and Crime (MOPAC)	-	131,877	131,877	51,010
	London Borough of Wandsworth	-	10,812	10,812	-
	Healthwatch Islington	3,550	-	3,550	5,640
	PICUM	2,255	-	2,255	-
	Department for Digital, Culture, Media and Sport	-	-	-	18,124
	LGBT Foundation	-	-	-	1,954
	Other	3,000	-	3,000	300
		8,805	320,475	329,280	220,973

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 2021

4. TOTAL RESOURCES EXPENDED

	Cost of Raising Funds	Charitable Activities	2021 £	2020 £
Salaries	12,681	696,592	709,273	526,857
Consultancy / Supervision	-	23,536	23,536	13,252
ESOL teachers	-	904	904	-
Evaluation	-	2,240	2,240	-
Event costs and room hire	-	2,549	2,549	18,208
Grants to partners	-	98,870	98,870	19,828
"No Limits" project activities	-	3,818	3,818	9,810
Publications and videos	-	1,628	1,628	1,297
Quality Assurance	-	1,644	1,644	4,044
Training staff and volunteers	-	7,656	7,656	3,552
"Transform" project activities	-	-	-	7,603
"Unbound" project activities	-	-	-	3,146
Crisis payments to service users	-	3,925	3,925	-
Volunteers expenses	-	314	314	11,848
Support costs (see below)	1,572	75,770	77,342	61,835
	14,253	919,446	933,699	681,280

5. SUPPORT COSTS

	Cost of Raising Funds	Charitable Activities	2021 £	2020 £
Rent, rates and services	766	31,439	32,205	32,408
Audit and accounting	-	4,348	4,348	2,882
Bank charges	10	420	430	460
Cleaning	-	-	-	1,021
Currency losses	-	6,926	6,926	(3,527)
Depreciation	56	2,309	2,365	2,408
Equipment	92	3,780	3,872	-
Insurance	75	3,063	3,138	2,722
Membership fees	40	1,644	1,684	3,810
Printing, postage and stationery	49	2,001	2,050	3,914
Publicity and promotion	106	4,356	4,462	1,023
Recruitment	48	1,977	2,025	2,716
Telecommunications & IT	253	10,372	10,625	8,735
Website	43	1,748	1,791	-
Sundries	34	1,387	1,421	3,263
	1,572	75,770	77,342	61,835

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

6. NET EXPENDITURE

	2021 £	2020 £
Net expenditure is stated after charging or crediting:		
Depreciation	2,364	2,409
Auditors remuneration	3,600	2,200

7. STAFF COSTS

	2021 £	2020 £
Salaries	644,330	480,178
Social security costs	52,222	36,809
Pension costs	12,721	9,870
	<u>709,273</u>	<u>526,857</u>

The average monthly head count was 26 staff (2020: 21 staff)

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

	2021 Number	2020 Number
Support and advice services	20.5	16

No employees earned over £60,000 in the year (2020 - nil).

No trustees received any remuneration during the year (2020: nil). Two trustees received expenses totalling £115 during the year (2020: one trustee; £50). 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 (2020: none).

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and computers £
COST	
As at 1st April 2020	16,132
Additions	6,899
Disposals	-
As at 31st March 2021	<u>23,031</u>
 DEPRECIATION	
As at 1st April 2020	12,742
Charge for the year	2,364
Disposals	-
As at 31st March 2021	<u>15,106</u>
 NET BOOK VALUE	
As at 31st March 2021	<u>7,925</u>
As at 31st March 2020	<u>3,390</u>

9. DEBTORS

	2021 £	2020 £
Grants receivable	163,582	186,605
Prepayments and other debtors	13,379	11,372
	<u>176,961</u>	<u>197,977</u>

10. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Accruals	36,402	15,093
Sundry creditors	19,146	11,242
Tax and social security	16,480	14,178
Deferred income	124,950	-
	<u>196,978</u>	<u>40,513</u>

Deferred income of £0 was released during the year. Income of £124,950 was deferred during the year.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

11. ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS

	Balance as at 1.4.2020 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2021 £
General Fund	189,206	314,130	(185,870)	(109,466)	208,000
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated COVID-19 fund	-	-	-	149,466	149,466
Designated Income Fund	-	45,172	-	-	45,172
Designated "Brexit" fund	40,000	-	-	(40,000)	-
	249,206	359,302	(185,870)	-	422,638

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 Covid-19 fund recognises that LAWRS has budgeted for exceptional Covid-related expenditure in 2021/22 and earmarks some funds to meet these exceptional costs.

