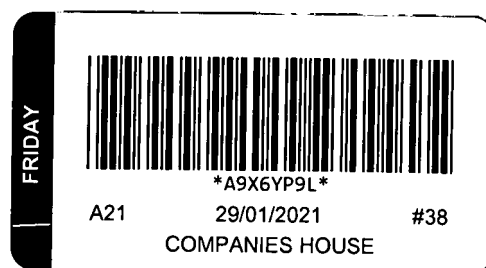


**Bawso Limited**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2020**



**WALTER HUNTER & CO LIMITED**  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

# **Bawso Limited**

**Company Limited by Guarantee**

## **Financial Statements**

**Year ended 31 March 2020**

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# **Bawso Limited**

## **Company Limited by Guarantee**

### **Chair's report**

**Year ended 31 March 2020**

I must begin by expressing great thanks to my fellow Trustees, all our wonderful staff, volunteers, interpreters and to Friends of Bawso for the extraordinary commitment and effort made during the year to preserve and enhance Bawso services and to maintain both the financial sustainability and the quality of support provided to survivors. I am honoured to be the Chair of such a professional and determined organisation and we should all be proud of our achievements.

As the year progressed Bawso managed more and more effectively to overcome all the challenges that delivering a nationwide service presents. We introduced new and innovative approaches to changes in the funding environment, persistently addressed the need to explain and evidence the need for our specialist services in the face of pressures to disadvantage, denigrate and divide within civil society, and continued to place survivors at the centre of all that we did.

I am particularly pleased that Bawso was able to secure the continuation of service delivery contracts and additional project funding from Trusts and Foundations. Thanks to our funders is heartfelt.

The arrival of COVID-19 late in the year accentuated the flexibility and resilience of Bawso's governance, management and support staff. Bawso acted very early and with speed and efficiency to protect survivors, employees and volunteers and transformed its service delivery model to include remote working. The help of everyone to shoulder additional workloads and responsibilities in order to implement new arrangements and protocols was truly impressive.

Accordingly, we can regard the year as exceptionally successful given the surrounding environment and I am confident in the depth and breadth of Bawso's ability to meet any and all of the challenges that 2020/21 might present.

Everyone, thank you again.

Tahmina Khan  
Chair

# **Bawso Limited**

## **Company Limited by Guarantee**

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

#### **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**

<b>Registered charity name</b>	Bawso Limited
<b>Charity registration number</b>	1084854
<b>Company registration number</b>	03152590
<b>Principal office and registered office</b>	Clarence House Clarence Road Cardiff CF10 5FB Wales

#### **The trustees**

Tahmina Khan	- Chair	
Michael Murray	- Treasurer	
Jennifer Fletcher		
Dr Mohammed Hassan		
Cynthia Ogbono		
Sian Morgan		
Mwape Burke		(Appointed 26 November 2019)
Rachel McDonald		(Appointed 26 November 2019)
Pauline Walker		(Appointed 26 November 2019)
Prudence Phindile Ngcobo		(Retired 24 October 2019)
Raidah Alam		(Retired 26 November 2019)
Atsede Woldie		(Retired 26 November 2019)
Chetna Sinha		(Retired 28 January 2020)
Selina Moyo - Company Secretary		(Retired 28 January 2020)

#### **Auditor**

Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)  
Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

