



National Alliance of Women's Organisations

Charity No: 803701

Trustees' Annual Report & Financial Statements For the Period 1 January 2014 to 31 December 2014

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Trustees Annual Report

For the Period 1 January 2014 to 31 December 2014

1 Reference and Administration Details

1.1. The Charity

- 1.1.1. **Charity Name**
National Alliance of Women's Organisations (NAWO)
- 1.1.2. **Registered Charity Number**
803701
- 1.1.3. **Charity's Principal Address**
United House, North Road, London N7 9DP
- 1.1.4. **Telephone:**
020-7697 3468
- 1.1.5. **Website:**
www.nawo.org.uk

1.2. Names of the Trustees Who Manage the Charity

Julie Bindel		March 2012
Barbara Cleary		April 2010
Tahirih Danesh		January 2013
Lynda Dearlove	Treasurer	November 2007
Zarin Hainsworth	Deputy Chair	January 2012
Kathryn Hodges		July 2014
Pat Holden	Secretary	January 2013
June Jacobs	Deputy Chair	November 2007
Jackie Jones		December 2013
Annette Lawson	Chair	November 2007
Mumtaz Rahim		November 2007

1.3. Names of Advisors & Senior Members of Staff

1.3.1. Bankers

HSBC, PO Box 160, 12A North Street, Guildford GU1 4AF

1.3.2. Independent Examiner:

Brian Seaton Principal Trustee, Small Charity Support
46 Farm Road, Edgware HA8 9LT

1.3.3. Staff

Sarah Priest, Project Manager and Coordinator. Rosie Fox, Project Officer.

2 Structure, Governance & Management

2.1. How the Charity is Constituted

Unincorporated organisation, governed by a Constitution.

2.2. Trustee Selection

NAWO's Trustees are the members of its Management Committee (MC). The MC retires every two years. An MC member may be nominated and, if elected, serve up to a further two consecutive two-year terms. All Member Organisations and Individual Members may nominate and second candidates. Officers are elected by members of the Committee from among their number. The MC also has powers to co-opt should there be a vacancy. At the AGM, NAWO members may permit continuing service for named Trustees for one further term of office after the end of six years should the skills and knowledge be considered essential for the effective functioning of the Board and the organisation. However, 8 years is the outside limit when a break of at least one period of office (2 years) must be taken. The Organisation was established in 1989 and is governed by the Constitution and Rules adopted in May 1989 and revised in May 1991, June 1993, November 2003 and May 2013.

2.3. Management Committee

The Managements Committee (Trustees) were strengthened with the addition of Kathryn Hodges, Acting Head Of Social Care in the Faculty of Health, Social Care & Education at Anglia Ruskin University, Trustee of women@thewell and PhD candidate. Kathryn brings a wealth of experience and expertise to NAWO.

Trustees and the Coordinator took part in a facilitated Away Day and strategic planning session in February 2014; a working group of Trustees and staff subsequently developed this work into a five-year Strategic Plan with implementation activities.

2.3.1. Staff

Sarah Priest was employed as Coordinator in December 2012 and has continued in this role, also taking management responsibility for projects and staff. Rosie Fox served as Project Officer for our DG Comm-funded Young Women's Manifesto project, and since the project's completion has led on our CSW Alliance Secretariat and Young Women's Alliance work in particular. Sarah and Rosie have been successful in finding and managing small teams of interns to whom NAWO is also most grateful. Our thanks go to this team and our interns whose work has been invaluable.

2.4. Wider Networks & Related Parties

NAWO is a member of a range of networks that are fruitful and lead to considerable support and engagement on important issues for women. These groups include: EVAW, the End Violence Against Women Coalition; EDF, the Equality and Diversity Forum; and the British Institute for Human Rights Alliance (BIHR). Various NAWO Board and other members represent NAWO on these groups. NAWO is a member of the UK Feminista Alliance #End Demand, and has worked in partnership with the 50:50 Campaign to have a debate in Parliament on increasing the proportion of women MPs.

