

Rights of Women Incorporated Limited
Company Limited by Guarantee
Audited Financial Statements
31 March 2020

Jackson & Jackson
A trading name of Jackson Nicholas Assie Limited
Chartered Certified Accountants & Statutory Auditors
Suite 7, Meridian House
62 Station Road, Chingford
London E4 7BA

Rights of Women Incorporated Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2020

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Rights of Women Incorporated Limited
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report)
Year ended 31 March 2020

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2020.

Reference and administrative details

Registered charity name	Rights of Women Incorporated Limited
Charity registration number	1147913
Company registration number	08002509
Principal office and registered office	52-54 Featherstone Street London EC1Y 8RT

The trustees

Niamh Donnelly	(Retired 10 September 2020)
Annie Hedge (Chair)	
Fiona Dwyer	
Fiona Bauermeister	(Retired 11 September 2019)
Rebecca Jones	
Patsy Wollaston	
Rosario Guimba-Stewart	(Retired 11 September 2019)
Annette Maria Ashley	(Retired 10 December 2020)
Zareena Mustafa	(Retired 11 September 2019)
Lis Howell	(Retired 11 June 2020)
Mireille Hebing	
Elisha Augustin	(Appointed 11 September 2019)
Phillippa Tuckman	(Appointed 11 September 2019)
Katherine Minett	(Appointed 11 September 2019)
Kristina Glenn	(Appointed 11 September 2019)
Victoria Amanfo	(Appointed 10 September 2020)
Kat Hacker	(Appointed 10 September 2020)

Director Estelle Du Boulay

Auditor Jackson Nicholas Assie Limited
Chartered Certified Accountants & statutory auditor
Suite 7, Meridian House
62 Station Road
Chingford
London
E4 7BA

Bankers Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

Lloyds Bank
31/33 Holloway Road
London
N7 8JP

Triodos Bank
Brunel House
11 The Promenade
Clifton, Bristol
BS8 3FA

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Structure, governance and management

Rights of Women is a company limited by guarantee, Rights of Women Incorporated Limited (number 08002509) and a registered charity (number 1147913) with the Charity Commission.

The Board of Trustees met 4 times during the year. The Chair continues a process of Board development for new and established Trustees.

The day-to-day management of the organisation continues to be delegated to the Director, Estelle du Boulay who was assisted during this period in the delivery of the organisation's services by our Senior Legal Officers (SLOs) Olive Craig, Jasbindar Bhatoa, Mandip Ghai, Nicole Masri, Deeba Syed.

The Board continues to employ an external financial consultant, Ken Hercules, to undertake the management accounting.

The Finance Subgroup was held 4 times throughout the year, chaired by the Treasurer.

Our direct services for women continue to be supported by our team of 50 active volunteer women barrister and solicitors. The Board of Trustees would like to acknowledge the very significant commitment and energy of the Rights of Women staff team and volunteers in the delivery of our vital services for women.

Risk Management

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. The charity has established and maintains a detailed risk register including, but not limited to: governance, operations, finances, compliance with law and the external financial and political climate. This is reviewed at every Board meeting by the trustees. In addition to this, the charity maintains and regularly reviews a wide range of organisational policies and procedures that address mitigating risk.

Board Appointments

Open recruitment for new trustees was held throughout the year in July 2019 leading to the recruitment of four new trustees. The process followed best practice in relation to recruitment as per ROW's recruitment policy which centres on transparency, inclusivity and accountability. The Board reviewed and identified gaps in skills and representation on the Board prior to recruitment and ensured these were addressed in the recruitment advertising and selection.

The roles were advertised widely in the public domain to ensure reaching a diversity of potential candidates. The application pack included a description of board roles and responsibilities and an overview of the charity. The recruitment process required applicants to apply by way of an application form. Shortlisting and interviews were carried out by a panel of Board members who were nominated by the Board to carry this work out. After the recruitment process, the Board reviewed a summary of anonymised equality and diversity data provided by candidates to ensure organisational scrutiny and learning in relation Equality, Diversity and Inclusion principles and standards.

New trustees are provided with an induction. Ongoing training and development needs are identified through regular dedicated review meetings with the Chair and through Board meetings. Training and development needs are addressed through the content of Board Away Days and additional meetings throughout the year.

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Year ended 31 March 2020

Objectives, Activities and Strategic Report

The Memorandum and Articles of Association of Rights of Women state the objects of the organisation to be restricted to:-

- (a) the elimination of discrimination on the grounds of gender;
- (b) advancing the education of women and raising awareness of equality and diversity;
- (c) commissioning and conducting research on gender equality and diversity issues and publishing the results to the public;
- (d) cultivating a sentiment in favour of equality of women and diversity;
- (e) campaigning in relation to gender equality and diversity issues and in furtherance of the elimination of discrimination on the grounds of gender
- (f) conducting policy work in relation to gender equality and diversity issues

Vision and Mission

In accordance with these objectives the agreed vision and mission for the organisation are as follows:-

Vision

Equality, justice and safety in the law for all women

Mission

Rights of Women advises, educates and empowers women by:-

- Providing women with free, confidential legal advice by specialist women solicitors and barristers
- Enabling women to understand and benefit from their legal rights through accessible and timely publications and training
- Campaigning to ensure that women's voices are heard, and law and policy meets all women's needs

Strategic Plan 2017-2019

Our strategic priorities and objectives are set out in our Strategic Plan 2017-19.

Sustainability: RoW's unique and needed services are preserved in the women's legal advice landscape

- RoW has diversified funding which guarantees our sustainability
- RoW has a high profile among targeted stakeholders
- Volunteer engagement is optimised

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

Advice: RoW's legal advice services meet women's needs

- Increased number of women access advice from RoW
- Different ways of delivering advice are explored e.g. casework, advocacy, face to face, digitally
- Our volunteer base is used to increase access to advice

Policy: Laws, legal procedures and systems are changed to benefit women

- RoW being strategic, consistent and clear in its messaging
- Opinion formers, law and policy makers seek out RoW and its evidence
- RoW is invited to all important decision making meetings concerning women and the law (in the areas of VAWG and I&A); our advice is acted upon
- Strategic litigation is used to hold statutory bodies to account

A Board away day was held on 12 April 2019 focusing on strengthening trustees in their governance role, corporate fundraising and reviewing the outcomes of our Exceptional Case Funding policy project.