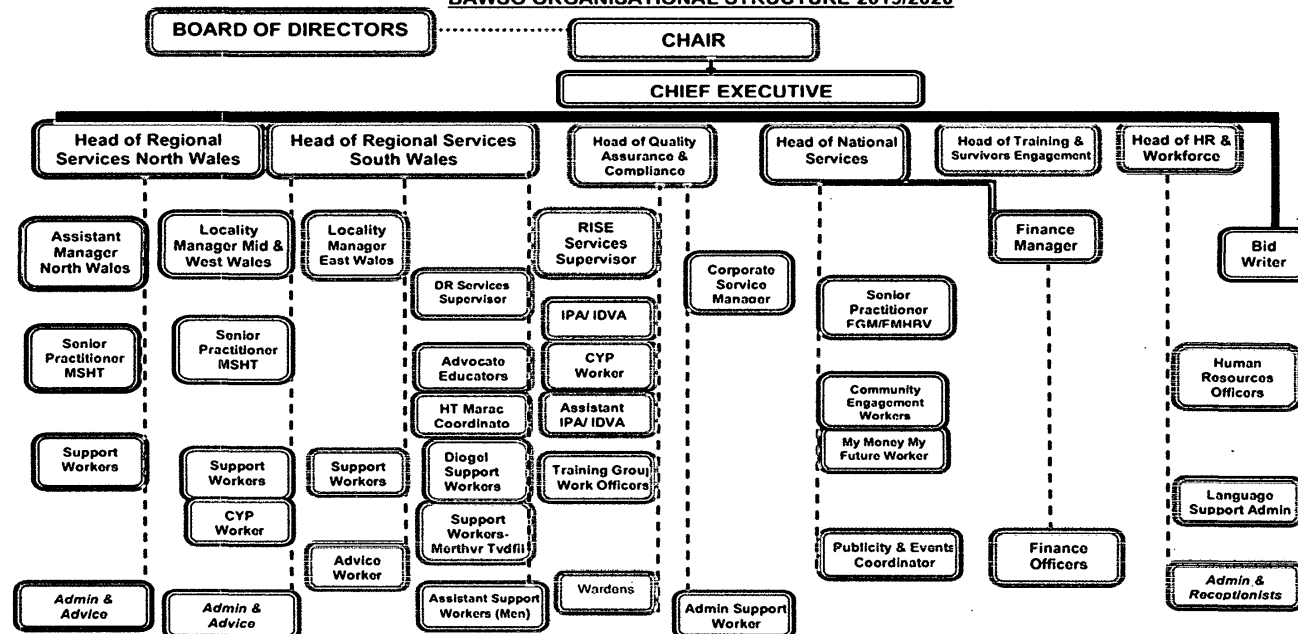
## Bawso Limited

Company Limited by Guarantee

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

Year ended 31 March 2020

### BAWSO ORGANISATIONAL STRUCTURE 2019/2020



# **Bawso Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

##### **Leadership & management**

The Board of Trustees is the governing body of the charity. It determines the strategic vision of the organisation, the direction and thrust of its work. It also monitors and evaluates quality and progress. The composition of the Board is very rich in its diversity. The Board is very diverse in terms of ethnicity, gender, age and backgrounds. Collectively, the Board has a wealth of expertise in all areas of our work. Survivors and Bawso ex-service users bring their first hand experience to ensure the organisation is at all times fully responsive to service users' needs and views. Most of our Trustees work in senior positions in the public, private and third sector and sit on other boards. They bring a wide range of finance, management and governance skills acquired in different sectors, including law, finance and banking sector, higher education, management consultancy, government, NHS, and housing.

Our Senior Management Team comprises the Chief Executive and six senior Heads of Department. They are multi-skilled specialists with many years' experience, who have been dedicating their professional lives to Bawso for many years. Their expertise ranges from leading large teams and managing front-line services to developing strategies. They also have proven expertise in building coalitions and leading change. For example, the team chaired the Wales Violence Against Women Action Group, which was instrumental in lobbying the Welsh Government to pass the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Bill.

##### **Partnership working**

To ensure that the diverse needs of our service users are met, we work very closely with a range of service providers (e.g. mental health services, family law or immigration solicitors, and adult education) and statutory services. For example, we join efforts with the four police forces in Wales to protect victims and hold perpetrators to account; we collaborate with local authorities, especially children social services to improve outcomes for children who are on the child protection register. To improve our efficacy and efficiency, over the years we have forged close links with a very wide range of organisations. A few examples include:

- In Swansea Bay we are part of Seren Môr, a consortium of five organisations working in the field of domestic abuse. We currently collaborate to develop and bid for joint services with the aim of increasing efficiencies and reducing duplication.
- In South East Wales we are a key partner in the Gwent Regional Violence Against Women Domestic Abuse and Sexual Violence Partnership Board. This is a partnership of statutory and voluntary organisations regarded as an exemplary set-up for joint working across counties.
- In Cardiff we offer all domestic abuse services as part of a consortium with two local Women's Aid groups, in a seven-year partnership funded by the local authority. We were instrumental in winning the contract in 2018. We bring our unique specialism and expertise to the One Stop Shop.

#### **1.0 OBJECTIVES AND ACTIVITIES.**

Bawso is an all Wales registered charity (Number 1084854) and a company limited by guarantee (3152590) that delivers specialist services to people from Black and Minority Ethnic backgrounds who have been affected by all forms of harmful traditional practices including sexual violence domestic violence, female genital mutilation, forced marriage, honour-based violence and modern-day slavery and human trafficking.

# **Bawso Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

Last year we supported 7,681 ethnic minority people in Wales (98% of whom are women). We intervene at the earliest opportunity to protect people at risk of violence and support those who are affected by it, accompanying them on a journey towards safety and recovery. We do this by delivering specialist services that are accessible 24/7, 365-day a year, via our Helpline, Advice and Advocacy open door centres, purpose-built refuges, and community-based services.

We offer housing advice and support services to victims of violence and contribute to women not becoming repeated victims by building their confidence, assertiveness, and understanding of their rights. We support them to recover from the trauma they have experienced and to move on with their lives.

We also reduce the barriers BAME women face in accessing statutory services by training practitioners on the needs and experiences of BAME women. Finally, we work with BAME communities to challenge harmful traditional practices and change attitudes that allow abuse to continue to go unreported.

#### **2.0 SERVICES DELIVERED**

##### **2.1 Protection and Support for victims of all forms of Violence Against Women**

###### **2.1.1 Advice and housing support**

We provide practical and emotional support to families at risk of becoming homeless due to domestic abuse and to manage their accommodation and live independently and inclusively in the community. We offer advice on their entitlements, applying for benefits, signposting, and making referrals to other agencies. We also provide money and debt advice and training and run a 24/7 Helpline. In 2019/20, we advised 3,168 individuals and provided housing-related support to 660 families. Our intervention is crucially important. Last year we prevented all the families we supported from becoming homeless.

###### **2.1.2 Safe accommodation for victims of domestic abuse**

Our purpose-built refuges are specially adapted to meet the cultural and religious needs of service users. We deliver all our interventions in collaboration with service users with the aim of providing both choice and control over arrangements. Creating a safe environment and providing support to children is an integral part of Bawso services. In 2019/20 we accommodated 126 women and 113 children. Over 94% of service users reported that, since accessing the service, they felt safer and that both their lives and their children lives had improved.

###### **2.1.3 Support for women at high risk of homicide (Independent Domestic Violence Advocate Service - IDVA)**

Highly trained, specialist workers provide outreach support to victims who are most at risk of homicide. In partnership with a range of agencies they address practical steps to protect victims and their children and identify longer-term solutions. In 2019/20 we supported 839 high-risk victims. Over 78% of women reported feeling safer and being witness to a reduction in the escalation and severity of abuse.