2.5. Members

We thank all of our members for continuing to support us as we seek to build alliances and work in an environment where an austerity programme unjustly and unfairly impacts women and our organisations. This is despite the progress of mechanisms created by women's and development organisations such as the UK NGO CSW Alliance, EVAW, GAPS and GADN and recognised by relevant

government departments. In a climate when Human Rights within the UK are threatened by legislative programme, knowledge of and access to human rights, especially for women and girls, is a required focus for NAWO. There is a noted, continued increase in the abuse of women with generally sexist and misogynist content in all social media which also means the benefits of the Internet are at times overwhelmed. If one problem is solved, another appears and solutions are required.

NAWO is an Alliance and without our Allies, nothing is possible.

3 Objectives & Activities

3.1. Objects

As defined by the Constitution, the Charity's objects ("the objects") are to promote education on the position of women and on the inequalities which have been imposed on them by law and custom.

3.2. Vision, Mission & Values

3.2.1. NAWO's vision is a world where all women and girls are able to participate in and influence the decisions that impact on their lives.

3.2.2. NAWO's mission is to promote the human rights of all women and girls, with a special focus on gender equality and Europe by:

- bringing the international to the domestic and vice versa – in Europe and at the UN: informing women and girls at home about international instruments and mechanisms and how to use them in their advocacy at all levels;
- building in a Four Nations approach and furthering a discourse on the impact of devolved legislation and powers. This will be primarily through our work in the UK Joint Committee on Women (UKJCW), to which we bring particularly the perspectives of women in England;
- researching to establish effective strategies for advocacy, developing and influencing policy, especially focusing on issues that are priorities for our members and for the European Women's Lobby (EWL);
- building alliances between organisations to develop the capacity of member and other organisations;
- working with young women to develop a Young Women's Alliance, to enable them to develop feminist identities and engage with and affect political processes.

Through NAWO's alliance-model of working, this will enable the voices of women and girls of all ages and in all their diversity to have an impact on policy development and implementation at local, national (UK), European and international levels.

3.2.3. NAWO functions within a set of core values that enable women and girls to access their rights and achieve gender equality throughout society. NAWO is committed to the implementation of the Beijing Declaration and Platform for Action and the Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW) and all members must endorse the principles contained in these documents.

3.2.4. NAWO promotes women's human rights, with a special focus on gender equality, by:

- lobbying and campaigning on policy issues, especially those that are priorities for our members and for the European Women's Lobby (EWL)
- building alliances between organisations

- providing opportunities to network
- developing the capacity of women's organisations;

to ensure that the voice of our members will have an impact on policy development and implementation at local, national, European and international levels.

3.3. Activities Undertaken for the Public Benefit

NAWO has continued to develop its alliances with other women's organisations drawn from a wider network. It has succeeded in leading and working with the now established UK NGO CSW Alliance to develop this mechanism into an effective and extensive network of organisations interested in the UN and its annual Commission on the Status of Women (CSW). A grant was secured from the Joseph Rowntree Charitable Trust (JRCT) to support Secretariat costs for NAWO and funds for events and members' travel expenses for 2013-15; a subsequent grant has been awarded by the JRCT to continue this work for a further year until mid-2016. NAWO's Chair and one of its Vice Chairs, Zarin Hainsworth, have been re-elected as the co-Chairs of the CSW Alliance. NAWO has continued its European Commission-funded project in partnership with member organisation Women@theWell and organisations in Latvia and Estonia, *A Safety Compass*, focused on exploring the causes and consequences of trafficking for sexual exploitation. NAWO has also continued its close collaboration with the Parliamentary Office of the EU in London at Europe House. In addition, a new strategic review was carried out enabling focused development.

NAWO secured funding from the Directorate General for Communication in the European Parliament for a project working with young women to develop a Young Women's Manifesto and engage them with the European Parliamentary process; this ran from January 2014-June 2014 and will be reported upon further below.

