

Women's Association for Networking and Development

Empowering women to become agents for their own change



Women's Association for Networking and Development

(Company number 5427536, Charity number 1111925)

Draft Financial statements for the year ended 30th April 2020

Page	Contents
2 - 19	Directors' (Trustees') annual report
20	Independent examiner's report
21	Statement of financial activities (including the income and expenditure account)
22	Balance sheet
23 - 27	Notes to the accounts

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

The trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the financial statements for the year ended 30th April 2019.

Full name Women's Association for Networking & Development

Other names by which the charity is known WAND UK

Registered charity number 1111925

Registered company number 5427536

Principal address

St Charles' Centre for Health and Wellbeing
Exmoor Street
London W10 6DZ

Directors (Trustees)

Eiman Osman
Asha Singh
Frances Oconnell
Nicola Ambler
Katherine Laurenson
Gladys Jusu-Sheriff
Alexandra Adeniya
James Oluwaseye

Bankers

Barclays Bank plc
Leicester
LE87 2BB

Independent examiner

Tom Fitch Community Accountancy Self Help, 1 Thorpe Close, London, W10 5XL.

Governance and management

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 18th April 2005 and most recently amended. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

The methods adopted for the recruitment and appointment of new trustees is by advertisement.

WAND UK is a London wide Women's charity committed to working with marginalised and vulnerable women and girls and with special interest in working with women with mental health, Domestic Violence victims, refugees, asylum seekers, migrants, lone parents, unemployed, low level educated, women affected by HIV and low-income families. WAND operates in the London boroughs of Camden, Hackney, Islington, Kensington and Chelsea, Hammersmith & Fulham and Westminster.

WAND UK continued to bring together HIV and non-HIV women to imperceptibly tackle discrimination, stigma, ignorance and lack of knowledge of the disease and other diseases of similar nature which

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

make Black Asian, Minority Ethnic and Refugee (BAMER) women vulnerable and stigmatised in their new environment.

Outreach services, group and one to one sessions were provided to deal with areas of need, issues of concern and interests, offering general advice and information to individuals. Projects were developed to meet the needs identified by our beneficiaries while improving access to local and mainstream

services Other benefits to participants included opportunities for information exchange and experience sharing, peer support and discussions on coping mechanisms in their world of economic strains and stress.

Our annual report for 2019-2020 looks back on a world before Covid-19 and the lockdown in the UK. So much has changed, and yet the principles underlying our approach as a charity remain the same. All these will help us interpret and respond to a new environment where old patterns of thinking and behaviour are rightly being challenged. WAND's work last year – what we think we have achieved, what we have learnt and, crucially, where we recognise where we have fallen short – gives us a starting point for this journey.

Since 16th March WAND's practices have changed radically. Our immediate concern has been to shape a response which supports hundreds of current beneficiaries, whilst remaining open to the new ones. The staff / volunteers' team, working remotely, has shown remarkable commitment in often difficult circumstances.

WAND enters this new year both stretched and challenged. We will be guided by our organisational principles as we recalibrate the way we work and will report on how we have done this in our next annual report.

Aims and objectives

To improve the quality of life of all women and girls including marginalised and excluded women and girls and hence their families and communities by providing information and advice, support, advocacy, training including health promotion, empowerment skills and confidence building, outreach services, group and one to one sessions and home visits

To empower women and girls including Black Asian Minority Ethnic Refugee (BAMER), refugees, asylum seekers, migrants, women infected and affected by HIV, living in London to make a positive contribution to their communities and boroughs

To build skills and increase chances and opportunities for the world of work, through organising skills training and seminars

To carry out information and support activities in collaboration with women's and other organisations, Black Asian Minority Ethnic and Refugee BAMER organisations, public sector, statutory agencies, faith organisations, voluntary organisations and community groups

To positively impact on the lives of women and girls, including BAMER women and girls and create a positive change that grows from individuals, into families, communities and society at large

To inform the public about causes of need and inequality affecting these women and girls and to mobilise popular and political will and power to change them

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

To prevent Human Rights violations against this group and to seek justice and accountability for violations against them

To support women with no recourse to public funds by providing them with information regarding services and referring them to relevant organisations.

Summary of the main activities undertaken for the public benefit

The charity is committed to promoting mental health and well-being, Sexual health, volunteering and Domestic Violence issues by empowering individuals and communities and achieving the greatest impact through working in partnership with other organisations. WAND provides advice, one-one and Outreach sessions and educational seminars for women including BAMER women in need.

Members of the group are women and girls including Black Asian Minority Ethnic and Refugee women (BAMER), lone parents, low income families, women of all ages that live in London some of whom are infected or affected by HIV and have endured tough experiences due to economic constraints, health and lifestyle issues. Many because of financial issues, lack of knowledge and information, low self-esteem, poverty and isolation are subject to distress, mental health and well-being issues which may prove unbearable and uncontrollable. These women often lack the ability to detect or assess their condition and to seek relevant help:

By organising seminars and training WAND tries to provide meaningful resources, advice and information to women who require attention and support. Events and social gatherings are aimed at

providing the opportunity for peer support to increase the motivation in the women in order to create happiness and boost self-esteem and confidence.

During the year under review, WAND continued its core work as providing information and general advice, advocacy, support and on the four issues that have been identified as its service priorities in the area of prevention and personal and community development

- Mental health and emotional wellbeing
- Physical wellbeing
- Sexual Health
- Violence Against Women and Girls
- Volunteering

Mental Health and Well Being

To ensure an effective delivery of this programme WAND uses the Happy Healthy Family Club Model which

Aims to promote health and wellbeing in Black and minority families and 3 Key wellbeing messages.

