

REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION

Annual Report and Accounts  
Year ended: 31ST MARCH 2022

Registered CIO No: 1171683

**REFUGEE WOMEN OF BRISTOL  
CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
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CHARITABLE INCORPORATED ORGANISATION  
Annual Report and Accounts  
Legal and administrative information**

**Status**

Refugee Women of Bristol is a registered Charitable Incorporated Organisation with the Charity Commission in England and Wales on 20 February 2017. Refugee Women of Bristol was originally registered as a charity on 29 April 2010

**Trustees and management committee**

Mrs Muna Ali, Chair  
Mrs Amina Jama  
Mrs Marfat Shamat, Vice-chair  
Mrs Fatuma Othman  
Miss Tatu Nampijji  
Mrs Nasra Gedi  
Mrs Safa Omer, Treasurer      Elected November 2021  
Miss Ayesha Ali, Secretary      Elected November 2021  
Miss Shazia Akhtar      Elected November 2021  
Miss Aminata Coulibali      Elected November 2021

**Registered charity number 1171683**

**Registered office**

Unit 35, Easton Business Centre, Felix Road, Bristol BS5 0HE  
[info@refugeewomenofbristol.org.uk](mailto:info@refugeewomenofbristol.org.uk)  
<http://www.refugeewomenofbristol.org.uk/>

**Bankers**

Lloyds TSB

**Accountants**

AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

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**Reflections from the Chair and Development Manager**

2021-22 was yet another challenging year as the impact of COVID-19 continued, including some restrictions. We were fortunate enough to secure more funding and receive some donations to deliver very successful services. Our collaborative funding with FORWARD helped us to continue our work on Violence Against Women and Girls. We also partnered with Bristol Refugee Rights, Borderlands, Hospitality Network and Project MAMA; together we secured the Bristol Impact Fund 2 from October 2021 for 4 years to develop joined-up and complimentary services for refugees and asylum seekers in Bristol.

Refugee Women of Bristol staff and volunteers continued to deliver holistic support to our members in-person and online. We were able to redesign our work and create tailored support for the needs of individual women. As the pandemic continued, we had some restrictions such as the number of clients that could be at our drop-in centre at any given time. In response, we provided many different services in a Covid-secure way 5 days a week. This was not always easy as it created many challenges and additional work in terms of risk assessments.

The pandemic had a huge impact on women who experienced previous trauma and found themselves in isolation and continuous uncertainty. Our Mend the Gap team provided 1-1 emotional and practical support including helping women to access counselling services. The team also worked alongside FORWARD to train 10 new health advocates in our Leadership Training Program.

RWoB commissioned a trainer to help us build new strategic thinking in our organisation and improve our ways of working. The trainer designed a tailored Community Development (CD) training programme in consultation with our staff and volunteers; this will enable them to strengthen their understanding of CD as well as expand our toolkit of skills and techniques to better work with women.

One of the highlights of our work this year was [Wonderland Comms](#) commissioning [Amy Teslin](#) to create our incredible new website. Amy has worked with us over the last few months and has helped us create a new, vibrant, and more accessible website ([RWOB](#)). The Wonderland team also coordinated a media campaign to launch the website and raise the profile of our organisation. See [Bristol24/7](#), [Bristol Post](#) and [Bristol Voices](#).

RWoB worked with the Bristol Refugee and Asylum Seeker Partnership ([BRASP](#)) which is 16 organisations that support asylum-seekers and refugee communities in Bristol. This collaboration helped our referral pathways and ensured that the needs of our women were met, particularly women who experience violence and abuse. RWoB is the only organisation in the partnership with a majority of its staff and volunteers from refugee and asylum-seeking backgrounds. We shared the impact of staff and volunteers with lived experience empowering women who access our services. This collaboration benefited both our work and our members.

Our services were dependent on a dedicated team of volunteers who gave their precious time to deliver a lifesaving service in this difficult time and we would like to acknowledge and thank them. We would also like to express our utmost gratitude and appreciation to all our funders who responded generously in this unprecedented time and enabled us to deliver a unique and flexible service to a vulnerable group of women in Bristol.

Thank you to all those who donated, fundraised, and supported us this year to continue to deliver the unique service for and led by refugee and asylum-seeking women in Bristol and its surrounding areas.

**Objectives and activities**

Refugee Women of Bristol is a registered charity set up in 2003 by a group of refugee women to advance education, relieve poverty, promote, and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by provision of advice, information, and support.

**What we want to achieve**

\*To raise the educational status of refugee women and asylum seekers – giving them more choices, opportunities to gain employment and improved economic prospects.