NAWO also worked with the Equality and Human Rights Commission to produce a document about the CEDAW concluding observations for the UK, intended to help Parliamentarians and civil society understand what the CEDAW Committee expects the UK Government and devolved administrations to do over the next few years and to enable monitoring of proposed activities.

3.4. Contributions Made by Volunteers

NAWO has a working Board, and Trustee involvement is voluntary. Trustees take a strategic and hands-on lead on key areas in the work programme and work directly with staff. Task and Finish working groups are set up as necessary around particular work areas or events. At the point of writing, NAWO has two part-time staff. As such, the Board of Trustees is actively engaged in the management and running of the organisation; including the representation of NAWO on boards, forums and committees. As noted in 2.3.1, NAWO's work is supported by volunteers and interns with regard to different projects.

3.5. Gifts in Kind

The value of gifts in kind during the year was considerable. We are grateful to women@thewell for the use of rooms and the provision of refreshments for meetings of the Management Committee as well as other events, and also to the Judith Trust for the use of its meeting room, the production of materials, use of its office facilities and additional volunteer time particularly from Maliha Kabir, the Trust's Finance Administrator.

4 Achievements & Performance

4.1. Gender Architecture: Institutional Mechanism for the Commission on the Status of Women – UK NGO CSW Alliance

NAWO continued to develop this mechanism in partnership with other CSW Alliance members. Association to the Alliance has increased from around 70 women's organisations, networks and individuals to over 110, and falls within NAWO's commitment to building alliances. We are very grateful to the Joseph Rowntree Charitable Trust, which has provided a 2-year grant (August 2013–August 2015) to cover NAWO Secretariat costs, a series of pre- and post-CSW events, and travel to meetings and events for CSW Alliance members from across the UK. The JRCT will continue to support this work for a further year from July 2015.

NAWO, in its role as Secretariat for the UK NGO CSW Alliance, coordinated the UK NGO Report in response to the UK Government answers to the UNECE Questionnaire on the implementation of the Beijing Declaration and Platform for Action and the Outcome of the Twenty-Third Special Session of the General Assembly held July 2000. Entitled *UK Women: Rights and Progress* (see www.nawo.org.uk), it was presented to the Geneva conference and to UN Women for inclusion in the analysis of the World's Women for Beijing+20. It was also presented to the UK Government to influence policy outcomes domestically and at the following (2015) CSW59. CSW Alliance member contributions were vital, especially from the devolved countries, and we are most grateful for the writing and editorial work of Janet Veitch and Megan Brady-Clark. The report was brought up-to-date with a new and separate executive summary in time for Beijing + 20 (CSW 59) held in March 2015. It was recognised there as an exemplar of such reports, leading to a special parallel event on the topic at which Megan Brady-Clark spoke, representing the CSW Alliance and NAWO. The NAWO Secretariat coordinated meetings throughout the year for the CSW Alliance, coordinated communication including emails and social media, and enabled CSW Alliance members to work together at CSW, including at events.

NAWO-specific CSW work:

CSW 58, held at the UN in New York, March 2014. Priority theme: Challenges and achievements in the implementation of the Millennium Development Goals for women and girls

As usual, NAWO presented a written statement to the UN, calling for the full implementation of existing legal frameworks for gender equality, and for the voices of women of all ages; drawing special attention to the voices, needs and concerns of older women and their positive contribution and solutions to societal problems, as well as those of young women and girls, to be included in the post-2015 development goals agenda. NAWO also held a series of side events, including several events in partnership with other organisations and CSW Alliance members. There were speakers at each of these events, and at other parallel side events, from the NAWO Young Women's Alliance, whom NAWO continues to accredit and support at each CSW session.

NAWO Board members participated in the preparatory NGO Forum in Geneva in November 2014, part of the Beijing+20 UNECE Regional Review. NAWO also attended the Inter-governmental Beijing+20 UN ECE Review Meeting, and presented the *UK Women: Rights and Progress* report, which was also sent to UN Women in time for inclusion in the analysis of the World's Women for Beijing+20.