- Accept who you are
- Keep Active
- Eat Well

This delivery model, the Happy Healthy Family Club (HHFC) based in Kensington and Chelsea was set up as a result of WAND's research carried out in Kensington and Chelsea, which revealed a high need in North Kensington, for mental, emotional well-being support amongst African and Black Minority Ethnic

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

women. WAND's aim is to improve the quality of BAMER women's and girls' mental well-being by promoting happiness, improved lifestyle, raised self-esteem, training for self-management, facilitating access to better health, education, volunteering and employment opportunities. The Club model is used as a Group Therapy community-based tool to promote Mental health and wellbeing and linking mental health with physical health., providing a safe place for Peer support, reducing isolation and loneliness, sharing experiences and coping mechanisms needed for survival.

Club activities were planned to look at mental health holistically. Members were therefore constantly reminded that, **There is No Health Without Mental Health**. Early intervention and good lifestyle are crucial to maintaining good health and happiness. **Do Not Suffer in Silence! Seek Help!** This also helps to reduce the effects of stigma in communities where talking about mental health is taboo.

Happy Healthy Family Club:

Regular monthly group meetings including physical activity were held every last Wednesday at two different places (St Charles' Centre for Health and Well Being and Fatima Community Centre 10 am -2 pm) on issues identified by members as their needs. Special workshop sessions were held as and when necessary to satisfy demands.

During the year under review, WAND's Happy Healthy Family Club continued to be successful and had increased numbers of participants. Eight workshops were held and it was a good year for diverse attendance. BAMER as well as women of other backgrounds came together, through informal learning sessions, to gain knowledge, information and skills, including self-management from workshops and events organised for the benefit of themselves, their families and their communities.

The workshops continued to be popular because they provided a platform for women to learn more about issues of their concern and health improvement through, access to services, shared experiences in a confidential group setting, and disclosed to staff team in one to one sessions their problems which needed solutions. Many participants got to realise that they were not alone in their situation.

Examples of the workshops are:

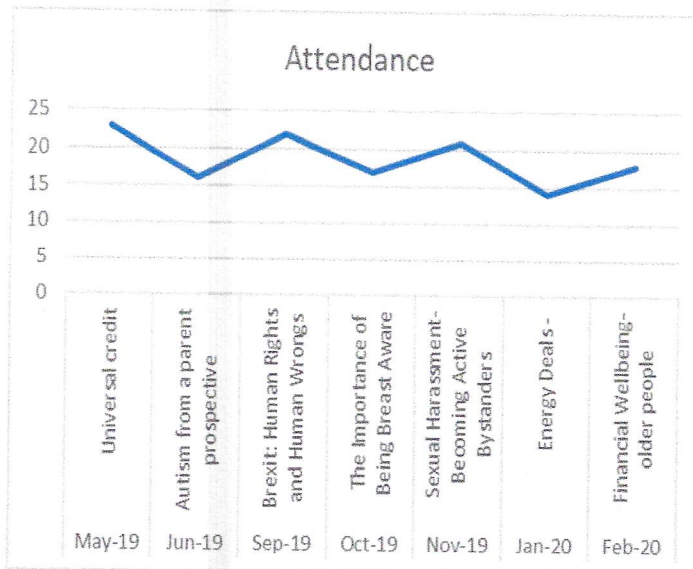
- Autism from a parent prospective
- Human Rights and Human Wrongs
- The Importance of Being Breast Aware
- Sexual Harassment- Becoming Active Bystanders
- Energy Deals
- Universal credit
- Financial Wellbeing- older people

WAND UK has delivered seven HHFC sessions from May 2019 to April 2020. Evaluation forms were given at the end of each sessions for monitoring purposes.

Happy Healthy Family Club Membership

The group continued to attract women of various backgrounds including black African and Caribbean, Asians, Latin American, Middle Eastern, Japanese, and European From May 2019 to April 2020 a total of 128 women participated in WAND's monthly club. An average of 18 women participate in each of the activities. Because of Covid -19 the planned sessions for March and April were suspended which explains the decrease in the number comparing to last year.

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**



Sister Size addition to HHFC Agenda

Breast awareness and Bra Measurement proved to be quite popular. Members were measured for professionally fitted Bras while being made aware of regular Breast examination.

Mental Health and Emotional Wellbeing Support:

One to One sessions were delivered under the project which offered women free confidential, multilingual emotional support for at least four sessions. Clients with complex problems received more than four sessions sometimes up to eight sessions.

Staff and volunteers were trained to deliver these sessions and received monthly supervision from a Psycho Therapist. This was a psycho social intervention highly rated by the clients. Referrals were made to us for cultural support. And we made referrals to Talking Therapies

WAND has a 1-2-1 Emotional Wellbeing Support which has 2 members of staff and 3 volunteers seeing clients. We have seen more than 30 long term beneficiaries who do need more than 12 sessions because of complex needs during the reporting period. 45% were dedicated to domestic violence survivors. Referrals are from GP surgeries, social services, Job centres and self-referrals.

A Wellbeing plan was prepared each member as a guide for self-management.