# **Bawso Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

##### **2.1.4 Services for victims of Human Trafficking and Modern Slavery**

People can be trafficked into the UK for many different forms of exploitation such as forced prostitution, forced labour, forced criminality, domestic servitude, and forced marriage. We run the only supported housing provision (four safe houses) and an outreach project for female and male victims of human trafficking and modern slavery in Wales. We provide practical and emotional support. This includes support with legal proceedings, access psychotherapy services and pregnancy-related support, integration into the local community, and acquiring life skills. We have been combating Human Trafficking in Wales for ten years. In 2019/20, we supported 250 individuals. We led the establishment of the Care Pathway for victims in Wales and co-ordinate Human Trafficking Multi-Agency Risk Assessment Conferences where we share information with the Police and other agencies. We are an active member of Welsh Government's Anti-Human Trafficking and Modern-day Slavery Leadership Group.

##### **2.1.5 Services for women and families affected by Female Genital Mutilation (FGM), Forced Marriage (FM) and Honour Based Violence (HBV)**

We are the leading organisation in Wales providing services to BAME women and families affected by FGM, FM and HBV. We provide one-to-one specialist, holistic and culturally competent support and advocacy that meet the physical, emotional and mental health needs of BAME women and girls. We work very closely with Children's Services to protect children at risk. We also run support peer-groups for survivors. Bawso Co-Chairs the Welsh Government All Wales HBV Leadership Group. Through our activities during the year we reached out to over 1,800 individuals.

##### **2.2 Prevention of re-victimisation: Recovery and Empowerment Services**

Recovery and empowerment services are critically important for victims from minority ethnic backgrounds and migrant and foreign-born women. This may be the first time in their lives that they have a chance to articulate their needs, manage their own finances, or live independently from an abusive partner, family or controller. They invariably have very limited support networks to rely on. They may not be able to access other vital services such as mental health services due to stigma and fear. In order to address these needs we offer individual and group-based services to help women recover from trauma. We also offer peer-support and empowerment groups that help women make sense of their experiences and understand what their human rights are. We provide opportunities for service users to regain or reshape their sense of self and capabilities. For example, by encouraging women to get involved in the running of the organisation, from taking part in recruitment panels and focus groups to design new services and evaluate current ones. For those women who do not feel able to take part we offer a range of empowerment courses to build their confidence and assertiveness.

##### **2.3 Primary Prevention of Violence Against Women**

We strive to contribute to ending all forms of violence and abuse. To this end we raise awareness of all forms of Violence Against Women through a range of events and campaigns. We also work to change attitudes amongst communities and build the capacity of other service providers to respond to the needs of BAME victims.



# **Bawso Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

##### **2.3.1 Changing attitudes within BAME Communities**

We work to change attitudes within communities that traditionally practice Female Genital Mutilation, Forced Marriage, and Honour Based Violence. Our non-divisive engagement strategies help communities understand that they can preserve positive aspects of their culture while discarding harmful practices. We train community members to become advocates for change and equip young people with tools to keep safe from violence. As a result communities are more aware of relevant legislation and of the risks of harmful traditional practices and more confident to reject them as part of their identity and speak out against them.

##### **2.3.2 Training for frontline workers in public services**

People from minority ethnic backgrounds often report a lack of understanding of their needs by statutory and voluntary services. They also experience prejudice and judgmental attitudes. At the same time professionals tell us that they need to understand the specific needs of BAME clients and have appropriate tools to support them. We offer training and advice to practitioners in the Health and Education sector, Police, Social Services, Local Authorities and third sector organisations. One example is the IRIS Project. Specialist Advocate Educators provide training and tailored consultancy to GP practice staff and act as a single point of contact to accept referrals from GPs. This is making a real difference to victims of domestic abuse: for the first time in their lives women who have been living in fear finally receive the support they so desperately need. Last year, we received 170 referrals from the surgeries we trained. This is in stark contrast to the two referrals received the year before the start of the project.

#### **Strategic report**

The following sections for achievements and performance and financial review form the strategic report of the charity.

#### **3.0 ACHIEVEMENTS**

Continuing to provide quality and safe services to those affected by VAWDASV from BME communities in Wales.

#### **4.0 FINANCIAL REVIEW**

Bawso has faced significant challenges in the past few years in light of the financial climate whereby funding has reduced in contrast to rising expenditure. Bawso has been successful in maintaining a good working relationship with funders and have attracted new projects and initiatives. However, Bawso recognises that in order to continue the vital work throughout Wales the financial position and income needs to be continually reviewed and robust financial information and reassurance arrangement applied to our current and to potential working partnerships.

Bawso has always been proactive in ensuring that it actively foresees change and addresses it effectively when it arrives.

The organisation has undertaken several organisational reviews in the past in anticipation of very significant growth in the activity and size of the organisation. This has strengthened the organisational structure of the charity and ensured that key management processes are robust and effective.

Bawso is now facing the challenge of re-commissioning Supporting People Services across all projects in Wales. Accordingly, Bawso will deliver projects in collaboration with other organisations. Much of the year has been spent on building relationships with other organisations in the sector.