\*To ensure that women have access to relevant information on issues concerned with welfare rights, health, education, and other appropriate issues.

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**What we want to achieve continued.**

- \*To raise awareness of the issues faced by the women and reduce barriers that prevent them from accessing other services and opportunities, building bridges, and improving integration.
- \*To assist the women to develop good social networks and include rather than exclude themselves from the community – reducing isolation.
- \*To improve self-esteem and self-confidence.
- \*To empower women to participate in local and national decision-making processes.

**How we achieve our aims**

- \*Providing access to information on issues such as health, welfare, childcare, education, housing, training, and employment.
- \*Enabling women to access support from bi-lingual community workers and ensuring written information is translated or interpreted verbally for those who are not literate in their first language.
- \*Delivering leisure and social opportunities.
- \*Provision of free educational opportunities with the support of an on-site free crèche.
- \*Informing service providers about the needs of refugee women through workshops, presentations and by raising RWOB's profile at community events.
- \*Organising social events/outings to give women a chance to build friendship networks.
- \*Outreach work to increase participation of women in the group from a wide range of cultural backgrounds.
- \*Making links with local and national organisations, which will support the work and the development of the organisation.
- \*Developing the Board of Trustees through a programme of support and training so the organisation can be managed effectively.
- \*Enabling women to have a say in the development of services that may affect their lives.

**Summary of activities and achievements**

**2021-22:** We had **143** new members and a total membership of **521**. Our members speak over **40** different first languages and have **39** different countries of origin.

- We had **35** volunteers; **18** volunteering places were given to the members including the trustees.
- Our English language and life skills support service is run by volunteers. The service focuses on teaching practical language skills that women can use in their daily lives, for example going to the doctors, accessing information about COVID-19, home-schooling and how to communicate with teachers. **127 women attended ESOL classes including 1-1 reading and conversation classes online and in person.**
- Our Community Workers provided over **951** individual advocacy and information sessions to **174** new women.
- Our Mend the Gap team provided 1-1 emotional and practical support to **41** women from African and Arabic-speaking communities who are survivors of physical and emotional abuse. Some were also referred to specialist support agencies for further support such as counselling services from Bristol Mind. Additionally, **67** women accessed information and guidance about safeguarding and FGM law.

RWoB in partnership with FORWARD recruited **10** new women to take part in our leadership training in Bristol. The FORWARD team, supported by the RWoB Mend the Gap team, along with former health advocates delivered the training. The purpose of this training was to enable women to become leaders who can influence social change in their communities through outreach programs tackling gender-based violence such as FGM and forced marriage. The FGM Zero Tolerance Event at end of the training in February was an opportunity to award the advocates and give them their certificates.

- Befriend Community Support: RWoB Befriend volunteers who are also community advocates continued to provide peer and 1-1 support to **61** women in the community. This support included information sharing, welfare calls, and running online workshops addressing VAWG and Health and Wellbeing. They invited professionals to run some of the workshops, but most were run by Befriend volunteers.

-**10** women received 'hardship' money of £50 or £20 each, and **£350** was distributed to these women who were experiencing domestic violence, we also helped some of them move to safe houses. **25** women accessed free bus fare tickets, and a further **30** women accessed our hardship fund. Altogether **65** women accessed financial support for a total of **£808**.

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-We celebrated International Women's Day, Christmas, Eid, and Kurdish New year.

-As part of the Refugee Festival in June 2021, we ran smaller events and activities to celebrate the refugee contribution to Bristol according to government guidance.

- **Early Years Project (EYP):** The Bristol Refugee Rights Early Years Project delivered at RWoB offers a wide range of activities for children under 5. These include construction, painting, water play, sand play and imaginary play. Each session ends with a song and movement time with the children where we use parachutes/bubbles and puppets. The provision follows the children's lead and interests and schematic play. A wide range of books is always on offer as well as a quiet area for younger children to explore heuristic play including treasure baskets which tune into the different senses.

Several referrals were made for parents to access nursery places for their children as well as signposting to different parent groups and children's centres across the city. We also ran a stay and play session with the parents and children where we tasted food together and sang songs. The parents reported that they really enjoyed this session and is something we will offer again in the future. **27 individual children attended the EYP; in this period 21 new children were registered with 212 sessions which were delivered.**

-**Training for staff and volunteers:** RWoB organised training for staff and volunteers to enable them to deliver safe, supported, and appropriate services to our members. The training was Safeguarding, Basic and Advanced Impact Measurement, Networking, Managing Finance, Five Ways to Wellbeing modules 2 and 3, Successful Strategic Leadership, stepping up Leadership, Cultural Awareness, 3 ways to grow your Facebook page without paying for ads, Your ABC of LGBT, Setting Up Your Communications Right for 2021, Counselling level 2, Small Charities and Revisiting Reserves.