NAWO was also a panelist in one of the Round Tables in Geneva on National and International Mechanisms for listening to women (Beijing Platform for Action, critical issue 8), focusing on the development of the CSW Alliance. NAWO contributed to the NGO Forum report to the Regional Intergovernmental Meeting following the Forum; and was a panelist at the inter-governmental event on the Nordic Model for de-criminalising the sellers and penalising the purchasers of sex, speaking about the UK vagaries and how the laws have evolved.

During the year, NAWO was represented at the UN by Juliet Colman, a past-Chair, thus enabling support for advocacy on the discussions on the new sustainable development goals and the post-2015 agenda, which followed CSW during 2014. NAWO, represented by Annette Lawson, also joined the Women's Major Group, the recognised civil society voice following the Rio summit, which provided an important link to the active and on-going discussions with a route to influence both national and other governments on the Post-2015 agenda and the Sustainable Development Goals (SDGs).

4.2. A Safety Compass – Signposting Ways to Escape Trafficking Project

This project is funded by the European Commission from January 2013 – December 2015 in partnership with Marta, a women's organisation in Latvia (project leaders), Elulliin, an Estonian organisation, and with Women@theWell (NAWO member) in Kings Cross. The focus is on understanding the causes and consequences of trafficking for sexual exploitation, in the context of London as a destination country for trafficking victims, while Eastern Europe is a transit or sending area.

During this period, NAWO finalised its contribution to the project's research report into the demand side of prostitution, and undertook extensive editing work of the report as a whole. NAWO Project Manager/Coordinator Sarah Priest and Trustee Kathryn Hodges attended a 2 day conference in Tallinn, Estonia in April 2014; participating in a partners' meeting, study visits and the Nordic Council of Ministers' Anti-Trafficking Forum. NAWO once again hosted its project partners and relevant stakeholders in London in September 2014; arranging study visits for partners to gain knowledge about UK work to support victims, and hosting a project partners' meeting and roundtable conference. Work also began on the project's awareness-raising campaign about trafficking in the UK, which has been sub-contracted to Eaves Housing for Women. The campaign runs into 2015 to correspond with the passage of the Modern Slavery Bill through Parliament.

4.3. European Women's Lobby (EWL) and the UK Joint Committee on Women (UKJCW)

NAWO is the organisation that represents England via the UKJCW to EWL. We form part of the co-ordination for the UK with sister organisations in Wales (WENWales), Scotland (Engender) and Northern Ireland (NIWEP). During this period Elizabeth Law (NIWEP) has represented the UK on the EWL Board, and she acts as our major source of information. However, NAWO has also had direct involvement in a number of the Lobby's campaigns and in particular on its trafficking and prostitution work.

4.4. NAWO Young Women's Alliance

This has been another exciting year of development (including a name change from Youth Caucus to Young Women's Alliance – YWA – to reflect NAWO's alliance-model of working), with more dedicated events and a funded project alongside the continued accreditation of young people to attend CSW.

As reported in last year's report, NAWO received a financial award from the Directorate General for Communication in the European Parliament for a project to work with young women to develop a Young Women's Manifesto, which ran from January – June 2014. This was made possible due to NAWO's EU Framework Partnership, which enables applications to be made for grants via DG COMM in relation to enhancing UK citizens' understanding of the European Parliament. The project was run by the Project Officer, Rosie Fox; Communications Officer, Martha Saunders; and Project Manager, Sarah Priest; with support from an ESRC-funded PhD student intern, Josie Austin. A series of focus groups and events with young women aged 13 to 25 allowed the creation of a five-point Young Women's Manifesto, which was circulated widely amongst MEPs/MEP candidates, NAWO

members and partner organisations, and young women themselves. The Young Women's Manifesto project was a significant success, and saw the YWA grow to 207 members.

4.5. CEDAW – the Convention to Eliminate all forms of Discrimination Against Women

Following the UK's examination by the CEDAW Committee in July 2013, NAWO was commissioned in March 2014 by the Equality and Human Rights Commission (EHRC) to produce a document intended to help parliamentarians and civil society understand what the CEDAW Committee expects the UK Government and devolved administrations to do over the next few years. This document can be found on the websites of NAWO and the EHRC (<http://www.equalityhumanrights.com>).