# **Bawso Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

#### **5.0 PLANS FOR THE FUTURE**

##### **5.1 Financial stability**

Throughout 2019/2020 the Bawso Board and Management Team has spent an inordinate amount of time overseeing and shaping the financial position of the charity through very difficult circumstances. The Board appreciated that prompt responsive actions would be necessary in navigating the organisation through 2019/20 and achieving a sound financial base thereafter. Bawso is pleased to report a surplus of £94,955 at the end of the year.

The Bawso Board was well aware of the uncertainties and challenges inherent in the introduction of Regional Commissioning bodies and rightly felt that it was positioning itself appropriately to meet these challenges.

Bawso is also 'future proofing' services by working in partnership with other sectors. Bawso will continue to evidence the need and ever increasing demand for its services.

##### **5.2 Service developments**

Forward intentions are to;

- Develop Regional and pan-Wales consortia.
- Expand services for victims of FGM, Forced Marriage and Modern Slavery.
- Sustain the Domestic Abuse Accommodation and Community based services funded through Supporting People funding.

##### **5.3 COVID-19 Pandemic**

At the onset of COVID-19 Bawso undertook a comprehensive Risk Assessment exercise around every facet of the organisation and services. The biggest impact has been the sudden increase in operational costs. Bawso has been financially fragile for the last three years and we entered lockdown uncertain of how we would manage the financial impact and keep afloat in the future. We focussed on increasing funding and keeping service users and staff safe with the understanding that the virus was spreading rapidly and we had to hit the ground running and use scarce resources very carefully to meet unexpected and unplanned costs. We were required to adjust quickly and redirect human and financial resources to realign our governance and our core operations to remote working and remodel services to ensure the delivery of safe, efficient and effective frontline services under COVID-19 conditions.

All our plans had to be reviewed and the focus for the organisation has had to be on continuing to deliver a safe service for the service users and to ensure that our core functions concentrate on transforming the model of support services to one of home and on-line working in order to protect staff and survivors. New operational procedures and protocols have been quickly devised together with all the necessary HR responsibilities to ensure the seamless transfer to new arrangements designed to meet such unexpected challenges. All staff now work from home using network facilities and video platforms for the provision of direct support to survivors, for internal management and staff support and supervision, and for external communications with government, funders and service delivery partners. Where critical intervention is required with a survivor one-to-one support in accordance with social distancing advice is delivered by Support staff using PPE.

# **Bawso Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

#### **6.0 ACKNOWLEDGEMENTS**

- Home Office
- Welsh Government
- Cardiff County Council
- Newport City Council
- City and County of Swansea
- Merthyr Tydfil County Borough Council
- Cardiff and Vale University Health Board
- Public Health Wales
- South Wales Police
- South Wales PCC
- North Wales PCC
- Salvation Army
- Waterloo Foundation
- Esmée Fairbairn Foundation
- Hestia
- Crisis
- Welsh Refugee Council
- Natwest Bank
- Awards for All

Bawso thanks all Board members, staff, volunteers, interpreters, and supporters for their continued support during the year. Bawso could not have reached out and supported almost 8,000 vulnerable people without their support and commitment.

#### **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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

# **Bawso Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

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.

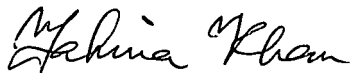
#### **Auditor**

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.

A resolution to reappoint Walter Hunter & Co Limited as auditors will be proposed at the forthcoming Annual General Meeting.

The trustees' annual report and the strategic report were approved on ~~23 December 2020~~ and signed on behalf of the board of trustees by:



Mrs T Khan  
Chair



Mr M Murray  
Treasurer

# **Bawso Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Bawso Limited**

**Year ended 31 March 2020**

#### **Opinion**

We have audited the financial statements of Bawso 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 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 Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

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 financial statements is not appropriate; or
- the trustees have not disclosed in the 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 financial statements are authorised for issue.

# **Bawso Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Bawso Limited (continued)**

**Year ended 31 March 2020**

#### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the 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 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.

# **Bawso Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Bawso 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 financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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 financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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 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 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 financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

# **Bawso Limited**

## **Company Limited by Guarantee**

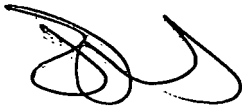
### **Independent Auditor's Report to the Members of Bawso Limited** *(continued)*

#### **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.



**JONATHAN RHODES BSC BFP FCA (Senior Statutory Auditor)**

For and on behalf of  
Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

*23 December 2020*



# Bawso 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 £
<b>Income and endowments</b>					
Donations and legacies	5	710,511	–	<b>710,511</b>	647,272
Charitable activities	6	466,143	2,020,994	<b>2,487,137</b>	2,234,256
Other trading activities	7	16,015	2,500	<b>18,515</b>	25,801
Investment income	8	11	–	<b>11</b>	102
Other income	9	4,098	–	<b>4,098</b>	3,530
<b>Total income</b>		<u>1,196,778</u>	<u>2,023,494</u>	<u><b>3,220,272</b></u>	<u>2,910,961</u>
<b>Expenditure</b>					
Expenditure on charitable activities	10,11	1,151,435	1,973,882	<b>3,125,317</b>	3,191,317
<b>Total expenditure</b>		<u>1,151,435</u>	<u>1,973,882</u>	<u><b>3,125,317</b></u>	<u>3,191,317</u>
<b>Net income/(expenditure)</b>		<u>45,343</u>	<u>49,612</u>	<u><b>94,955</b></u>	<u>(280,356)</u>
Transfers between funds		(7,355)	7,355	–	–
<b>Net movement in funds</b>		<u>37,988</u>	<u>56,967</u>	<u><b>94,955</b></u>	<u>(280,356)</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		94,445	552,380	<b>646,825</b>	927,181
<b>Total funds carried forward</b>		<u>132,433</u>	<u>609,347</u>	<u><b>741,780</b></u>	<u>646,825</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 18 to 36 form part of these financial statements.