- Workshops for staff and volunteers: How to demonstrate your charity value, Digital Safeguarding network, and 5 sessions of Digital Storytelling workshops.

-**Workshops:** We delivered **26** workshops to our members including the Importance of Physical activities, Healthy Eating, Self-care, COVID-19 Vaccine Awareness in community languages, Vitamin D awareness in community languages, Childhood Obesity awareness in Community languages, on weaning, breast cancer and on smear tests among others. These workshops were run in-person and online. **317 women attended these workshops.**

**Wellbeing activities:** our well-being activities included weekly Zumba classes, weekly walking groups, weaning sessions, the mother nurture for new mothers and babies, Mono printing art, Breast Cancer, and smear test sessions. **120 women took part in these activities.**

**Coffee Mornings:** The RWoB monthly Coffee Morning sessions are designed to create a safe space for community members to engage in discussion and increase their understanding of VAWG. These sessions were facilitated by key professionals and community health advocates/champions. The topics we covered were women's safety online; domestic violence (DV); FGM (including access to the Bristol FGM clinic); depression and anxiety caused by abuse; as well as accessing women's refuges and other support services. **132 women attended these sessions.**

**Personnel 2021-2022**

Layla Ismail - Development Manager

Negat Hussein - Drop-in Co-ordinator and Community Outreach Worker

Sherien Sheikh – Drop-in Assistant

Azza Mustafa – Health and Well-being Coordinator

Sana Elgoraish - Finance Worker

Viki Harte - Administrator

Jade Pang - Community Worker (Chinese)

Muna Talha - Community Worker (Arabic)

Sauad Osman - Community Worker (Somali)

I would like to thank the trustees, staff and volunteers whose energy, determination, and commitment to improving the quality of life for women from the refugee community is immeasurable. Finally, on behalf of everyone at RWoB, I would like to express our gratitude and thanks to all our funders, donors, and fundraisers.

Layla Ismail  
Development Manager

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**Structure, Governance and Management**  
**Objectives and activities**

**The objects of the charity are:**

To advance education, relieve poverty and promote and protect the health of refugee women and those seeking asylum in Bristol and the surrounding area by the provision of advice, information and support.

**Organisation**

Refugee Women of Bristol is governed by a Constitution which operates as an Association. The Trustees are appointed or reappointed annually at AGMs and can be co-opted in between. Trustees are provided with a 4-session induction to introduce them to their role and responsibilities. They are then supported to undertake training appropriate to any special role they undertake on the management committee. This includes an introduction to the organisation's policies including:

- \*Confidentiality
- \*Equal Opportunities
- \* Safeguarding Adults Policy
- \* Grievance and Disciplinary Procedures
- \* Health and Safety policy and risk assessments
- \*Complaints Procedures.
- \* Financial policy and procedures
- \* Service user involvement policy

**Refugee Women of Bristol's (RWOB) organisational structure and the wider network it works with.** RWOB is a registered charity with financial support from the local council and local and national trust funds. Bristol City Council has funded the organisation since its inception in 2003. RWOB has an excellent track record of engaging hard-to-reach women from the refugee and asylum-seeking community. Refugee women have been at the heart of the organisation since its beginning, involved at all levels as volunteers, staff and trustees. The management committee is entirely led by women from refugee backgrounds who understand the needs and issues faced by refugee and asylum-seeking women from their own experience; they are therefore best placed to direct the development of services for the community and ensure that they are culturally appropriate.

The organisation is made up of trustees, paid staff and a team of volunteers. We actively support our members in developing their skills, so they can participate in the management committee, volunteer and/or apply for paid positions. RWOB has an excellent track record of working in partnership with service providers to deliver services at the drop-in centre and in the wider community. RWOB has formed successful partnerships with a range of voluntary and statutory organisations. Key partnerships include Bristol Refugee Rights, Borderlands, Public Health, FORWARD charity, Bristol Red Cross, and Bristol City Council amongst others.

The trustees closely monitor risks associated with running services for the organisation by carrying out risk assessments and implementing appropriate measures to mitigate risk.

**Public Benefit**

The Trustees have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aim and objectives they have set.