On 18 October 2019 the Board of Trustees and staff team attended an away day to review progress towards the 2017-19 strategic plan and begin development of a new strategic plan for April 2020 – March 2023.

Theory of change

The Board of Trustees has developed an organisational theory of change which underpins the priorities within the Strategic Plan 2017-19.

We have identified the following changes (outcomes) as priorities for our organisation to work towards:

- Law and policy better reflects women's needs relative to our Violence Against Women and Girls (VAWG) focus and legal specialisms
- We assist more women through expert legal advice
- Women who need our advice services know we exist
- Women (or their supporters) are able to access legal advice and support with the law through a range of channels or models
- The end of VAWG is brought nearer by ensuring that women know their legal rights before they experience VAWG
- Women have access to legal advice on a range of issues that affect them adversely and diminish their equality and safety
- Providers who are committed to justice and safety for women see the value and relevance of our work

We are operating in a very challenging political and financial environment for the issues we work on.

Since April 2013, with the introduction of the Legal Aid Sentencing and Punishment of Offenders Act 2012, there has been a complete transformation in the availability of legal advice and representation for women in Rights of Women's key areas of expertise. This means that our frontline service delivery is frequently overstretched in meeting women's legal advice and information needs, and this is exacerbated by very limited resources.

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Year ended 31 March 2020

Since April 2013, with the introduction of the Legal Aid Sentencing and Punishment of Offenders Act 2012, there has been a complete transformation in the availability of legal advice and representation for women in Rights of Women's key areas of expertise. This means that our current model of frontline service delivery is frequently overstretched in meeting women's legal advice and information needs, and this is exacerbated by very limited resources.

This current political and financial landscape continues to have the following impact:-

- increased demand for our services as a source of free legal advice and information
- fewer sources of signposting to specialist legal advice and representation
- more women representing themselves in legal proceedings
- fewer specialist volunteers to support the delivery of our services
- more demand on local non-legal advice and support organisations
- fewer opportunities for engagement with and funding from national Government
- more decisions being made and funding available at a devolved or local level

Our frontline services remain a unique source of legal advice and information. Our policy and public affairs work retains its legitimacy from the experiences of those frontline services. Our service users' voices inform our campaigning and policy work.

Undertaking our unique combination of frontline services, second tier support and policy and public affairs work strengthens our response to the challenges of the current landscape.

Developing new and innovative ways of reaching women with our advice and information services is essential to securing women's access to justice in the absence of alternative sources. Building our relationships with key partners creates new opportunities to develop and extend the reach of our activities in this new landscape.

Collaborating with our sector and building new relationships with Government, Parliamentarians and policy makers will increase the effectiveness of our future influencing work and is vital to resisting a push back in women's equality in the law and to preserving the advances we have achieved to date.

Building new audiences of supporters and activists through our social media activity and generating new campaigning capacity will also be vital in extending our reach and keeping our issues on the political agenda.

In these ways we will ensure that women have a more confident, informed and positive experience of the law and our justice systems and that they have a greater control over the legal problems they face with improved access to their remedies. We will also prevent the further erosion of women's ability to access the law and their legal remedies, ensuring that women are able to protect themselves from violence and secure more equal futures.

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Public benefit

We have referred to the advice contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Our Objects (set out above) are carried out for the public benefit as follows:-

- Our services are restricted for the benefit of women and are available to all women in England and Wales.
- Women experience many barriers to accessing the law and their legal rights. Existing or proposed new law and legal policy often discriminate against or disadvantage women as a whole or as members of a particular group.
- Through all our services and activities detailed above we aim to ensure that all women have equal access to the law, their legal rights and justice. In this way we aim to ensure that women enjoy a more equal role in society.
- Through our advice lines and publications women will benefit from increased knowledge and understanding and increased confidence in using the law enabling them to overcome the disadvantages they experience. In particular our services focus on supporting women affected by violence – recognised by the UN as one of the most significant discriminations faced by women.
- Through our training for professionals who support women we aim to increase awareness and understanding of the law as it relates to women, enabling these professionals to better support women and increase their understanding of women's equality issues.
- The legal issues we deal with include those affecting diverse groups of women including Black and Minority Ethnic women, including Refugees and asylum-seeking (BMER) women, and lesbian and bisexual women and transwomen. Through our publications and training we aim to increase awareness and understanding of the issues affecting these groups of women.
- Through our policy work we aim to ensure that the law and legal policy meets the needs of women and does not disadvantage them. We undertake research to demonstrate the impact of law and legal policy developments on women in order to raise awareness and lobby for changes which will ensure greater equality for women. Often our research focuses on specific groups of women, such as the impact of the legal aid scheme on BMER women. Our research and policy documents are disseminated to local and national Government, policy makers, statutory and voluntary sector organisations. We regularly meet with law and policy makers to discuss the impact on women and campaign for developments which ensure greater equality for women.

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Achievements and performance

Advice service

We increased our free legal advice provision to women who are at risk of or experiencing Violence Against Women and Girls throughout the year with the opening of two new advice lines:

Sexual Harassment in the Workplace (Employment Law) Advice line – launched in August 2019
EU Settlement Scheme Advice Line – launched in June 2019

In this period our telephone legal advice services have supported a total of 2419 women with advice and information on their legal rights in relation to family law, sexual violence and immigration and asylum law.

Our family and criminal law advice lines provided 1522 women with advice on family law issues including relationship breakdown, finance and children issues and/or with advice and support on the criminal justice process arising from domestic and/or sexual violence.

Our immigration and asylum law lines including our new EU Settlement Scheme advice line provided advice and support to 693 individual women and professionals supporting women with an insecure immigration status.

Our new Sexual Harassment in the Workplace (Employment Law) advice service provided advice and support to 204 women.

During this period our telephone advice services have been supported by around 20 existing active volunteer women solicitors and barristers and we recruited and trained 29 new volunteers. We would like to thank all our volunteers sincerely for the time and commitment they have given over the past year to helping women through the law.