# Bawso Limited

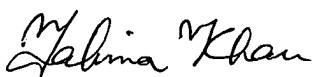
## Company Limited by Guarantee

### Statement of Financial Position

31 March 2020

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible fixed assets	17	596,600	528,977
Investments	18	<u>1</u>	<u>1</u>
		596,601	528,978
<b>Current assets</b>			
Debtors	19	414,538	202,999
Cash at bank and in hand		<u>104,484</u>	<u>163,624</u>
		519,022	366,623
<b>Creditors: amounts falling due within one year</b>	20	<u>373,843</u>	<u>248,776</u>
<b>Net current assets</b>		145,179	117,847
<b>Total assets less current liabilities</b>		<u>741,780</u>	<u>646,825</u>
<b>Net assets</b>		<u>741,780</u>	<u>646,825</u>
<b>Funds of the charity</b>			
Restricted funds		609,347	552,380
Unrestricted funds		<u>132,433</u>	<u>94,445</u>
<b>Total charity funds</b>	22	<u>741,780</u>	<u>646,825</u>

These financial statements were approved by the board of trustees and authorised for issue on ~~23 December 2020~~ and are signed on behalf of the board by:



Mrs T Khan  
Chair



Mr M Murray  
Treasurer

The notes on pages 18 to 36 form part of these financial statements.

# **Bawso Limited**

## **Company Limited by Guarantee**

### **Statement of Cash Flows**

**Year ended 31 March 2020**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	<b>94,955</b>	<b>(280,356)</b>
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	<b>17,453</b>	<b>11,363</b>
Other interest receivable and similar income	<b>(11)</b>	<b>(102)</b>
Interest payable and similar charges	<b>216</b>	<b>19,777</b>
Gains on disposal of tangible fixed assets	<b>–</b>	<b>(3,530)</b>
Accrued expenses	<b>70,544</b>	<b>13,429</b>
<i>Changes in:</i>		
Trade and other debtors	<b>(211,539)</b>	<b>93,473</b>
Trade and other creditors	<b>54,523</b>	<b>53,758</b>
Cash generated from operations	<b>26,141</b>	<b>(92,188)</b>
Interest paid	<b>(214)</b>	<b>(19,777)</b>
Interest received	<b>11</b>	<b>102</b>
Net cash used in operating activities	<b>25,938</b>	<b>(111,863)</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	<b>(85,078)</b>	<b>(2,462)</b>
Proceeds from sale of tangible assets	<b>–</b>	<b>3,530</b>
Net cash used in investing activities	<b>(85,078)</b>	<b>(1,068)</b>
<b>Net decrease in cash and cash equivalents</b>	<b>(59,140)</b>	<b>(110,795)</b>
<b>Cash and cash equivalents at beginning of year</b>	<b>163,624</b>	<b>274,419</b>
<b>Cash and cash equivalents at end of year</b>	<b>104,484</b>	<b>163,624</b>

The notes on pages 18 to 36 form part of these financial statements.

# **Bawso 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 Clarence House, Clarence Road, Cardiff, CF10 5FB, Wales.

#### **2. Statement of compliance**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### **3. Accounting policies**

##### **Basis of preparation**

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling and rounded to the nearest pound, which is the functional currency of the entity.

##### **Going concern**

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

The Covid-19 pandemic has had a major impact on the UK in very many ways. The charity has taken all the necessary steps to allow it to operate.

##### **Consolidation**

The charity is not required to prepare consolidated accounts in accordance with the Charities Act 2011, and has taken advantage of the option not to prepare consolidated financial statements contained in Section 398 of the Companies Act 2006 on the basis that the charity and its subsidiary undertakings comprise a small group.

##### **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.

##### **Fund accounting**

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Any proposed transfer between funds would be considered on the particular circumstances.

# **Bawso 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.

Legacy income is recognised when receipt is probable and entitlement is established.

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

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.

##### **Income tax**

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

##### **Tangible assets**

All fixed assets are initially recorded at cost.

# **Bawso 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:

Freehold property	-	2% p.a. Straight line
Refuge furniture	-	33% p.a. Straight line
Motor Vehicles	-	25% p.a. Straight line
Office furniture and computer equipment	-	33% p.a. Straight line

##### **Investments**

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

##### **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.

##### **Financial instruments**

A financial asset or a financial liability is recognised only when the entity 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, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

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

##### **Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

#### **4. Limited by guarantee**

The charity is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 41 members of the company (2019: 47 members).