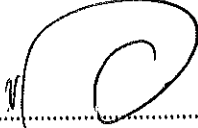
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**Statement of trustees' responsibility**

A UK Charity regulation requires the trustees to prepare financial statements that give a true and fair view of the charity's financial activities during the year and its financial position at the end of the year. In doing so the trustees are required to: -

- \* Select suitable accounting policies and then apply them consistently;
- \* Make judgements and reasonable and prudent judgement;
- \* State whether applicable accounting standards and statement of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements;
- \* Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with applicable law, regulations, and the trust deed. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed.....  
Mrs Muna Ali  
Chairperson

Date: 03/08/2022



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Independent Examiner's Report to the Trustees  
for the year ended 31ST MARCH 2022**

I report to the trustees on my examination of the accounts of the above charity for the above period.

**Responsibilities and basis of report:**

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

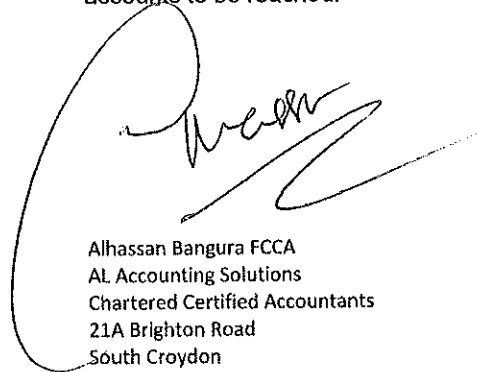
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement:**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- \* the accounting records were not kept in accordance with section 130 of the Charities Act; or
- \* the accounts did not accord with the accounting records; or
- \* the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Alhassan Bangura FCCA  
AL Accounting Solutions  
Chartered Certified Accountants  
21A Brighton Road  
South Croydon  
Surrey  
CR2 6EA

03/08/2022  
Date.....

**REFUGEE WOMEN OF BRISTOL**  
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**Statement of Financial Activities (including Income and Expenditure Account)**  
**for the year ended 31ST MARCH 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
<b>Incoming resources:</b>					
<i>Incoming resources from generated funds</i>		8,748	-	<b>8,748</b>	8,520
Donations					
<i>Incoming resources from charitable activities</i>		5,000	188,271	<b>193,271</b>	185,398
Grants and Service level agreements					
Total Incoming resources		<u>13,748</u>	<u>188,271</u>	<u><b>202,019</b></u>	<u>193,918</u>
<b>Resources Expended:</b>					
Charitable activities	6	9,431	162,611	<b>172,042</b>	154,470
Total Resources Expended		<u>9,431</u>	<u>162,611</u>	<u><b>172,042</b></u>	<u>154,470</u>
Net incoming resources		4,317	25,660	<b>29,977</b>	39,448
Opening funds balance		48,190	60,008	<b>108,198</b>	68,750
Adjustments/transfers	7	24,557	(24,557)	-	-
Closing funds balance	7	<u>77,064</u>	<u>61,111</u>	<u><b>138,175</b></u>	<u>108,198</u>

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Balance Sheet as at 31ST MARCH 2022**

	<u>Notes</u>	<u>2022</u>	<u>2021</u>
		£	£
<b>Current assets</b>			
Debtors & prepayments	4	1,450	300
Cash at bank		137,812	109,809
Cash In Hand		403	41
		<u>139,665</u>	<u>110,150</u>
<b>Creditors: Amounts falling due withn one year</b>	5	<u>(1,490)</u>	<u>(1,952)</u>
Net Current Assets		138,175	108,198
<b>Net Assets</b>		<u>138,175</u>	<u>108,198</u>
 <b>REPRESENTED BY:</b>			
Restricted Funds	7	61,111	60,008
Unrestricted Funds	7	77,064	48,190
		<u>138,175</u>	<u>108,198</u>

These financial statements were approved by the trustees on .....  
and are signed on their behalf by:

  
.....  
Mrs Muna Ali  
Chairperson

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**1. Accounting policies**

a) The accounts (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 (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

b) Grants and income are included in full in the Statement of Financial Activities in the year in which they are receivable, except as follows:

i) When donors specify that funds must be used in future accounting periods, the income is then deferred until those periods.

ii) When funders impose conditions which have to be fulfilled before the charity becomes entitled to the income, as such the income is deferred until after the pre-condition is met.

c) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

d) Unrestricted funds are donations and other incoming resources received for the objects of the charity without further specified purpose and are available as general funds.

e) Restricted funds are to be used for specific purposes as laid down by the donor.