Training and Events

In total this year we have delivered training and events to over 600 professionals throughout England and Wales.

Training delivered under the Ascent project

As part of the Ascent project (funded by London Councils) we delivered specialist legal training to 242 professionals working with women throughout London. We had to cancel several sessions in the final quarter due to the COVID-19 pandemic.

The main training course we offered under the Ascent project was: *Evidencing domestic violence in the family courts*. This course aimed to help professionals provide guidance to survivors without a lawyer on how to identify, obtain and present evidence to the family court, exploring the rules on when to provide evidence and how, types of evidence and potential sources of evidence, preparing statements and supporting documents and whether covert recordings can be used as evidence.

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One of our most popular courses once again was *Coercive control: law and developments*. This training aimed to give practitioners supporting women and girls the knowledge to support survivors of coercive and controlling behaviour in their journey through the legal system. The session examined the criminal offence of coercive control including: when it applies, what it means in practice and the benefits and challenges of the law. It also looked at measures that can be put in place through the criminal and civil justice systems to protect survivors of coercive and controlling behaviour and explored how practitioners can support survivors of coercive and controlling behaviour through the justice systems.

Other training courses we provided under this project included Supporting women and girls at risk of forced marriage and FGM (in partnership with Imkaan), Introduction to the Equality Act 2010 and Migrant women and immigration control.

EU Settlement Scheme project seminars

What next for EU citizens and their family members post-Brexit? Was delivered both online and in numerous locations around the country including London, Leeds, Suffolk, Manchester and Southampton throughout the year to 292 professionals. The free seminar aimed to provide professionals with the knowledge to support EU citizens and their family members who are victims of gender-based abuse secure the immigration status they need to continue living in the UK including: the EU Settlement Scheme, who must apply and how; how new immigration status under the EU Settlement Scheme affects entitlement to benefits; how professionals can provide practical support to women who need to apply to the EU Settlement Scheme; what is regulated immigration advice and how to help women access it; where professionals can signpost or refer women who need help with the EU Settlement Scheme.

In-house training

We delivered bespoke family law training sessions in-house to a number of organisations including SATEDA, Imkaan, Law Works and Southampton City Council.

Rights of Women Seminars

We ran further evening seminars targeted at students, our volunteers, survivors and professionals, with the help of several of our newer trustees who come from academic teaching backgrounds. The purpose of our seminars is to provide a space to understand key aspects of law or specific legal cases that are relevant to our work and mission. This year we ran *Private law children reform: a long and winding road* with Rosemary Hunter on 4th September 2019 and *The Realities of Sexual Harassment in the workplace: in conversation with Deeba Syed and Kathryn Nawrockyi*. These seminars were hosted at Regents University.

Publications

In 2019-20 we sent over 1,528 publications and guides to individual women, professionals and organisations, both statutory and voluntary, across the London Boroughs.

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Year ended 31 March 2020

Policy and campaigning

Domestic violence legal aid gateway

Following our successful judicial review (on appeal) in February 2016 of the Domestic Violence (DV) Legal Aid Gateway for private family law cases, the Government conducted research to review the regulations that sought the views of survivors, legal professionals and VAWG organisations.

The Government introduced changes to the DV Legal Aid Gateway on January 8th 2018. We are hopeful the changes to the legal aid regulations will increase the availability of legal aid to survivors of domestic violence through the extended list of evidence that the Legal Aid Agency will now accept. This includes a range of significant additional evidence that professionals including DV support organisation workers, IDVAs, ISVAs, refuges, police and housing support officers can provide including new third-party evidence.

During 2019-20 we have continued to advise the Ministry of Justice through a stakeholder group set up to monitor the impact of the changed regulations. This also provides an opportunity to hold the Government to account on their promise that family law legal aid will be available to survivors of domestic violence. During our legal challenge we had demonstrated that approximately 40% of women survivors were unable to satisfy the narrow evidence requirements of the DV legal aid gateway at the time. We are pleased to note that since the changes to the law resulting from our case, successful applications for domestic violence legal aid have increased from an average of 3900 annually to 9350 annually [Legal Aid Agency statistics, 2019]

Legal Aid, Sentencing and Punishment of Offenders Act 2012 (LASPO) Review

Our policy priorities in this area include extending the scope of LASPO in relation to family and immigration law, reintroducing funding for early advice and reforming the means test, particularly in respect of the difficulties the capital test can pose to women survivors involved in family law proceedings.

Our work this year included attending a stakeholder roundtable for the LASPO Post-Implementation Review Exceptional Case Funding Scheme in September 2019 where we made recommendations around the overly complex application process and improving the 'timeliness' of the scheme including the urgent case handling procedure.

Domestic Abuse Bill

We have continued working in partnership with others across our sector to contribute to shaping the proposed Domestic Abuse Bill. Our focus has been the need to ensure greater protections for migrant women, the proposed new domestic abuse injunctions regime and safety in the family courts. Government published its response to the domestic abuse consultation and draft Domestic Abuse bill on 21 January 2019. In February 2019, we submitted Evidence to the Joint Committee on Human Rights on the draft Domestic Abuse Bill welcoming the provisions which prevent direct cross-examination in the family courts but setting out concerns about the way the Bill is drafted and why the provisions may not go far enough. We gave evidence to the pre-legislative joint committee on the draft domestic abuse bill on 2 April 2019. We produced a joint briefing with Respect on the proposed Domestic Abuse Protection Orders (DAPOs) in June 2019. We assisted Women's Aid Federation of England to draft amendments to the Domestic Abuse Bill to be put forward as joint amendments.

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Divorce Reform

We have continued our long term policy work on divorce reform to remove the requirement to place fault and blame on a party to a marriage when applying for divorce and simplify the procedure. We gave evidence to the House of Commons Public Bill Committee on Divorce, Dissolution and Separation Bill on 2 July 2019.

Family Court Reform

Our policy priorities in this area are detailed and include the treatment of survivors and children by the family courts during child arrangements cases. We joined other prominent family law practitioners in calling for an independent inquiry in May 2019. The Government did not agree to hold an inquiry but announced a review of how the family courts protect children and parents.