4.6. Ending Sexual Violence in Conflict

The End Sexual Violence in Conflict Summit was held at ExCel London, 10 – 13 June 2014 and was co-chaired by Foreign Secretary William Hague and Angelina Jolie.

NAWO held a panel event which addressed gender equality as the root of all gender-based violence – from sexual harassment on a bus to sexual violence in conflict. The panel was chaired by the Minister for Women, Rt. Hon. Nicky Morgan MP; with Jane Kiragu (Kenyan human rights lawyer), Marai Larasi (Imkaan), Eleanor Lisney (Sisters of Frida) and Elizabeth Gordon (expert on non-state torture) all providing powerful speeches on this topic. NAWO is grateful to the FCO for providing funding to bring Jane Kiragu from Kenya to speak at this event.

NAWO also held a joint youth-oriented event with Progressio, with a panel of young people addressing ending sexual violence in conflict. NAWO also worked to support other organisations to participate in the Summit.

5 Financial Review

5.1. Policy on Reserves

Most of the charity's commitments are to project staff salaries which are already covered through restricted funds project grants. The Trustees have therefore determined that there is no requirement to set aside material amounts as a reserve to cover a shortfall in unrestricted donations to the General Fund.

5.2. Details of Any Funds Materially in Deficit

The Charity has no funds which are materially in deficit.

5.3. Principal Sources of Funding

5.3.1. Income

NAWO Organisational, Associate and Individual members pay an annual subscription fee.

5.3.2. Fundraising

Resources are key to successful outcomes and we wish to express our gratitude for the support given to us during the past eighteen months:

- European Parliament - DG COMM
- European Commission – Home Affairs
- Economic and Social Research Council (ESRC)
- The Joseph Rowntree Charitable Trust
- Foreign and Commonwealth Office (FCO)
- By Invitation Only (BIO)
- Equality and Human Rights Commission (EHRC)

6 Future Plans

6.1. Context

NAWO was founded in 1989 as a feminist alliance of women's organisations. Today, NAWO promotes women's human rights, gender equality and social justice within the frames set by the internationally-agreed human rights instruments for all women, and within national legislation and the policy frameworks of the European Union. Further, NAWO seeks to incorporate emerging concerns of UK and European women by bringing together established and younger organisations to identify and address new challenges.

NAWO will maintain existing and build new alliances to ensure that there is a strong, collective and coherent voice that raises awareness on behalf of all women. In the current environment, women's issues have become exacerbated and different inequalities are emerging. NAWO has developed a framework from which new alliances can be built to address emerging issues that affect women and seek solutions by bringing women of all ages together. Women's alliances will be key to realising NAWO's priorities regarding women's human rights, socio-economic status and full engagement in decision-making. For these reasons, it is necessary for a new 'Gender Architecture' to be developed.

NAWO's previous successes thus provide a solid foundation for the future and provide us with evidence to show the reason for maintaining a significant and sustainable continuity in our work. It is within this context that NAWO has developed its strategic priorities, which reflect its vision to support women's participation and ability to influence the decisions that impact on their lives.

6.2. Strategic Priorities

- **Priority 1:** To build NAWO's organisational capacity to enable sustainability and increase effectiveness.
- **Priority 2:** Continue to promote and contribute to the development of a UK 'Gender Architecture' and participate in mechanisms for listening to the concerns and needs of women of all ages, and girls, so that they are brought to the attention of relevant governments and organisations.
- **Priority 3:** To continue to be a conduit for women/girls and their organisations within the UK to Europe and vice versa, in order to influence and advocate on behalf of women of all ages and in all their diversity, thus fully utilising membership of EWL to take forward issues.
- **Priority 4:** To promote knowledge and understanding within the UK women's movement of the UN and other conventions, treaties, declarations, protocols and resolutions on women's human rights, gender and development, and forge greater links between UK women and the UN.
- **Priority 5:** To actively promote the inclusion of young women in the women's rights agenda.