**2. Net incoming resources for the year**

<b>This is stated after charging:</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Independent Examiners Fee	<b>1,140</b>	<b>1,020</b>
	<hr/>	<hr/>

**3. Staff cost and numbers**

	<b>2022</b>	<b>2022</b>	<b>2021</b>	<b>2021</b>
	<b>Number</b>	<b>£</b>	<b>Number</b>	<b>£</b>
Wages & Salaries	<b>9</b>	<b>110,372</b>	<b>11</b>	<b>94,980</b>
	<hr/>	<hr/>	<hr/>	<hr/>

**4. Debtors & Prepayments**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Prepayments	<b>1,450</b>	<b>300</b>
	<hr/>	<hr/>
	<b>1,450</b>	<b>300</b>
	<hr/>	<hr/>

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**5. Creditors & Accruals**

	<b>2022</b>	2021
	£	£
Trade Creditors & accruals	<b>1,140</b>	1,020
Payroll Tax and National Insurance	<b>350</b>	932
	<u><b>1,490</b></u>	<u>1,952</u>

**6. Charitable activities**

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2022	2021
	£	£	£	£
Salaries and pension cost	3,089	107,283	<b>110,372</b>	94,980
Events and workshops	1,677	14,465	<b>16,142</b>	11,735
Room hire	-	3,619	<b>3,619</b>	2,430
Volunteer expenses	220	13,430	<b>13,650</b>	7,163
Advocacy & support	1,034	20	<b>1,054</b>	16,062
Rent, rates & utilities	-	10,314	<b>10,314</b>	10,224
Postage, stationery & office sundries	90	669	<b>759</b>	1,463
Telephone & internet	-	592	<b>592</b>	603
Travel & subsistence	326	2,056	<b>2,382</b>	1,498
Recruitment & CRB checks	-	65	<b>65</b>	28
Non capitalised asset cost	11	1,818	<b>1,829</b>	2,370
Training	-	566	<b>566</b>	774
Membership & subscription	-	415	<b>415</b>	214
Legal and professional	1,844	3,226	<b>5,070</b>	2,312
Website & publicity	-	35	<b>35</b>	156
Insurance	-	974	<b>974</b>	918
Bookeeping & payroll cost	-	-	<b>-</b>	208
Bank charges	-	251	<b>251</b>	165
Trustee expenses	-	2,813	<b>2,813</b>	147
Accountancy fees	1,140	-	<b>1,140</b>	1,020
	<u>9,431</u>	<u>162,611</u>	<u><b>172,042</b></u>	<u>154,470</u>

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7. Movement in funds	At 01-Apr-21	Incoming resources £	Outgoing resources £	Adjustment & Transfers £	At 31-Mar-22 £
<b>Restricted funds</b>					
Bristol City Council BRASP Community Hubs	630	19,560	(18,102)	(128)	1,960
Bristol City Council Community Exchange Grant	21,267	-	(14,631)	(6,636)	-
Bristol City Council COVID-19 Grant	4,457	-	(4,457)	-	-
Bristol City Council Self Isolation Grant	-	8,000	(2,785)	(5,215)	-
The National Lottery Community Fund	5,926	37,418	(37,127)	-	6,217
JJ Charitable trust	-	5,000	-	-	5,000
Anonymous Funder	6,494	20,000	(6,129)	(5,000)	15,365
HT & LB Cadbury Trust	-	1,000	(500)	-	500
John James Foundation	7,781	12,000	(5,448)	(7,000)	7,333
Lloyds Bank Foundation	-	32,832	(32,254)	(578)	-
Lloyds Emergency Fund	2,498	-	(2,498)	-	-
Rosa BME COVID Emergency Fund	9,138	-	(9,138)	-	-
Rosa Thrive Fund	-	18,750	(9,291)	-	9,459
Anonymous Funder	1,817	2,000	(1,837)	-	1,980
Sport England Tackling Inequalities Fund	-	3,370	(2,285)	-	1,085
Comic Relief	-	28,341	(16,129)	-	12,212
<b>Total Restricted funds</b>	<b>60,008</b>	<b>188,271</b>	<b>(162,611)</b>	<b>(24,557)</b>	<b>61,111</b>
<b>Unrestricted funds</b>					
Bristol Spaceworks Ltd	-	5,000	-	-	5,000
General Funds	48,190	8,748	(9,431)	24,557	72,064
	<b>48,190</b>	<b>13,748</b>	<b>(9,431)</b>	<b>24,557</b>	<b>77,064</b>
<b>Total funds</b>	<b>108,198</b>	<b>202,019</b>	<b>(172,042)</b>	<b>-</b>	<b>138,175</b>