We provided detailed evidence to The Family Justice Council in August 2019 about family court reform to improve the approach to cases where domestic abuse has been alleged or established.

We submitted our written response to the Private Law Working Group's Review of the Child Arrangements Programme in September 2019. In our submission we reflected the views and experiences of callers to our advice line and commented on how law and procedure could be improved.

In January 2020 the pressing need for family court reform became the subject of public scrutiny when a case in the family courts, presided over by the Designated Family Judge - Judge Tolson - was exposed through an appeal case judgment. The case involved a young woman in her early twenties, who is the mother of a young child, at a fact-finding hearing for child arrangements orders. The judge dismissed her allegations of rape based on grounds that demonstrated rape myths are still entrenched at the top and showed a lack of understanding of consent or the dynamics of abuse. We worked collectively across the women's and legal sectors to write to the Ministry of Justice, President of the Family Division, Family Justice Council and Judicial Appointments Commission to demand action be taken in response to this. Rights of Women also made a formal complaint about the judge to the Judicial Conduct Investigations Office.

EU Settlement Scheme

We have raised concerns and made recommendations for improvement to the Home Office about the EU Settlement Scheme in respect of women made vulnerable through violence and abuse. The Home Office accepted one of our priority policy demands to amend the law to include unmarried partners into Domestic Violence protection under the EUSS in August 2019; this will be enacted in 2020. Domestic violence protection was previously limited to former spouses where their marriage ended by divorce but now any family member within the scope of the EUSS (a spouse, unmarried partner, child, dependent parent or dependent relative) whose family relationship with an EU citizen has broken down permanently as a result of domestic violence will have a continued right of residence and be able to rely on this and their own residence in the UK to apply for status under the EUSS.

The Home Office has agreed to remove markings on biometric residence cards of Zambrano carers granted Settled Status following concerns that they would mistakenly lead DWP decision-makers to believe that they are not entitled to benefits as a result of work by ourselves, RAMFEL, and Public Law Project.

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Sexual Harassment in the Workplace

We have developed policy priorities in this area which include legislating for a new mandatory duty on employers to prevent sexual harassment in the workplace; restricting the use of Non-Disclosure Agreements by employers in sexual harassment and discrimination cases; extending the three-month time limit on bringing a claim to an Employment Tribunal to at least one year to afford women adequate time to come forward. We submitted evidence and recommendations to a Government Equalities Office consultation on current sexual harassment legislation in October 2019.

Other policy work

In other areas of our policy work we have continued to focus on addressing the gaps in law and policy relating to women affected by violence. We sit on a range of key groups including the Home Office's Violence Against Women and Girls Stakeholder Group, the Crown Prosecution Service Violence Against Women External Consultation Group, EU Commission Network, Home Office EUSS Safeguarding User Group, Home Office Vulnerability Advisory Group (Future Immigration Scheme).

We continue to raise awareness of our work via social media and our website.

Partnerships and other achievements

New Sexual Harassment at Work Advice Service

We are delighted to have extended our legal advice provision to cover employment law throughout the year. We launched our new Sexual Harassment at Work legal advice line on 5th August 2019. We had an impactful high-profile media launch which successfully raised awareness of the line and the issues it would address. We worked with our funder ROSA Fund, Time's Up UK and secured support from the actor Emma Watson when the line was launched. The launch was covered across print, TV and radio media nationally and globally. We recruited 22 women lawyer volunteers to provide advice on the legal advice line far exceeding our initial target of 10 in the first year. Additionally, we set up an Expert Advisory Panel of lawyers and experts to support the project which now has 9 members and meets regularly. The new service was awarded Highly Commended for the LawWorks Best New Pro Bono Activity Award 2019.

FLOWS (Finding Legal Options for Women Survivors)

Since April 2018 we have worked in partnership with the RCJ Advice on the FLOWS project. This project is focused primarily on supporting the professionals that in turn support women survivors with family law matters. This project has a focus on using technology and using digital solutions. We now host an online forum for professionals providing peer-to-peer support on family law issues. RCJ advice has been developing an online application that can assist women to complete and submit applications for Non-Molestation Orders and Occupation Orders and then be referred to a network of domestic abuse accredited legal aid solicitors.

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Financial review

In this period Rights of Women has had two major sources of income:-

Grants and donations from a broad range of sources including major grant givers such as Trust for London, Henry Smith Charity, the Rosa Justice and Equality Fund, Esmee Fairbairn Foundation and Tudor Trust. Our FLOWS partnership with RCJ Advice has been funded by the Tampon Tax grant stream. As part of the London Violence against Women and Girls Consortium we have received funding for the Ascent project from London Councils and MOPAC. Our work on the EU Settlement Scheme has been funded by the Home Office and CAB. We also receive donations and smaller grants from partners such as Garden Court Chambers.

Income generating activities include our supporters' scheme, the sale of our publications and our training courses and other events.

The Board has designated funds to meet contractual obligations in respect of staffing and administrative costs and is committed to ensuring that the level of reserves held represents at least 6 months running costs.

Reserves

The Board recognises that reserves enable long term financial viability in view of the funding environment and in particular the trend for short fixed-term grants and funding. RoW has a Reserves Policy to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

Therefore, in order to demonstrate transparency, accountability and sound financial management the ROW Reserves Policy clearly justifies the amount of reserves kept back each year.

In order to make a judgment on the amount of reserves the Trustees have considered the risks in respect of expenditure, unrestricted income and where appropriate restricted income. Also taken into consideration are any external identified potential major risks to income and expenditure.

Review of the charity's financial position at the year end

The Board have reviewed the charity's financial position at year end and are satisfied the charity continues to be in good financial health and well situated to carry out its objectives going forward. It is also noted that the charity's income is increasing year on year and this reflects growth in relation to meeting targets and priorities identified within the charity's Strategic Plan.