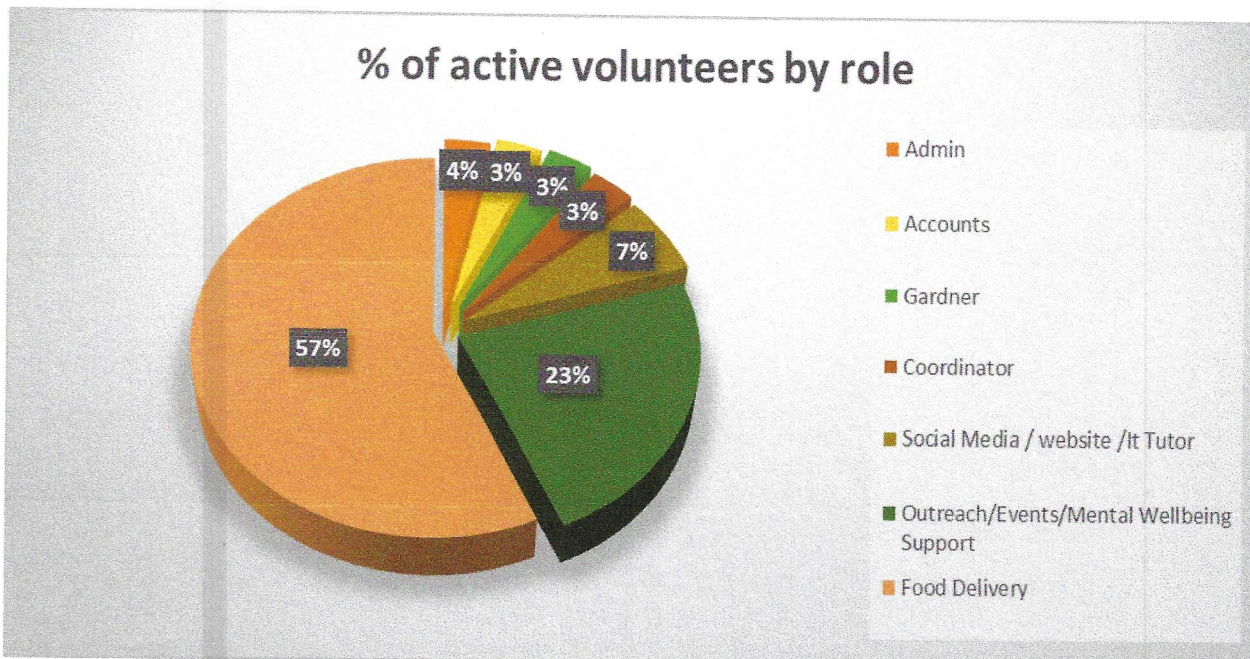
Volunteers / Health Champions

WAND uses volunteers for all its projects. Women were encouraged to participate in accredited courses including managing behavioural change. There are 31 active volunteers each contributing to the development and expansion of WAND. The average hours for volunteers are; daily 5 with up to 12 hours a week.

Volunteers helped with various activities including helping to organise monthly meetings and workshops in various boroughs, organised publicity stalls at public events including Health promotion in libraries

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

provided peer support and mentoring, represented WAND at events, developed website design/ social media, establishing quality assurance and research.



Outreach:

WAND through its Outreach programme carried out various activities in collaboration with Children's Centres and Palace Visits in Kensington and Chelsea, Al Manaar Mosque, Violet Melchett, Cheyne and St Cuthbert's, Homefield children Centre and Women's Domestic Violence Refuges. This was also in implementation of WAND's Strategic Plan which aims to target mothers and their families.

Volunteering programme," Building Your Own Discovery "developed with Kensington Palace trained our volunteers to organise visits to the Palace for community groups in order to reach out into excluded communities.

WAND was able to organise or participate in 13 outreach events throughout the year 2019/20

6 Outreach Community events - Kensington Palace	34
02 Outreach Community events - British Museum	19
Outreach Community events- Stalls - Community - The Medicine Galleries	10
Outreach Community event- Complex Needs, Speed Dating Event	3
Outreach – Job Centre Plus - Community - Domestic Violence - North Kensington JCP	2
Outreach- Wallace collection	25
Self -Love workshop	23

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

Outreach: Women's Refuge for Domestic Violence Survivors

WAND provided sessions in collaboration with Hestia Kensington & Chelsea Domestic Abuse Services, Athena Project for survivors of Domestic Violence. Athena is a term which recognises female empowerment and independence.

Hestia is a Housing and Support organisation which provides accommodation, care and support for people with mental health problems, HIV/AIDS, people on bail, probation and license, homeless and women fleeing Domestic Violence.

Hestia's Athena project was a rolling programme which aims to empower female service users based on four main concepts Know Your Rights (Legal knowledge), Feeling Good (Health and Wellbeing), I have a

Dream (Inspiration, courage), Autonomy (Working towards independence). It was hoped that the women would be enabled to recognise these concepts in themselves through learning and discussion

WAND continues to work with domestic violence survivors in refugees through one to one referrals and outreach in collaboration with support works.

WAND worked with Refuges on Domestic Violence to raise awareness and to do emotional and wellbeing and practical support.

In October WAND did a presentation at North Kensington Job centre.

Ch: "I just want to thank you for your support, you have been more helpful to me than perhaps you realised and for that I am grateful. It is so helpful to talk to you because you understand, especially the small things that are difficult to explain; other people don't understand. Thank you".

Sexual Health

Direct funding was not available to provide sexual health activities. Health promotion in this field was integrated into other activities as part of WAND's core activities. WAND participated in the Sexual Health Providers Forum

Partnership Work

Partnership work has been carried out with Venture Centre, and other community Centres, Midaye Somali Women's Forum, French African Welfare Association (FAWA), Tri Borough Public Libraries Health Promotion Project. Citizens' Advice Bureau, Hammersmith and Fulham, and Kensington and Chelsea, Westminster Mental Health team, Take Time to Talk team at St Charles Well-being Centre Kensington, Kensington and Chelsea Age UK, Kensington and Chelsea Volunteer, Good Gym, Al Manaar Mosque, Clement James, Cheyne Children Centre, BME Health Forum, Abbey Centre, Pioneer Housing Trust, Royal Palaces Trust, St. Cuthbert Children's Centre, WILDE, Central London CCG, West London CCG, St. Paul Church Hammersmith, Juniper House, NHS, Carers Network, Nandos, Charity Solutions, Sobus, Violet Melcher, Wood Lane Community Centre, Eritrean Family Association, Islington Town Hall, Waitrose, Tesco, Sainsbury's, Prêt A Manger Starbucks. MUSAWA a partnership of 10 Community Organisations, City Harvest, Bloody Good Period, GMGG, HTB (Love Your Neighbour), Westway Trust.

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

Projects

Green Shoots Kitchens Garden Project:

WAND continued to maintain its Kitchen gardens on the grounds of St Charles' Centre where cultivation of various vegetables including Kale, lettuce, cabbage, beans, garlic and potatoes was done. The garden was looked after by volunteer Iceline and other helpers. Working in the gardens provided a quality time for relaxation and building community spirit through networking, seeds and cultivars exchange and sharing of ideas with other plot holders, Royal Borough of Kensington and Chelsea officials and the wider Gardening community. Harvests from WAND's gardens were distributed

Seven (07) Intergenerational sessions with pupils from Lloyd Williamson school took place. It was an occasion for Kids to explore space, shapes and measures (measure garlic shoots, using rulers..), weep, clear up leaves around the plot, dig for any stray potatoes and leave around some sunflower kernels for the birds...and make bird feeders with dried orange peels and sticks "friendly environment".