# Bawso 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 £
<b>Donations</b>			
Donations from Bawso Training and Interpreting Services Limited (note 27)	1,844	—	1,844
Donations	1,481	—	1,481
<b>Grants</b>			
Home Office - Diogel Project	676,551	—	676,551
Coutts foundation	30,000	—	30,000
<b>Subscriptions</b>			
Membership	635	—	635
<b>Other donations and legacies</b>			
UK Settlement Scheme	—	—	—
	<u>710,511</u>	<u>—</u>	<u>710,511</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
<b>Donations</b>			
Donations from Bawso Training and Interpreting Services Limited (note 27)	19,493	—	19,493
Donations	2,240	20	2,260
<b>Grants</b>			
Home Office - Diogel Project	591,067	—	591,067
Coutts foundation	30,000	—	30,000
<b>Subscriptions</b>			
Membership	727	—	727
<b>Other donations and legacies</b>			
UK Settlement Scheme	3,725	—	3,725
	<u>647,252</u>	<u>20</u>	<u>647,272</u>

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements (continued)

Year ended 31 March 2020

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Rental income	466,143	–	466,143
Welsh Government - Core Funding	–	213,000	213,000
Welsh Government - North Wales Outreach Service	–	130,000	130,000
Seren Mor - Bridging the gap	–	–	–
Welsh Government - Diogel project	–	74,000	74,000
Welsh Government - Childrens Funding	–	29,000	29,000
Communications Grant	–	–	–
Waterloo Foundation - FGM Project	–	–	–
Cardiff and Vale University Health Board IRIS Project	–	62,000	62,000
Swansea Change Fund - YAVA Project	–	–	–
Welsh Government Hate Crime Minority Communities	–	27,987	27,987
SPPG Direct Access	–	661,251	661,251
SPPG Floating Support	–	241,425	241,425
TILI tampon tax fund project	–	81,464	81,464
Welsh Government - Capital grant	–	74,124	74,124
Esmee Fairbairn - FM and FGM Project	–	25,045	25,045
Swansea social services FGM project	–	12,500	12,500
SW Police Tarian	–	30,000	30,000
Awards for all sister link project	–	–	–
Welsh Government - Inclusion Fund	–	35,317	35,317
Welsh Government - Staff costs	–	74,810	74,810
Home Office – Building a Stronger Britain Together	–	141,363	141,363
North Wales PCC Anti-Slavery Conference	–	–	–
North Wales PCC Early Intervention Youth Project	–	–	–
SW PCC Victim Fund	–	29,039	29,039
Natwest Opportunities Fund – My Money My Future	–	6,696	6,696
Awards for All Wellbeing and Empowerment	–	9,473	9,473
Waterloo Foundation FGM West and North Wales	–	22,500	22,500
North Wales PCC - IDVA	–	40,000	40,000
	<u>466,143</u>	<u>2,020,994</u>	<u>2,487,137</u>



# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements (continued)

Year ended 31 March 2020

#### 6. Charitable activities (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Rental income	496,566	180	496,746
Welsh Government - Core Funding	–	213,000	213,000
Welsh Government - North Wales Outreach Service	–	130,000	130,000
Seren Mor - Bridging the gap	–	480	480
Welsh Government - Diogel project	–	74,000	74,000
Welsh Government - Childrens Funding	–	29,000	29,000
Communications Grant	–	4,999	4,999
Waterloo Foundation - FGM Project	–	2,500	2,500
Cardiff and Vale University Health Board IRIS Project	–	72,000	72,000
Swansea Change Fund - YAVA Project	–	12,352	12,352
Welsh Government Hate Crime Minority Communities	–	–	–
Esmee Fairbairn - FM and FGM Project	–	49,506	49,506
Awards for All Wellbeing and Empowerment	–	–	–
Waterloo Foundation FGM West and North Wales	–	–	–
SPPG Direct Access	–	662,661	662,661
SPPG Floating Support	–	263,516	263,516
TILI tampon tax fund project	–	–	–
Welsh Government - Capital grant	–	–	–
Swansea social services FGM project	–	25,500	25,500
SW Police Tarian	–	30,000	30,000
Awards for all sister link project	–	3,000	3,000
Welsh Government - Inclusion Fund	–	36,260	36,260
Welsh Government - Staff costs	–	–	–
Home Office – Building a Stronger Britain Together	–	39,246	39,246
North Wales PCC Anti-Slavery Conference	–	500	500
North Wales PCC Early Intervention Youth Project	–	13,720	13,720
SW PCC Victim Fund	–	8,788	8,788
South Wales PCC IRIS Project	–	25,282	25,282
Swansea Change Fund - IDVA	–	1,200	1,200
North Wales PCC - IDVA	–	40,000	40,000
	<u>496,566</u>	<u>1,737,690</u>	<u>2,234,256</u>

#### 7. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Fundraising events	6,905	2,500	9,405
Room hire	9,110	–	9,110
	<u>16,015</u>	<u>2,500</u>	<u>18,515</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Fundraising events	12,600	–	12,600
Room hire	13,201	–	13,201
	<u>25,801</u>	<u>–</u>	<u>25,801</u>

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 8. Investment income

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Bank interest receivable	<u>11</u>	<u>11</u>	<u>102</u>	<u>102</u>

#### 9. Other income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Other income	4,098	—	4,098
Gain on disposal of tangible fixed assets held for charity's own use	<u>—</u>	<u>—</u>	<u>—</u>
	<u>4,098</u>	<u>—</u>	<u>4,098</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Other income	—	—	—
Gain on disposal of tangible fixed assets held for charity's own use	3,530	—	3,530
	<u>3,530</u>	<u>—</u>	<u>3,530</u>