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Plans for the future

The Board and staff team have worked together during 2019 to develop strategic priorities for 2020-2023. These include:

1. Sustainability: RoW's unique and needed services are preserved in the women's legal advice landscape
2. Advice: RoW's legal advice services meet women's changing needs
3. Policy: Laws, legal procedures and legal systems are changed to benefit women

The team also identified the key strategic *enablers*, both internal and external, that are the conditions or factors that need to be present for the work to succeed:

Effective governance
Strong feminist values
Survivor voices central to our work
Intersectional approach and values
Effective communications
Effective service delivery models
Utilisation of the Board's skills and experience
Robust IT infrastructure
Effective volunteer management
Sufficient funding
Policy and public affairs expertise
Strong stakeholder relationships

The Board has committed to monitoring our achievement of the *enablers* as part of their ongoing risk analysis of the organisation.

Furthermore, the organisation has committed to strengthening its Equality, Diversity and Inclusion work going forwards in line with its anti-racist values to strengthen inclusion, representation and accessibility of services within the organisation. Externally, it seeks to support the Violence against Women and Girls sector in furthering anti-racist work with a particular emphasis on supporting the leadership and sustainability of specialist 'by and for' Black and minoritised women's organisations who play a vital within the sector but are frequently disproportionately marginalised and face greater funding challenges than white-led organisations.

Going Concern (COVID-19)

The Trustees have been carrying out a continuous assessment of the impact of COVID-19 on the operations of the charity, and considered the risks and threats posed.

The Trustees are satisfied that to date, the threat to operations has been minimal, and whilst working arrangements have had to be adapted, this has not significantly reduced the effectiveness of the organisation.

The Trustees are monitoring events in the country as a whole, and have a protocol in place, to provide a quick response to any changes in the operating environment, but currently do not anticipate any circumstances that significantly curtail the ability of the charity to function.

The Trustees have also considered the non-COVID-19 related circumstances and projections of the charity, and are satisfied, that the going concern basis, is appropriate for these financial statements.

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Volunteers

We should like to thank those who have given their time voluntarily to provide support to us during the period. This has enhanced and enriched our work. The advice and support is generally project based or relating to specific aspects of our work.

The efforts of volunteers constitute a valuable element of the charity's activities.

Events after the end of the reporting period

There are no significant post balance sheet events affecting the charity to note. However, the Board would highlight that the pandemic has had a critical impact on society, organisations and the economy as a whole. Furthermore, these changes have disproportionately affected some groups within society more than others in relation to structural disadvantage faced by groups with protected characteristics and/or facing intersectional disadvantage. It has impacted greatly on access to equality, safety and justice for women and the charity will seek to increase its charitable activities to address this.

Particulars of events after the reporting date are detailed in note 24 to the financial statements.

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Trustees' responsibilities statement

The trustees, who are also directors 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charity's transactions and 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. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

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

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

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2020

The trustees' annual report was approved on 24 March 2021 and signed on behalf of the board of trustees by:

A Hedge (Chair)
Trustee

R Jones
Trustee

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited

Year ended 31 March 2020

Opinion

We have audited the audited financial statements of Rights of Women Incorporated Limited (the 'charity') for the year ended 31 March 2020 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the audited financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom accounting standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland ; 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 audited financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the audited financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out below, 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.

In common with many other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

Going Concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the company or cease their operations. We are required to report to you if we have concluded that the use of the going concern basis of accounting is inappropriate or there is an undisclosed material uncertainty that may cast significant doubt over the use of that basis for a period of at least a year from the date of approval of the financial statements. In our evaluation of the trustees' conclusions, we considered the inherent risks to the company's business model and analysed how those risks might affect the company's financial resources or ability to continue operations over the going concern period.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2020

Conclusions relating to going concern

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

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

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the company will continue in operation

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' and strategic report, other than the audited financial statements and our auditor's report thereon. Our opinion on the audited 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 audited financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited 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 audited 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.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2020

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 (incorporating the Directors' Report) and strategic report for the financial year for which the audited financial statements are prepared is consistent with the audited financial statements; and
- the Directors' 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 charity 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 audited financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the audited financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2020

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the audited 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 audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the audited financial statements, the trustees are responsible for assessing the charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the audited financial statements

Our objectives are to obtain reasonable assurance about whether the audited 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 audited financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the audited financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the audited financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2020

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Assie FCCA (Senior Statutory Auditor)

for and on behalf of

Jackson Nicholas Assie Limited

Chartered Certified Accountants and Statutory Auditors

Suite 7, Meridian House

62 Station Road

Chingford

London E4 7BA

25 March 2021

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2020

		2020			2019
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	22,855	488,018	510,873	441,087
Charitable activities	6	8,697	–	8,697	11,967
Investment income	7	464	–	464	369
Total income		<u>32,016</u>	<u>488,018</u>	<u>520,034</u>	<u>453,423</u>
Expenditure					
Expenditure on charitable activities	8,9	49,708	439,113	488,821	425,457
Total expenditure		<u>49,708</u>	<u>439,113</u>	<u>488,821</u>	<u>425,457</u>
Net income		<u>(17,692)</u>	<u>48,905</u>	<u>31,213</u>	<u>27,966</u>
Transfers between funds		(2,239)	2,239	–	–
Net movement in funds		<u>(19,931)</u>	<u>51,144</u>	<u>31,213</u>	<u>27,966</u>
Reconciliation of funds					
Total funds brought forward		207,243	156,520	363,763	335,797
Total funds carried forward		<u>187,312</u>	<u>207,664</u>	<u>394,976</u>	<u>363,763</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 25 to 40 form part of these financial statements.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2020

	Note	2020 £	£	2019 £
Current assets				
Debtors	17	103,262		30,727
Cash at bank and in hand		<u>326,162</u>		<u>358,030</u>
		429,424		388,757
Creditors: amounts falling due within one year	18	(34,448)		(24,994)
Net current assets			394,976	363,763
Total assets less current liabilities			394,976	363,763
Net assets			394,976	363,763
Funds of the charity				
Restricted funds			207,664	156,520
Unrestricted funds			187,312	<u>207,243</u>
Total charity funds	20		394,976	363,763

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 24 March 2021, and are signed on behalf of the board by:

A Hedge
Trustee

R Jones
Trustee

Company Registration number: 08002509

The notes on pages 25 to 40 form part of these financial statements.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2020

	2020 £	2019 £
Cash flows from operating activities		
Net income	31,213	27,966
<i>Adjustments for:</i>		
Other interest receivable and similar income	(464)	(369)
Accrued income	(12,582)	(12,909)
<i>Changes in:</i>		
Trade and other debtors	(65,641)	10,558
Trade and other creditors	15,142	3,579
Net cash flow from operating activities	(32,332)	28,825
Cash flows from investing activities		
Interest received	464	369
Net (decrease)/increase in cash and cash equivalents	(31,868)	29,194
Cash and cash equivalents at beginning of year	358,030	328,836
Cash and cash equivalents at end of year	326,162	358,030

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2020

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 52-54 Featherstone Street, London, EC1Y 8RT.