This project has a positive impact on women, who have reported that the gardening activities have provided them with relaxation, socialisation and reduced isolation & loneliness. For the children this will help them to build strong healthy habits as well as developing long-term interest in the environment.



Community Lunch and food distribution

In partnership with City Harvest and Venture Centre. WAND prepared lunches, served food to members of the community and distributed free goodie bags (food parcels) filled with various ingredients to take away.

The purpose of this project is to support vulnerable women and reduce the poverty in the community also promote healthy food.

The organisation has reached 264 women and their families from different boroughs and distributed around 450 food bags and bought 127 lunches during the reporting period.

The project has a positive impact on the beneficiaries, the lunch created more cohesive relationships among the community in which people start to share things, from conversation and ideas to skills. Women who attended felt it had helped them to feel less lonely and increased confidence among volunteers who felt appreciated and recognized by the community.

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

Home Food Delivery:

Since the beginning of March, WAND UK has run a food delivery service for 40 vulnerable households each week. We delivered to families and individuals in Kensington & Chelsea, Fulham and Hammersmith and Westminster boroughs. During this period WAND UK in partnership with XXXXX provided 600 hot meals and around 322 food parcels (long life and dry foods, fruits, vegetables, bread, milk..). Many were trapped in poverty and ill health and needed the services we provided.



Dance & Yoga classes

To help people during the lockdown to maintain their own wellbeing WAND UK offered free online yoga and dance programme to women and their families.

The aim is to

- Reduce stress/ anxiety
- Keep physically active
- Reduce isolation and increasing social connections – Lessen the risk of depression
- Create a better balance with mental, physical and emotional wellbeing

 **Dance**

75 Women benefited from our dance programme funded by our partners TURNING POINT and Near Neighbours. A total of 15 sessions took place in different venues (venture centre, the Curve, Fatima community Centre) and one session online because of Covid-19. The first sessions were dedicated to contemporary and the remaining were a cocktail of dances as expressed by participants (street dance, samba, Zumba).

Beneficiaries developed relationships with others from different faith and ethnic communities, they all had a greater sense of togetherness.

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

Some quotes:

<p>N: Dancing makes me happy and it lifts my spirit up. I find many dancing movements under Zumba classes are the best. Especially low impact is suitable for my age group. I also like challenge and join high impact as well. In Covid-19 lock down online dancing movement and Zumba kept me going.</p> <p>I am grateful for that.</p>	<p>R: The dance sessions gave me much more energy and helped me to be physically active.</p>
<p>S: Feel more fit, happier after every session and in a very good mood</p>	<p>Ch: The contemporary dance gave me more confidence, I had feeling than I can perform as any professional dancer. The Teacher was so amazing and professional really can't wait for other sessions to come up. Also, very creative</p>

 **Yoga**

72 women and their families from different age groups, ethnicities and boroughs participated in our daily online yoga classes funded by LOCAL GIVING. It is very important to us at WAND UK that we do not discriminate against males and therefore, the sessions were open to all. A total of 103 sessions took place beginning March to 30 April 2020.

Women, girls and kids felt more connected and less anxious also more confident to voice concerns and ideas.

Some quotes:

Nancy (mother of two) who describes the sessions to be the "highlight of the day." Families have mentioned that the bond in the family has been strengthened by the yoga routine. While, some elderly participants refer to other participants as their "new sister." The feedback from the sessions has been so positive we have decided to continue the classes, contacting more schools and youth clubs to widen participation. The advantage of online teaching is that there is no limit to attendance, people abroad can join and there is a reduction in travel costs to venues. This allows more hours of effective teaching.

Social Impact

Key Achievements and Benefits

WAND has had another good year during which it continued to make a difference to families and individual women and girls. WAND continued to work with the 3 key messages to improve and maintain the women's mental well-being. Group sessions were well attended with an average of 30 persons attending the groups.

The Happy Healthy Family Club (HHFC) model is based on a combination of group therapy, one to one session, outreach, advocacy and learning. Use of the Outcomes Star for individual self-management, setting goals changing lives and

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

Outreach programme in the community raised awareness and provided empowerment to women, girls and families. Service users who would not have thought of volunteering were trained as volunteers to serve in their communities.

WAND will continue its work over the next year to improve and maintain BAME women's health and well-being. It will also continue to work with other groups in promoting the welfare of its clients and to increase knowledge and skills required for challenging the wider determinants of health, Isolation prevention, Confidence building, improving skills, goal setting and changing lives.

Case Study

WAND's commitment to providing knowledge and skills for self-management is exemplified in participants' feedback after a **Happy Healthy Family Club (HHFC) and day trip to Medicine galleries/ British museum.**

HHFC "Great opportunity to meet other women in the community. It enabled new relationships to develop."

HHFC "It was good group and I very much enjoyed it"

Visit to Medicine galleries "We were treated as VIP, "I feel proud that am given this opportunity"

Visit to British museum: The Troy: Myth and reality "Exhibition was amazing"
"so impressive...you feel like you're being dragged into the ancient myth"

Metropolitan University Interns

Andreya, was referred by her tutor to work with WAND. She was a community development and leadership student in third year. She was very effective when working and welcoming to all users. Andreya was with WAND 65 hours placement.