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Children's project	-	29,000	29,000
Refuge provision	694,321	597,450	1,291,771
Floating Support	-	208,157	208,157
SW PCC Victim Fund	-	15,856	15,856
Core costs	337,480	223,550	561,030
Natwest Skills and Opportunities	-	10,104	10,104
Swansea Social Services FGM Project	-	10,685	10,685
Iris project	-	63,841	63,841
Wales for Africa project	-	-	-
Welsh Government Capital grant	-	7,500	7,500
Seren Mor	-	-	-
Wrexham Council Africa Day	-	-	-
YAVA Project	-	-	-
Newport Forced Marriage	-	30,778	30,778
WG VAWDASV Communication Grant	-	-	-
North Wales and Wrexham IDVA	-	35,994	35,994
Welsh Government Hate Crime Minority Communities	-	20,065	20,065
Welsh Government Staff cost support	-	74,810	74,810
North Wales Outreach Service	-	130,000	130,000
Welsh Government Windrush event	-	2,500	2,500
Awards for All Wellbeing and Empowerment	-	9,471	9,471
Awards for All sister link project	-	-	-
North Wales Asylum Seekers	-	-	-
SW Police Tarian	-	30,577	30,577
Waterloo Foundation FGM West and North Wales	-	19,360	19,360
Home Office Building A Stronger Britain Together	-	149,032	149,032
Welsh Inclusion Fund	-	35,314	35,314
North Wales Diogel Project	-	74,021	74,021
Public Health Wales CEHR Research	-	-	-
TILI tampon tax fund project	-	71,151	71,151
Support costs	119,634	124,666	244,300
	<u>1,151,435</u>	<u>1,973,882</u>	<u>3,125,317</u>

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2020

#### 10. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Children's project	–	29,210	29,210
Refuge provision	738,980	674,108	1,413,088
Floating Support	–	277,120	277,120
SW PCC Victim Fund	–	8,706	8,706
Core costs	468,794	223,551	692,345
Natwest Skills and Opportunities	–	21,938	21,938
South Wales FGM Project	–	23,397	23,397
Iris project	–	54,980	54,980
Wales for Africa project	–	1,200	1,200
Welsh Government Capital grant	–	–	–
Seren Mor	–	480	480
Wrexham Council Africa Day	–	2,500	2,500
YAVA Project	–	12,366	12,366
Newport Forced Marriage	–	52,252	52,252
WG VAWDASV Communication Grant	–	4,999	4,999
North Wales and Wrexham IDVA	–	40,680	40,680
Welsh Government Hate Crime Minority Communities	–	–	–
Welsh Government Staff cost support	–	–	–
North Wales Outreach Service	–	129,187	129,187
Welsh Government Windrush event	–	–	–
Awards for All Wellbeing and Empowerment	–	–	–
North Wales Asylum Seekers	–	10,558	10,558
SW Police Tarian	–	36,795	36,795
Waterloo Foundation FGM West and North Wales	–	–	–
Home Office Building A Stronger Britain Together	–	31,577	31,577
Awards for All sister link project	–	1,509	1,509
Welsh Inclusion Fund	–	36,102	36,102
North Wales Diogel Project	–	74,979	74,979
Public Health Wales CEHR Research	–	1,596	1,596
TILI tampon tax fund project	–	–	–
Support costs	233,753	–	233,753
	<u>1,441,527</u>	<u>1,749,790</u>	<u>3,191,317</u>

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements (continued)

#### Year ended 31 March 2020

#### 11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2020	Total fund 2019
	£	£	£	£
Children's project	29,000	–	29,000	29,210
Refuge provision	1,291,771	49,000	1,340,771	1,413,088
Floating Support	208,157	30,000	238,157	277,120
SW PCC Victim Fund	15,856	13,265	29,121	8,706
Core costs	561,030	119,634	680,664	926,098
Natwest Skills and Opportunities	10,104	–	10,104	21,938
South Wales FGM Project	10,685	1,815	12,500	23,397
Iris project	63,841	6,200	70,041	54,980
Wales for Africa project	–	–	–	1,200
Welsh Government Capital grant	7,500	–	7,500	–
Seren Mor	–	–	–	480
Wrexham Council Africa Day	–	–	–	2,500
YAVA Project	–	–	–	12,366
Newport Forced Marriage	30,778	3,278	34,056	52,252
WG VAWDASV Communication Grant	–	–	–	4,999
North Wales and Wrexham IDVA	35,994	4,000	39,994	40,680
Welsh Government Hate Crime	–	–	–	–
Minority Communities	20,065	7,153	27,218	–
Welsh Government Staff cost support	74,810	–	74,810	–
North Wales Outreach Service	130,000	–	130,000	129,187
Welsh Government Windrush Event	2,500	–	2,500	–
Awards for All Wellbeing and	–	–	–	–
Empowerment	9,471	–	9,471	–
North Wales Asylum Seekers	–	–	–	10,558
SW Police Tarian	30,577	1,800	32,377	36,795
Waterloo Foundation FGM West and	–	–	–	–
North Wales	19,360	–	19,360	–
Home Office Building A Stronger Britain	–	–	–	–
Together	149,032	–	149,032	31,577
Awards for All sister link project	–	–	–	1,509
Welsh Inclusion Fund	35,314	–	35,314	36,102
North Wales Diogel Project	74,021	–	74,021	74,979
Public Health Wales CEHR Research	–	–	–	1,596
TILI tampon tax fund project	71,151	8,155	79,306	–
	<u>2,881,017</u>	<u>244,300</u>	<u>3,125,317</u>	<u>3,191,317</u>

**Bawso Limited**

**Company Limited by Guarantee**

**Notes to the Financial Statements (continued)**

**Year ended 31 March 2020**

**12. Analysis of support costs**

	Refuge provision £	Floating support £	Older peoples project £	Core funded costs £	FGM Project £	South Wales PCC Iris £	Newport Forced Marriage £
Support costs - Central management overheads	<u>49,000</u>	<u>30,000</u>	<u>13,265</u>	<u>119,634</u>	<u>1,815</u>	<u>6,200</u>	<u>3,278</u>