2. Statement of compliance

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The trustees have considered the impact of Covid-19 on the charities activities and have concluded there is no long-term impact on the Organisation. As a result, it is considered that the going concern status remains intact.

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There have not been any significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have had a significant effect on the amounts recognised in the financial statements. There are no other judgements nor other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £2,000 are not capitalised.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - Straight line basis over 4 years

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Operating leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities on a straight line basis over the life of the lease

4. Limited by guarantee

Rights of Women Incorporated Limited is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Garden Court Chambers Limited	4,000	–	4,000
London Legal Support	834	–	834
Crow justice	–	–	–
Other donations under £2000	8,821	–	8,821
Grants			
Solace Womens Aid	–	67,555	67,555
Women's Resource Centre	–	23,564	23,564
Comic Relief	–	5,874	5,874
Lloyds Bank Foundation	–	–	–
TFL 2018	–	40,000	40,000
Tampon Tax	–	9,480	9,480
Tampon Tax RCJ	–	108,538	108,538
PAS Project	–	1,944	1,944
CAB EUSS	–	38,564	38,564
Big Lottery Fund	–	–	–
Henry Smith	–	40,000	40,000
ROSA - J&E	–	41,621	41,621
FRG (TFL)	–	1,350	1,350
Home Office	–	39,997	39,997
Esmee Fairbairn	–	–	–
MOPAC -Solace	–	6,902	6,902
New Philanthropy	9,200	–	9,200
ROSA Comm	–	22,986	22,986
Treebeard	–	10,000	10,000
Tudor Trust	–	29,643	29,643
	<u>22,855</u>	<u>488,018</u>	<u>510,873</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Donations			
Garden Court Chambers Limited	4,000	–	4,000
London Legal Support	603	–	603
Crowdjustice	–	105	105
Other donations under £2000	9,602	–	9,602
Grants			
Solace Womens Aid	–	67,555	67,555
Women's Resource Centre	100	22,147	22,247
Comic Relief	–	–	–
Lloyds Bank Foundation	–	50,567	50,567
TFL 2018	–	40,000	40,000
Tampon Tax	–	9,472	9,472
Tampon Tax RCJ	–	67,055	67,055
PAS Project	–	1,754	1,754
CAB EUSS	–	–	–
Big Lottery Fund	–	37,564	37,564
Henry Smith	–	40,000	40,000
ROSA - J&E	–	65,072	65,072
FRG (TFL)	–	–	–
Home Office	–	–	–
Esmee Fairbairn	–	25,491	25,491
MOPAC -Solace	–	–	–
New Philanthropy	–	–	–
ROSA Comm	–	–	–
Treebeard	–	–	–
Tudor Trust	–	–	–
	<u>14,305</u>	<u>426,782</u>	<u>441,087</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Publication sales	1,205	1,205	2,130	2,130
Conference travel reimbursements	31	31	321	321
Training income and speakers' fees	4,180	4,180	8,928	8,928
Miscellaneous income	2,486	2,486	588	588
Fundraising income	795	795	–	–
	<u>8,697</u>	<u>8,697</u>	<u>11,967</u>	<u>11,967</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Bank interest receivable	464	464	369	369
	<u>464</u>	<u>464</u>	<u>369</u>	<u>369</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Legal Advice and information for women	38,721	438,107	476,828
Support costs	10,987	1,006	11,993
	<u>49,708</u>	<u>439,113</u>	<u>488,821</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Legal Advice and information for women	39,161	373,922	413,083
Support costs	10,272	2,102	12,374
	<u>49,433</u>	<u>376,024</u>	<u>425,457</u>

There is no separate analysis of significant activities, as there are no discernible delineations in the activities, and they are therefore most meaningfully construed as one activity.

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2020 £	Total fund 2019 £
Legal Advice and information for women	476,828	–	476,828	413,083
Governance costs	–	11,993	11,993	12,374
	<u>476,828</u>	<u>11,993</u>	<u>488,821</u>	<u>425,457</u>

10. Analysis of support costs

	AGM costs £	Legal & Professional costs £	Audit fees £	Total 2020 £	Total 2019 £
Governance costs	<u>362</u>	<u>6,231</u>	<u>5,400</u>	<u>11,993</u>	<u>12,374</u>

11. Net income

Net income is stated after charging/(crediting):

	2020 £	2019 £
Operating lease rentals	<u>771</u>	<u>771</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

12. Auditors remuneration

	2020	2019
	£	£
Fees payable for the audit of the financial statements	4,050	3,973
Fees for non-audit services	1,350	1,324
	<u>5,400</u>	<u>5,297</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2020	2019
	£	£
Wages and salaries	335,862	269,500
Social security costs	24,244	22,822
Employer contributions to pension plans	11,867	7,883
	<u>371,973</u>	<u>300,205</u>

The average head count of employees during the year was 12 (2019: 11). The average number of full-time equivalent employees during the year is analysed as follows:

	2020	2019
	No.	No.
Number of staff involved in charitable activities	7	6
Number of administrative staff	2	1
Number of management staff	1	1
	<u>10</u>	<u>8</u>

No employee received employee benefits of more than £60,000 during the year (2019: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total paid to key management personnel for services provided to the charity was £266,616 (2019: £208,412).