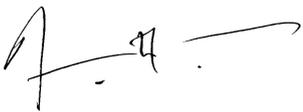
6.3. Actions to deliver the Strategic Priorities

The 2015-2020 Strategic Plan includes a table of proposed activities to implement the Strategic Plan, including related activities and measures of success.

7 Declaration

The Trustees declare that they have approved the Trustees' Report above.

Signed on behalf of the Charity's Trustees

Signature(s): 

Full Name(s): Annette Lawson.....

Position (s): NAWO Chair.....

Date: 24 June 2015.....

8 Independent Examiner's Report on the Accounts

I report to the Trustees & Members of the National Alliance of Women's Organisations on the Accounts for the Year Ended 31 December 2014 as set out on pages 13 to 15

8.1. Respective Responsibilities of Trustees and Examiner

The charity's Trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- to examine the accounts under section 145 of the Charities Act 2011;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

8.2. Basis of Independent Examiner's Report

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

8.3. Independent Examiner's Statement

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

- a) Which give me reasonable cause to believed that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the 2011 Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act
 have not been met; *or*
- b) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: 

Date: 24 June 2015

Full Name: Brian Seaton
Principal Trustee, Small Charity Support

Address: 46 Farm Road, Edgware, HA8 9LT

9 Financial Statements

9.1. Receipts & Payments Account for the Period 1 January to 31 December 2014

	Financial Year Jan'14-Dec'14			Previous Year	
	Unrestricted Funds	Restricted Funds	Total	Comparison Jan'13-Dec'13	Aug'12 - Dec'13
	£	£	£	£	£
RECEIPTS					
Voluntary Income					
Donations	1,904		1,904	789	1,909
Subscriptions	1,230		1,230	2,978	4,858
Other				1,730	1,759
Charitable Income					
Project Grants (f)		35,029	35,029	53,480	53,480
TOTAL RECEIPTS	3,134	35,029	38,164	58,978	62,007
PAYMENTS	£	£	£	£	£
Costs of Generating Funds					
Fundraising					
Charitable Activities (g)					
Safety Compass Project					
Salaries		8,826	8,826	9,141	9,141
Project Costs		10,386	10,386	1,736	1,736
CSW Alliance					
Salaries		6,268	6,268	1,584	1,584
Project Costs		5,760	5,760	1,731	1,731
DC Comm					
Salaries		6,584	6,584		
Project Costs		6,416	6,416		
ESVC Summit					
Project Costs		1,667	1,667		
EHRC CEDAW					
Project Costs		7,000	7,000		
Events	1,343		1,343	3,056	3,949
Volunteer Costs (h)	6		6	362	1,139
Sub-total, Charitable Activities	1,349	52,906	54,256	17,611	19,281
Support Costs					
Salaries (i)				289	3,640
HMRC (j)	655.18		655	702	702
Website & Publicity	292		292	160	560
Office Costs	2,012		2,012	2,215	3,095
Sundries				225	264
Bank & Card Charges	35		35	61	97
Sub-total, Support Costs	2,994		2,994	3,653	8,358
TOTAL PAYMENTS	4,343	52,906	57,250	21,263	27,639
Net of Receipts/-Payments (k)	-1,209	-17,877	-19,086	37,715	34,368
Transfers between Funds	220	-220			
Cash Funds Last Year End	4,915	38,805	43,721		9,353
Cash Funds This Year End	3,926	20,708	24,635		43,721

9.2. Statement of Assets & Liabilities at the End of the Period

	Unrestricted Funds	Restricted Funds	Total at 31-Dec-14	Total at 31-Dec-13
Cash Assets				
Petty Cash, General Fund	38		38	18
Bank, General Fund	3,888		3,888	5,117
Bank, Safety Compass Project		15,072	15,072	34,284
Bank, CSW Alliance		7,734	7,734	4,302
Bank, DG Comm (l)		-5,241	-5,241	
Bank, ESVC		393	393	
Bank, EHRC CEDAW		2,750	2,750	
Total Cash Assets	3,926	20,708	24,635	43,721
Other Monetary Assets			None	
Investments Assets			None	
Assets Retained for Own Use			None	
Liabilities				