Andreya has;

- Supported women with one to one IT support
- Brushed up on her admin skills

"Community development is about collective action, collective empowerment and working and learning together. It empowers community members and creates stronger and more connected communities. It was a great experience to work again with WAND"

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

NETWORKING WITH OTHER ORGANISATIONS:

WAND works with the following organisations:

Islington council	Domestic Violence Intervention Project	IMECE- Turkish Speaking Women's Group
Back 2 Basics Somali Women's Group	Islington Refugee Forum	Dalgarno Community Trust
IMKAAN	One Westminster	Voluntary Action Islington
Voluntary Action Camden	Hackney Council for Voluntary Services	Refugee Council
Hestia	Libraries in Islington, Hackney, Westminster, Camden	Positively Health
Victim Support	Kensington & Chelsea Council	Living Well
Community Language services	Royal Kensington Palace	Venture Centre
Turning Point	BME Forum	Elgin Resource Centre
Al Manaar Mosque	Musawa Community	WLCCG
The Curve	Latymer Youth Centre	City Harvest
Hammersmith and Fulham Voluntary Sector Network	Job Centre Plus North Kensington Hammersmith and Fulham and Kensington and Chelsea	Take Time to Talk
Women's Resource Centre	Bloody Good Period	HTB (Love Your Neighbour)

EVENTS Participation/ training:

Russell Cooke Good Governance training sessions	Voluntary Action Islington	Camden Voluntary Action
Islington Council	Westminster Domestic Violence Forum	NHS England
Kensington and Chelsea Social Council	BME Health Forum	Community Champions
SMART	Kensington & Chelsea Social Council	NCVO
Women's Resource Centre	One Westminster	MIND Hammersmith & Fulham
CAB Hammersmith & Fulham	The Foundation for Social Improvement	Kensington & Chelsea Volunteer Centre

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

Computer Literacy

Classes were revised during the year and one to one support was implemented, each participant paying £1.50 a week. Programme included basic and intermediated computer literacy (Letter writing, Accessing eBay, making a new folder, saving a weblink, support with saving a document on a memory stick, support with using a printer) During the reporting period twelve sessions (12) took place with 27 women's participation. Sessions were divided into 2 x 2hour classes per day.

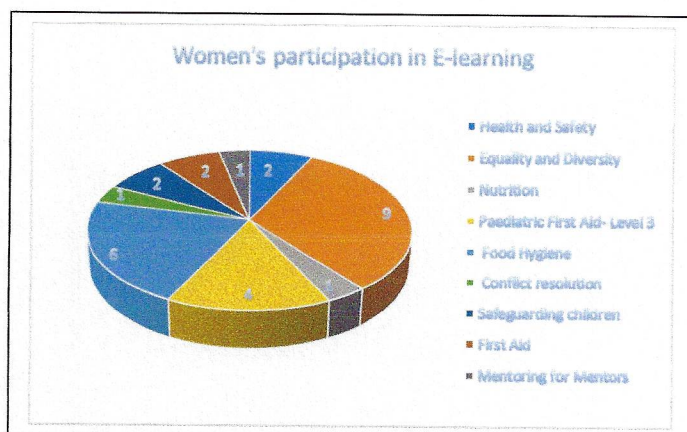
Patricia: the session was great as I learnt how to write letters in the appropriate format and also saving a weblink. For her "one to one session is very beneficial". It helped her focusing and getting things done easily.

Patrizia: "the session was more productive, I was more focussed and I learnt a lot of tricks in the session."

E-Learning:

WAND UK during the reporting period offered one e-learning training in different areas of interest (see below) to 28 Women. The participants got accredited certificates. Grades were between E-59% and B-94% Women expressed they were happy to gain more work experience and to learn new skills that will help them advance in their career.

E-learning	No of women
Health and Safety	2
Equality and Diversity	9
Nutrition	1
Paediatric First Aid- Level 3	4
Food Hygiene	6
Conflict resolution	1
Safeguarding children	2
First Aid	2
Mentoring for Mentors	1



Various Training

WAND UK arranged in 2019-2020 three in-house training sessions on Upshot and different features all in line with the volunteer, staff and Charity requirements.

All participants were happy with the training and its outcomes. They felt it has benefited them and many of them will progress to further development in the chosen areas.

WAND is committed to an equal opportunities policy, WAND offers training to all individuals. The training delivered in 2019/2020 were in line with WAND's values and aims, training was identified by Organisational and development needs of the organisation. WAND being a volunteer led organisation a training programme is essential for its development. WAND identifies the need to develop staff and volunteers as well as give access to training to whomever would like to take part in the programme. Most volunteers have some weaknesses in their skills having a training program allows them to strengthen those skills that each employee or

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

volunteer needs to improve. A development program brings all employees and volunteers to a higher level it helps them all to have similar skills and knowledge.

At WAND UK we are accountable for all our staff and volunteer's development and wellbeing, we believe that all our staff and volunteers need to have a clear understanding of their role with us, we need to have a clear and defined boundary for both parties. Most importantly we need to ensure that every staff and volunteer enjoys their role, is feeling rewarded and getting something out of it. All staff and volunteers need to understand and appreciate their contributions to WAND UK and the overall impact of their role on women and young girls in the community.

It is important that we keep all our staff and volunteers up to date and informed with all different legislations, which are relevant to their role with us. The training programme is essential and mandatory to the delivery of our services and to achieve high quality standards. In this regard WAND UK organised a staff and volunteer day beginning of March at the Curve, the training was an opportunity to go through:

- Volunteer's values as individuals and as Part of WAND UK
- WAND UK policies and procedures. For example, equal opportunities, safeguarding, health and safety, risk assessments etc. E- Learning
- How to deal with complaints and areas of concern
- Confidentiality and when do we break it?
- Data protection and GDPR
- The role and responsibility and any volunteer's agreement
- Explain how to claim expenses

Also, WAND UK staff attended the following trainings Writing Successful Funding Applications, Suicide Prevention training and Writing better funding applications & Developing a Fundraising Strategy during the reporting period

Girls project:

Working with Girls initiative to tackle loneliness and isolation amongst girls aged 11-19:
During our research, one issue that repeatedly came up was feeling isolated due to bullying relationships with peers and the opposite sex and the effects of social media and cyber bullying in particular. The young women we talked to did not feel they would be able to talk to their parents about these issues and felt that we had to deal with them alone. These impact on their self-esteem and relationships increasing feelings of isolation and loneliness.