14. Trustee remuneration, expenses & related party transactions

- No trustees received any remuneration or other benefits from employment with the charity; and
- No trustees or other person related to the charity has any personal interest in any contract or transaction entered into by the charity during the year or the previous year.
- No Trustees received expenses during the year (2019: Nil)

15. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good funding shortfalls and eliminate negative fund balances.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

16. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2019 and 31 March 2020	67,814	67,814
Depreciation		
At 1 April 2019 and 31 March 2020	67,814	67,814
Carrying amount		
At 31 March 2020	–	–
At 31 March 2019	–	–

17. Debtors

	2020 £	2019 £
Trade debtor	88,941	26,646
Bad debt provision	(12,123)	(16,370)
Prepayments and accrued income	26,444	20,451
	103,262	30,727

18. Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	25,294	10,255
Accruals and deferred income	128	5,816
Social security and other taxes	7,590	6,805
Other creditors	1,436	2,118
	34,448	24,994

The figure of other creditors includes a pension liability of £1,417 (2019: £2,099). There is no other pension liability other than those disclosed above.

19. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £11,867 (2019: £7,883).

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

20. Analysis of charitable funds

Unrestricted funds

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
General funds	28,273	32,016	(49,708)	(2,239)	8,342
Designated Fund - see below	178,970	—	—	—	178,970
	<u>207,243</u>	<u>32,016</u>	<u>(49,708)</u>	<u>(2,239)</u>	<u>187,312</u>

	At 1 April 2018 £	Income £	Expenditure £	Transfers £	At 31 March 2019 £
General funds	58,357	26,641	(49,433)	(7,292)	28,273
Designated Fund - see below	178,970	—	—	—	178,970
	<u>237,327</u>	<u>26,641</u>	<u>(49,433)</u>	<u>(7,292)</u>	<u>207,243</u>

Designated Funds are reserves ringfenced by the Board to meet redundancy and winding up costs in the event of loss of funding. These funds are the equivalent of approximately 6 months running costs.

The General Fund is to support any short-term shortfall, for example a gap between grants, or to cover specific expenses where grant or other funding is not available.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

20. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2019	Income	Expenditure	Transfers	At 31 March 2020
Big Lottery Fund	3,954	–	–	–	3,954
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,067	–	–	–	4,067
Women's Resource Centre	2,109	23,564	(23,369)	–	2,304
Solace Women's Aid	6,153	67,555	(72,630)	–	1,078
Unbound Philanthropy	13,670	–	–	–	13,670
Comic Relief Second Grant	8,869	–	–	–	8,869
Esmee Foundation	23,100	–	(23,145)	45	–
Family Rights Group	6,065	–	–	–	6,065
PAS Projects	3,387	1,944	–	–	5,331
Multiple Disadvantaged Women	1,051	–	–	–	1,051
Crowdjustice	4,520	–	–	–	4,520
Lloyds Bank Foundation	277	–	–	–	277
Tampon Tax	246	9,480	(9,480)	–	246
TFL 2018	14,975	40,000	(39,531)	–	15,444
Tampon Tax RCJ	2	108,538	(107,324)	–	1,216
ROSA - JEF A&S	63,111	41,621	(55,142)	–	49,590
Henry Smith	964	40,000	(43,047)	2,083	–
CAB EUSS	–	38,564	(4,363)	–	34,201
Comic Relief	–	5,874	–	–	5,874
FRG (TFL)	–	1,350	–	–	1,350
Home Office	–	39,997	(40,108)	111	–
MOPAC - Solace	–	6,902	(6,737)	–	165
ROSA Comm	–	22,986	(9,277)	–	13,709
Treebeard	–	10,000	(3,382)	–	6,618
Tudor Trust	–	29,643	(1,578)	–	28,065
	<u>156,520</u>	<u>488,018</u>	<u>(439,113)</u>	<u>2,239</u>	<u>207,664</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

20. Analysis of charitable funds *(continued)*

	At 1 April 2018 £	Income £	Expenditure £	Transfers £	At 31 March 2019 £
Big Lottery Fund	19,907	37,564	(53,517)	–	3,954
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,067	–	–	–	4,067
Women's Resource Centre	3,480	22,147	(30,810)	7,292	2,109
Solace Women's Aid	6,153	67,555	(67,555)	–	6,153
Unbound Philanthropy	13,670	–	–	–	13,670
Comic Relief Second Grant	8,869	–	–	–	8,869
Esmee Foundation	17,148	25,491	(19,539)	–	23,100
Family Rights Group	6,065	–	–	–	6,065
PAS Projects	3,680	1,754	(2,047)	–	3,387
Multiple Disadvantaged Women	1,051	–	–	–	1,051
Crowdjustice	4,415	105	–	–	4,520
Lloyds Bank Foundation	1,019	50,567	(51,309)	–	277
Tampon Tax	185	9,472	(9,411)	–	246
TFL 2018	8,761	40,000	(33,786)	–	14,975
Tampon Tax RCJ	–	67,055	(67,053)	–	2
ROSA - JEF A&S	–	65,072	(1,961)	–	63,111
Henry Smith	–	40,000	(39,036)	–	964
CAB EUSS	–	–	–	–	–
Comic Relief	–	–	–	–	–
FRG (TFL)	–	–	–	–	–
Home Office	–	–	–	–	–
MOPAC - Solace	–	–	–	–	–
ROSA Comm	–	–	–	–	–
Treebeard	–	–	–	–	–
Tudor Trust	–	–	–	–	–
	<u>98,470</u>	<u>426,782</u>	<u>(376,024)</u>	<u>7,292</u>	<u>156,520</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

20. Analysis of charitable funds *(continued)*

Big Lottery Fund: This is a grant towards the staffing and project costs of our telephone advice lines and legal guides supporting women affected by violence. This grant also supports the development of a new website and capital costs for new IT and office equipment.

Comic Relief: This is a grant towards the staffing and project costs of our work supporting asylum-seeking women including publications and workshops.

Women's Resource Centre: This is a grant towards the staffing and project costs of the Ascent Project (Second tier support) including training and events, briefings, newsletters and online resources on violence against women issues.

Solace Women's Aid: This is a grant towards the staffing and project costs of the Ascent Project (Advice and Counselling) including our telephone advice lines and legal information for women affected by domestic and sexual violence.

Garden Chambers: This is a grant towards the core costs of our advice and information services for women.