The designated income fund comprises portions of annual unrestricted grants received in 2020/21 but intended to support expenditure in 2021/22. The funds are budgeted to be fully spent in 2021/22 and so cannot be regarded as general funds.

The BREXIT fund is no longer regarded as necessary.

ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS - PRIOR YEAR

	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
	246,155	130,496	(127,445)	-	249,206

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

12. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

	Balance As at 1.4.2020 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2021 £
London Councils Advice & Counselling	-	72,861	(72,861)	-	-
London Councils Ending Harmful Practices	-	36,860	(36,860)	-	-
London Councils Prevention	-	26,120	(26,120)	-	-
Mayor's Office on Policing and Crime (MOPAC)					
Pathway to Recovery 2017-20	3,092	7,037	(10,129)	-	-
Unbound Philanthropy	5,658	-	(5,658)	-	-
Paul Hamlyn Foundation	53,628	56,500	(40,500)	-	69,628
Comic Relief	18,956	40,045	(39,702)	-	19,299
London Borough of Southwark Community Capacity Programme (2019/21 grant)	339	18,000	(16,890)	-	1,449
Rosa	7,995	52,631	(43,582)	-	17,044
Greater London Authority	856	-	(856)	-	-
Lloyds Bank Foundation Transform Project (2019/20 project)	15,969	-	(15,969)	-	-
Trust For London (2019/22 project)	19,195	47,000	(38,512)	-	27,683
City Bridge Trust (2019/21 grant)	6,782	41,725	(31,326)	-	17,181
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	-	56,128	(53,049)	-	3,079
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	68,712	(68,712)	-	-
Home Office EU Settlement Scheme	-	17,957	(17,957)	-	-
London Councils No Recourse To Public Funds	-	41,945	(41,945)	-	-
Capital International Ltd	-	17,000	(17,000)	-	-
National Lottery Community Fund	-	94,464	(93,464)	-	1,000
City Bridge Trust TNLCF COVID-19 Response Fund ADAPT project	-	41,976	(36,530)	-	5,446
City Bridge Trust TNLCF COVID-19 Response Fund CLAUK project	-	41,067	(37,592)	-	3,475
London Borough of Wandsworth	-	10,812	(2,615)	-	8,197
	132,470	788,840	(747,829)	-	173,481

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 2021

13. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS - PRIOR YEAR

	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

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

14. Purposes of restricted funds

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.

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.

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.

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.

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.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

14. Purposes of restricted funds (continued)

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

Home Office EU Settlement Scheme: project supporting Latin American women with European

London Councils No Recourse To Public Funds: Support for women and girls who are victims of violence and who have no access to public funds.

Capital International financial literacy (2020-21 grant): supporting Latin American women on low incomes to acquire financial literacy skills to improve their living conditions.

National Lottery Community Fund Coronavirus Community Support Fund: Coalition for Latin Americans Covid 19 emergency response.

City Bridge Trust TNLCF COVID-19 Response Fund ADAPT project: Reaching marginalised women, to

City Bridge Trust TNLCF COVID-19 Response Fund CLAU project: Coordinated response to the increased demand for services from Latin Americans affected by Covid.

London Borough of Wandsworth: Increasing 1-1 counselling provision in the boroughs of Wandsworth and Richmond due to high levels of demand.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	7,925	-	-	7,925
Current assets	397,053	214,638	173,481	785,172
Creditors falling due within one year	(196,978)	-	-	(196,978)
	208,000	214,638	173,481	596,119

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS - PREVIOUS YEAR

	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)
	<u>189,206</u>	<u>60,000</u>	<u>132,470</u>	<u>381,676</u>

17. OPERATING LEASES

Total commitments under operating leases were as follows:

	2021 £	2020 £
For leases expiring:		
Within one year	33,117	32,534
Two to five years	12,404	22,960
Over five years	-	-
	<u>45,521</u>	<u>55,494</u>

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

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	214,443	(4,390)
Adjustments for:		
Depreciation charges	2,364	2,409
Interest from investments	(80)	(200)
(Increase) / Decrease in debtors	21,016	(100,388)
Increase / (Decrease) in creditors	156,465	(42,447)
Net cash provided by (used in) operating activities	<u>394,208</u>	<u>(145,016)</u>