Project initiated October 2019 targeting disadvantaged girls aged 11-19 years. Focus group assessed girls' needs and created programmes to tackle needs. Currently the age group has expanded to include girls aged 8-23 years for greater impact and benefits.

With the fear of rising gang and knife crime, parents have been increasingly restricting their children's freedom and socialisation. This reaction is understandable. It aims to keep their children safe, but has also contributed to isolation and a lack of resilience that comes from not learning how to be independent and build coping strategies for daily living.

Our project aims to tackle the issues identified by organising awareness workshops for girls and parents separately but bringing the family together, hold one to one sessions for emotional wellbeing support of the girls, design training to build self-confidence and raise self-esteem and give them a voice in their communities.

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

This is the first year implementing and developing WAND's Girls Project Initiative. We started the project working with 5 organisations. With planned Outreach extension work we have been able to end the year working with:

- 2 schools,
- 2 Children's Centres
- 1 Community Centre
- 1 Disabled organisation
- 1 Supplementary school
- 1 women's organisation
- 2 Youth Foundations
- 3 Youth Centres

We delivered the project through outreach and working alongside the existing services and liaising with youth workers in originally four centres- Dalgarno Trust, Latymer Christian Centre, Al Manar mosque and Epic (Oxford Gardens). Increased by developing partnerships and collaboration, working with Full of Life disabled children's centre, Lancaster community centre, Venture Centre, Youth Alliance, St Cuthbert's Children Centre, Homefield Children Centre, Golborne Youth Centre Lancaster Youth Centre, All Saints school, St Mary's School, Harrow Road, Sudanese Women's Group and Azza Supplementary School

We delivered 8 workshops in Dalgarno Community Centre, the Avenues, Latymer Christian Centre, St Cuthbert's children's centre, Homefield Children's Centre, Venture Centre, Parents workshop working with Youth Alliance and Yoga sessions with disabled children at Full of Life centre

During Corona Lockdown delivering we offered Yoga for Mums and Kids

Workshops	Number:	Age	Eth:
K&C			
Dalgarno Youth Centre 100%	10	11- 15	30% BAME
Avenues Youth Centre 1%	26	8- 14	50%
Latymer Xtn Centre 100%	12	11- 14	30%
Venture Centre (Mthrs) 100%	20	30-45	80%
St Cuthbert's Chrn Ctr 100%	10	30-45	30%
Homefield Chrn Ctr. 100%	12	30-45	40%
Full of Life (Yoga 100% With Disabled 5 sess.)	6		20% (Carers)
Youth Alliance (Parents) 100%	6	30-45	80%

Sponsored Walk

As a contribution to unrestricted funds, Trustees, staff and members organised a Sponsored Walk, which is part of a summer programme. The walk is done every year on the last weekend of July.

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

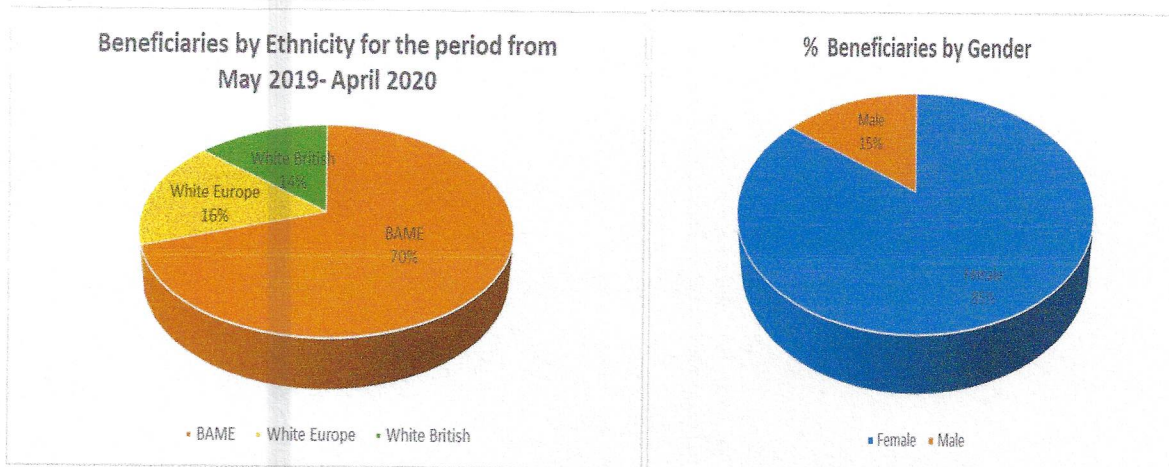
Summary of the main achievements during the period

This year as in past years WAND has empowered disadvantaged and socially excluded women and girls hence their families. All ages have benefitted directly and indirectly from WAND's programmes in effecting changes in their personal and professional lives. WAND's provision of information, advice, support, advocacy and opportunities for education, training and classes for self-development and lifelong skills has affected the development of culturally sensitive families to many issues.

WAND through its Networking role has been a major support to Women and community organisations through collaboration in organising activities and facilitating access to services by joint activities and participation in joint advocacy and policy work in making BAME women's voices heard.

Evaluation reports and feedback from service users have positively indicated that WAND 's activities have greatly impacted on individual women's lives, their families and communities.

This year 500 women and their families participated in WAND's in-house activities: 70% BAME, 16% White Europe and 14% White British.



Organisational Development

Trustees

WAND has 8 Trustees. The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work for the 12 months in the year ending 30 April 2020. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

Trusted Charity Mark

Achieving the Trusted Charity helped the organisation work through a comprehensive review of the organisation in a structured and logical way as well as provide a framework for changes needed. It is important to us that our services and support we offer are of the highest quality and that the work we do, our aims, ethos and objectives reflect these high standards.