Unbound Philanthropy: This is a grant towards the staffing and project costs of our telephone advice lines and legal information for vulnerable migrant women affected by violence and towards our policy and influencing activities.

Comic Relief Second grant: This is a grant towards the staffing and project costs of our Athena project to strengthen the legal advice and support available to vulnerable migrant women.

Esmee Foundation: This is a grant towards the Director's salary and core costs.

Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund: This is a grant towards the staffing and project costs of a series of events with professionals to discuss legal and other responses to forced marriage regionally in England and Wales and to produce a report.

Trust for London: This is a grant towards the staffing and project costs of our Athena project to strengthen the legal advice and support available to vulnerable migrant women.

Family Rights Group: This is a grant for the staffing costs of a project to support women affected by domestic violence involved with social services.

PAS Project: This is a partnership project with Prisoners Advisory Service providing family law advice to women in prisons.

Multiple Disadvantage Women: This is a partnership project providing immigration legal advice to women in Tower Hamlets with complex needs including those who have No Recourse to Public Funds.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

20. Analysis of charitable funds *(continued)*

Crowdjustice: This money was raised from donations from public through an online crowdsourced funding campaign. It is for our family law advice services.

Lloyds Bank Foundation: This is a grant to deliver casework to women survivors and make policy recommendations in relation to the Exceptional Case Funding scheme in the Legal Aid system.

Tampon Tax: This is a grant toward staff and project costs for a partnership project where we deliver immigration and asylum law legal advice work to vulnerable migrant women.

TFL 2018: This is a grant towards the staffing and project costs of our Athena project (Phase 2) to strengthen the legal advice and support available to vulnerable migrant women.

Tampon Tax RCJ: This grant is for a partnership project with RCJ Advice called FLOWS (Finding Legal Option for Women Survivors) covering staffing costs and project costs. The project focuses on using tech and digital solutions to assist individual women survivors and professionals to access support with family law legal issues.

ROSA JEF A&C: This grant from ROSA Justice and Equality Fund Advice and Counselling strand is to fund the provision of a new free legal advice service providing employment law advice to women survivors of sexual harassment in the workplace. It primarily covers staffing and project costs and volunteer expenses.

Henry Smith: This is a grant towards staffing and project costs of our Athena project (Phase 2) to strengthen the legal advice and support available to vulnerable migrant women at a critical point in their lives.

ROSA JEF Communications: This grant from the ROSA Justice and Equality Fund 'Changing the Conversation' strand is to fund communications work to raise awareness and change the public narrative around sexual harassment in the workplace. It primarily covers staffing and project costs.

Home Office EUSS grant: This grant funds a new immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

CAB EUSS second tier immigration pilot: This grant is for a partnership project with RCJ Advice to provide specialist immigration legal advice on demand to vulnerable women with complex cases making applications to the EU Settlement Scheme. It covers staffing costs.

NPC Transitional Advice Fund: This is a small grant to fund policy work relevant to the EU Settlement Scheme and provisions for vulnerable women experiencing or at risk of VAWG. It covers staff costs.

Tudor Trust: This grant funds our national family law advice law service in relation to delivery of advice, policy work, publications, setting up and working with a women survivor panel and supporting volunteers. It primarily covers staffing costs, volunteer costs and project costs.

MOPAC Solace: This grant is for the Ascent Plus project which is an additional grant to extend the reach of the London Councils Advice and Counselling Ascent project. It is a consortium grant from MOPAC and Solace Women's Aid is the lead partner.

Treebeard: This is an unrestricted grant to assist with any additional costs the organisation faces due to the COVID-19 pandemic.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

21. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Current assets	221,760	207,664	429,424
Creditors less than 1 year	<u>(34,448)</u>	<u>–</u>	<u>(34,448)</u>
Net assets	<u>187,312</u>	<u>207,664</u>	<u>394,976</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Current assets	232,237	156,520	388,757
Creditors less than 1 year	<u>(24,994)</u>	<u>–</u>	<u>(24,994)</u>
Net assets	<u>207,243</u>	<u>156,520</u>	<u>363,763</u>

22. Analysis of changes in net debt

	At 1 Apr 2019 £	Cash flows £	At 31 Mar 2020 £
Cash at bank and in hand	<u>358,030</u>	<u>(31,868)</u>	<u>326,162</u>

23. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2020 £	2019 £
Not later than 1 year	771	771
Later than 1 year and not later than 5 years	450	1,158
	<u>1,221</u>	<u>1,929</u>

24. Post balance sheet events

The trustees have considered the likelihood of any negative subsequent events arising from the impact of COVID-19 and have concluded that the incidence of such events is likely to have a minimal impact on the financial statements.

The charity holds one ordinary share valuing at £1 in Tindlemanor Limited, which owns the property occupied by the charity. On 1 February 2021 the charity's interest in Tindlemanor Limited increased from a 20% holding to a 33.33% holding. No adjustment to these financial statements is considered necessary.

The trustees also considered the likelihood of other significant post balance sheet events and concluded that there are none which significantly impact the financial statements.

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

25. Related parties

During the year £67,555 and £6,902 respectively was received through Solace Women's Aid, of which Fiona Dwyer (trustee) has been appointed CEO. The trustee has not been involved in any part of the funding process.

The charity holds one ordinary share valuing at £1 in Tindlemanor Limited, which owns the property occupied by the charity. On 1 February 2021 the charity's interest in Tindlemanor Limited increased from a 20% holding to a 33.33% holding. All transactions are at arm's length. The only transactions with the company during the financial year are in relation to service charges which amount to £13,788.

26. Going concern (COVID-19)

The trustees have been carrying out a continuous assessment of the impact of COVID-19 on the operations of the charity, and considered the risks and threats posed.

The trustees are satisfied that to date, the threat to operations has been minimal, and whilst working arrangements have had to be adapted, this has not significantly reduced the effectiveness of the organisation.

The trustees are monitoring events in the country as a whole and have a protocol in place to provide a quick response to any changes in the operating environment. They currently do not anticipate any circumstances that significantly curtail the ability of the charity to function.

The trustees have also considered the non-COVID-19 related circumstances and projections of the charity and are satisfied that the going concern basis is appropriate for these financial statements.