9.3. Notes to the Accounts

a) Accounting Policies

The financial statements have been prepared in accordance with the Charities Act 2011 Section 133, using the Receipts and Payments basis available to small charities.

b) Figures for Previous Year

As the previous accounting year was 17 months (1 August 2012 to 31 December 2013) due to a change in the end of year date, figures for the period 1 January 2013 to December 2013 are also included to facilitate comparison between years.

c) Designated & Endowment Funds

The charity has no designated funds or endowment funds.

d) Trustees Expenses & Remuneration

- i. In accordance with the provisions of charity law, all Trustees acted voluntarily and received no remuneration as Trustees.
- ii. 2 Trustees were reimbursed a total of £1,231 for out-of-pocket expenses necessarily incurred in connection with their duties as Trustees.
- iii. 2 Trustees were remunerated a total of £1,792 for professional services which they necessarily and reasonably provided to the charity to promote the delivery of its charitable objects for the public benefit in accordance with clauses 5.1-5.4 of Charity Commission guidelines *CC11 - Trustee Expenses and Payments*, and with Clause-9 of the charity's constitution.

e) Previous Year Restricted Fund:

The £220 "Restricted Fund" brought forward from previous years has been transferred to the General Fund because: (a) the original donor(s) cannot be clearly identified; (b) the purpose for which the donation was made cannot be clearly identified; and (c) the amount is immaterial.

- f) The larger sum for project grants in 2013/14 was for a 3-year project until December 2015 (Safety Compass), paid as a single amount in 2013.

- g) There is a contrast in the figures from previous years in relation to Charitable Activities; unlike earlier reporting years, expenditure is principally now shown in relation to project costs.
- h) Volunteer costs have been allocated to relevant projects.
- i) Salary costs have been allocated against projects.
- j) Where appropriate, HMRC payments (PAYE and NI Contributions) have been allocated to project costs. The figure allocated to the General (unrestricted) Fund in the current year is primarily a carry-forward from the previous year.
- k) The deficit figures here relate to the Safety Compass project; a grant from the European Commission was received in February 2013 for 3 years, until completion of the project in December 2015. As such, the project allocation does not show as income in 2014 (shown in 2013 as a single sum).
- l) This deficit figure relates to the outstanding payment of the project balance to be received from DG Comm. This sum was received in March 2015.

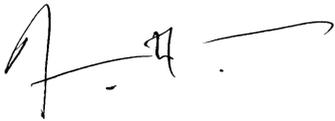
Movement in Funds in the Period

	B'fwd at 01-Jan-14	Receipts in Year	Payments in Year	Transfers in Year	Cd'fwd at 31-Dec-14
Cash Assets					
Petty Cash	18		81	100	38
Bank Account	43,702	38,164	57,169	-100	24,597
Total Cash Assets	43,721	38,164	57,250		24,635
Comprising:					
General (Unrestricted) Fund	4,915	3,134	4,343	220	3,926
Restricted Funds					
From Previous Years	220			-220	
Safety Compass Project	34,284		19,212		15,072
CSW Alliance	4,302	15,460	12,028		7,734
DG Comm		7,759	13,000		-5,241
ESVC		2,060	1,667		393
CEDAW		9,750	7,000		2,750
Total Restricted Funds	38,805	35,029	52,906	-220	20,708
Total Funds	43,721	38,164	57,250		24,635

10 Declaration

The Trustees declare that they have approved the Financial Statements above.

Signed on behalf of the Charity's Trustees

Signature(s):  ... 

Full Name(s): Annette Lawson..... Lynda Dearlove

Position (s): NAWO Chair NAWO Honorary Treasurer

Date: 24 June 2015..... 24 June 2015