Upshot

WAND UK is now using Upshot which allowed us to track and report on the progress of different projects, moving away from paper based and spreadsheet systems and at the same time allowing us to apply a vigorous evaluation framework and process. It has a comprehensive range of reporting tools that gives

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

required information across any number of projects or areas of work and this data can be downloaded easily to Word or Excel.

Representation

WAND served on the Management Committees / Boards of Islington Centre for Refugees, Asylum seekers and Migrants Back 2 Basics Create, NOVA new Opportunities, Musawa, BME health Forum.

Future activities

- ✓ To identify and reach out to more marginalised women and girls in need of assistance by strengthening its Outreach programme
- ✓ To provide information and referrals to more marginalised women in need
- ✓ To support women and girls's empowerment through cultural and educational projects and activities
- ✓ To encourage and collaborate with other BAMER and women focussed organisations where possible
- ✓ To support other BAMER and women focussed organisations when possible
- ✓ To promote Girls' Health and wellbeing by disseminating three core messages: Accept who you are, eat healthily, keep active. To reach out to vulnerable girls who are excluded.
- ✓ To provide a structured a programme of physical activity. The overall project will help socially isolated women to meet and share experiences, offer peer support to each other, make friends, build connections, reduce isolation and loneliness.

The charity policy on reserves

The trustees aim to have an unrestricted undesignated reserve 100% of turnover to meet contingent liabilities and enable the service to continue during a difficult funding climate. The charity works with people with mental health illness's and believes that one year's reserves are required to support individuals at risk and avoid suicides should the charity have to wind down its affairs.

Donors

WAND is grateful to all its donors for financial and moral support during the year under review.

Public Benefit

The trustees have read the Charity commission guidance on public benefit and believe that they meet all the requirements.

Financial review

The charity had an income of £46,042 for the year and expenditure of £61,885. The charity had a deficit of £15,843. The unrestricted reserves were £855.

Risk

The trustees' keep a risk register of the main risks faced by the charity and reviews it each year

**Women's Association for Networking and Development
Directors' report (incorporating the Trustees' annual report)
for the year ended 30 April 2020**

Exemptions

The trustees have taken advantage of the exemptions available to small companies, including the audit exemption (see statement on balance sheet).

Responsibilities of the trustees

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 charity at the end of the year and of the surplus or deficiency for the year then ended.


In preparing those financial statements, the trustees are required to: select suitable accounting policies, as described on page 9, and then apply them on a consistent basis, making judgements and estimates that are prudent and reasonable. The members of the Committee must also prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity, and enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

Small company provisions:

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Signed on behalf of the charity's trustees:


G N JUSU - SHERIFF
Date 11/1/21

**Women's Association for Networking and Development
Independent Examiners Report
For the year ended 30th April 2020**

I report on the accounts of the charity, which are set out on pages 21 - 27.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed. The charity's gross income is less than £250,000. I am allowed under Charities Act regulations to undertake this examination.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 43 of the 1993 Act;
- follow the procedures laid down in the general directions given by the Charity Commissioners under section 43(7)(b) of the 1993 Act; and
- State whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Director Report

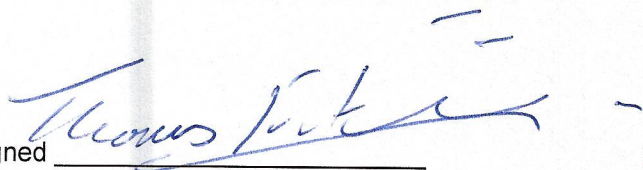
The information in the Directors report on pages 2 to 20 is consistent with the accounts on pages 21 to 27.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed _____



Date 11 January 2021

Tom Fitch BSc
Community Accountancy Self Help
1Thorpe Close
London
W10 5XL

Women's Association for Networking and Development
Statement of financial activities
(Incorporating the income and expenditure account)
For the year ended 30th April 2020

	Note	Unrestricted Funds £	Restricted Funds £	2020 Total Funds	2019 Total Funds
Incoming resources					
Grants	4		34,399	34,999	35,952
Contracts	4	-	-	-	4,410
Donations & Sponsored walk		11,643	-	11,643	1,347
Other Income		-	-	-	
Total incoming resources		11,643	34,399	46,042	41,709
Resources expended					
Telephone		389	954	1,343	1,780
Salary and Social security	7	12,692	31,072	43,764	33,471
IT		118	290	408	2,660
Stationery, Print & Post		196	481	677	1,538
Seminar & Training		295	819	1,114	1,363
Volunteer		1,293	3,164	4,457	1,558
Professional fees & memberships		1,052	2,575	3,627	966
Rent		1,350	3,305	4,655	18,415
Travel		206	505	711	1,083
Governance cost		13	32	45	49
Independent examination		261	639	900	800
Insurance		53	131	184	590
European Project Partners		-	-	-	4,410
Total resources expended		17,919	43,966	61,885	68,683
Net income/(expenditure)		-	-	(15,843)	26,974
Total funds brought forward		15,092	3,606	18,698	45,672
Transfer between funds		-	-	-	-
		855	2,000	2,855	18,698

Women's Association for Networking and Development
Company number 5427536, Charity number 1111925
Balance sheet
At 30th April 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	8	-	-
<i>total fixed assets</i>		-	-
Current assets			
Debtors	5	-	-
Cash at bank and in hand		21,633	56,926
Total current assets		21,633	56,926
Liabilities			
Creditors:			
amounts falling due within one year	6	18,778	38,228
		18,778	38,228
Net current assets		2,855	18,698
Net assets		2,855	18,698
The funds of the charity			
Unrestricted	9, 10	855	15,092
Unrestricted designated		-	-
Restricted	9, 10	2,000	3,606
Total funds		2,855	18,698

Exemption from audit

For the year ending 30/04/2020 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;

Directors' responsibilities:

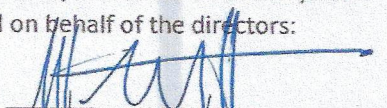
The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the micro-entity and delivered in accordance with the provisions applicable to companies subject to the small companies' regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board 10 January 2021

Signed on behalf of the directors:

Signed



Dated

20/1/21

Print Name

GLADYS JUSU - SHERIFF

Women's Association for Networking and Development
Notes to the accounts
For the year ended 30th April 2020

1. Accounting policies

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2005) issued in March 2005, the Financial Reporting Standard for Smaller Entities (effective April 2008) and the Companies Act 2006.

SORP (2005) provides a number of concessions for smaller charities that are not subject to a statutory audit. The Women's Association for African Networking and Development falls within this category and has taken advantage of these concessions (as set out in SORP 2005, Appendix 5.3)

The principal accounting policies adopted in the preparation of the financial statements are as follows.

(a) Depreciation of fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its useful life:
computers and electronic equipment: 25% of cost straight line;
all other fixtures and fittings: 20% per annum, straight line;

(b) Capital grants

Capital grants in respect of capital expenditure are credited to the Statement of Financial Activities (SOFA) when they are received.

(c) Income

Income from donations and grants is credited to the accounts in the period in which it is received, unless received in advance for a subsequent period, in which case it is carried forward in creditors.

(d) Gifts

Donated services, gifts in kind and voluntary labour were not considered to be material, and have therefore not been included in these accounts.

(e) Productions straddling two financial years

All income and expenditure is taken into the year in which the majority of performances take place.

(f) Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. The organisation does not need to register for VAT because it is below the threshold.

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 cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

(g) Fund accounting

Funds held by the charity are either:

- unrestricted general funds: these are funds which can be used in accordance with the charitable objects at the discretion of the trustees;
- designated funds: these are funds set aside by the trustees out of unrestricted general funds for specific future purposes or projects;
- restricted funds: these are funds which can only be used for particular restricted purposes within the objects of the charity; restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts

Women's Association for Networking and Development
Notes to the accounts (continued)
For the year ended 30th April 2020

2. Corporation tax

The company is a registered charity and is therefore exempt from tax on its income and gains to the extent that income and/or gains are applicable and applied to charitable purposes only.

3. Payments to directors

No payments were made to any directors during the year.

4. Grants, contracts & donations

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Donations	8,037	-	8,037	
Kensington & Chelsea Social Council	1,139	4,000	5,139 ²	13,895
Kensington & Chelsea Foundation	2,467	4,000	6,467 ³	1,000
BME Health Forum	-	2,000	2,000	500
Big Lottery	-	9,952	9,952 ¹	-
Turning Point	-	2,161	2,161	-
Sayers Butterworth	-	2,500	2,500	-
SOBUS	-	-	-	3,000
London Community Foundation	-	-	0	9,927
Big Lottery Int. Womens' Day SMART	-	1,000	1,000 2,000	-
L B Hammersmith	-	2,000	2,000	3,460
Church Urban Fund	-	2,100	2,100	-
Westminster Foundation	-	4,686	-	9,927
	<u>11,643</u>	<u>34,399</u>	<u>46,042</u>	<u>41,709</u>

5. Debtors

2020 £	2019 £
<u>0</u>	<u>0</u>
<u>0</u>	<u>0</u>

Women's Association for Networking and Development
Notes to the accounts (continued)
For the year ended 30th April 2020

6. Creditors

	2020	2019
	£	£
Independent Examination	900	800
Rent provision	17,363	35,500
Trade	525	1,928
	<u>18,778</u>	<u>38,228</u>

7. Staff costs and numbers

	2020	2019
	£	£
Wages & NI	<u>43,764</u>	<u>33,471</u>
	<u>43,764</u>	<u>33,471</u>

No employee received emolument of more than £60,000.
The average weekly number of employee during the year was 3 part time. (2019: 2 part time).

8. Fixed assets

Net Book Value	Total
	£
Brought forward 1 May 2019	0
Additions (disposals)	<u>0</u>
Carried forward 30 April 2020	<u>0</u>

Women's Association for Networking and Development
Notes to the accounts (continued)
For the year ended 30th April 2020

9. Movements in funds

	Opening Balance	Incoming resources	(Resources Expended)	Transfers	Closing Balance
	£	£	£	£	£
Unrestricted funds					
Donations & Grants	15,092	11,643	25,880	-	855
	15,092	11,643	25,880	-	855
Restricted funds					
London Community F.	1,139	-	1,139	-	-
K&C Social Council	2,467	4,000	4,467	-	2,000
Church Urban Fund	-	2,100	2,100	-	-
BME Health Forum	-	2,000	2,000	-	-
Big Lottery	-	9,952	9,952	-	-
K&C Foundation	-	4,000	4,000	-	-
Turning Point	-	2,161	2,161	-	-
Sayers Butterworth	-	2,500	2,500	-	-
Big Lottery	-	-	-	-	-
International Womens' Day	-	1,000	1,000	-	-
L B Hammersmith & Fulham	-	2,000	2,000	-	-
Westminster Foundation	-	4,686	4,686	-	-
	3,606	34,399	38,005	-	2,000

Women's Association for Networking and Development
Notes to the accounts (continued)
For the year ended 30th April 2020

10. Analysis of net assets by fund

	Unrestricted Inc. designated funds	Restricted funds	Total funds
	£	£	£
Fixed assets	-	-	-
Current assets	855	2,000	2,855
Liabilities	-	-	-
	<hr/> 855 <hr/>	<hr/> 2,000 <hr/>	<hr/> 2,855 <hr/>

10. Trustee expenses

Trustee reimbursement of expenses included on behalf of the charity nil. (18-19 £2,224)

11. Related party transactions

There are no related party transactions.

12. Independent examination and accountancy services

During the period, the cost of the examination and accountancy services was £900.

13. Glossary of terms

- Restricted funds:** These are funds given to the charity, subject to specific restrictions set by the donor, but still within the general objects of the charity.
- Designated fund:** An unrestricted fund that the Trustees have allocated for a specific purpose.
- Creditors:** These are amounts owed by the charity, but not paid during the accounting period.
- Debtors:** These are amounts owed to the charity, but not received in the accounting period.