	North Wales and Wrexham IDVA £	Welsh Government Hate Crime Minority Communities £	South Wales Police Tarian £	TILI tampon tax fund project £	Total 2020 £	Total 2019 £
Support costs - Central management overheads	<u>4,000</u>	<u>7,153</u>	<u>1,800</u>	<u>8,155</u>	<u>244,300</u>	<u>233,753</u>

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2020

#### 13. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2020	2019
	£	£
Depreciation of tangible fixed assets	17,453	11,362
Operating leases	278,608	278,608
Gains on disposal of tangible fixed assets	—	(3,530)
Fees paid to the auditor (Incl. VAT):		
• For the audit of the financial statements	10,098	9,900
• For non-audit services	<u>4,539</u>	<u>4,304</u>

#### 14. Staff costs

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

	2020	2019
	£	£
Wages and salaries	1,924,857	1,894,141
Social security costs	154,606	159,443
Employer contributions to pension plans	50,595	57,308
	<u>2,130,058</u>	<u>2,110,882</u>

The average head count of employees during the year was 102 (2019: 96). The average number of full-time equivalent employees during the year is analysed as follows:

	2020	2019
	No.	No.
Service delivery staff	73	73
Administrative staff	13	14
	<u>86</u>	<u>87</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2020	2019
	No.	No.
£60,000 to £69,999	<u>1</u>	<u>1</u>

#### 15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

During the year £nil (2019: £650 to four trustees) of expenses were reimbursed to the trustees.

#### 16. Transfers between funds

As at 31 March 2020 a transfer of unrestricted funds was made to restricted funds

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2020

#### 17. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Equipment £	Total £
<b>Cost</b>					
At 1 April 2019	619,712	100,483	18,960	211,564	<b>950,719</b>
Additions	—	5,300	—	79,778	<b>85,078</b>
<b>At 31 March 2020</b>	<b>619,712</b>	<b>105,783</b>	<b>18,960</b>	<b>291,342</b>	<b>1,035,797</b>
<b>Depreciation</b>					
At 1 April 2019	99,271	91,955	18,959	211,559	<b>421,744</b>
Charge for the year	10,550	2,562	—	4,341	<b>17,453</b>
<b>At 31 March 2020</b>	<b>109,821</b>	<b>94,517</b>	<b>18,959</b>	<b>215,900</b>	<b>439,197</b>
<b>Carrying amount</b>					
<b>At 31 March 2020</b>	<b>509,891</b>	<b>11,266</b>	<b>1</b>	<b>75,442</b>	<b>596,600</b>
At 31 March 2019	520,444	8,527	1	5	528,977

#### 18. Investments

	Shares in group undertakings £
<b>Cost or valuation</b>	
At 1 April 2019 and 31 March 2020	<b>1</b>
<b>Impairment</b>	
At 1 April 2019 and 31 March 2020	<b>—</b>
<b>Carrying amount</b>	
At 31 March 2020	<b>1</b>
At 31 March 2019	1

All investments shown above are held at valuation.

#### Subsidiaries and other investments

Investments represent the shares held in the trading subsidiary Bawso Training and Interpreting Services Limited. The company was incorporated in England and Wales under the Companies Act 2006 on 4<sup>th</sup> June 2008. All surpluses from the trading subsidiary will be reinvested into the charity Bawso.

The company owns 100% of the issued ordinary share capital of Bawso Training and Interpreting Services Limited a company registered in England & Wales company number:06611138. Registered office address: Clarence House, Clarence Road, Cardiff, Wales, CF10 5FB.

	2020 £	2019 £
Aggregate and Reserves	<b>1</b>	<b>1</b>
	2020 £	2019 £
Profit/ (Loss) for the financial year	<b>nil</b>	<b>nil</b>



# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements (continued)

#### Year ended 31 March 2020

##### 19. Debtors

	2020 £	2019 £
Trade debtors	304,342	96,256
Amounts owed by group undertakings	14,351	24,642
Prepayments and accrued income	95,180	33,234
Other debtors	665	48,867
	<u>414,538</u>	<u>202,999</u>

##### 20. Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	96,342	72,384
Accruals and deferred income	176,041	105,497
Social security and other taxes	101,460	70,895
	<u>373,843</u>	<u>248,776</u>

As at 18<sup>th</sup> January 2019 Bawso entered into a debenture with the Cooperative bank providing a fixed and fixed and floating charge over the freehold property.

##### 21. 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 £50,595 (2019: £57,308).

##### 22. Analysis of charitable funds

###### Unrestricted funds

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
General funds	94,445	1,196,778	(1,151,435)	(7,355)	132,433

	At 1 April 2018 £	Income £	Expenditure £	Transfers £	At 31 March 2019 £
General funds	873,564	1,173,251	(1,441,527)	(510,843)	94,445

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2020

#### 22. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2019	Income	Expenditure	Transfers	At 31 March 2020
	£	£	£	£	£
Welsh Government - Children's Funding	-	29,000	(29,000)	-	-
SW PCC Victim Fund	82	29,039	(29,121)	-	-
Swansea Social Services - FGM Project	-	12,500	(12,500)	-	-
Welsh Government Capital grant	-	74,124	(7,500)	-	66,624
North Wales PCC - IDVA	-	40,000	(39,994)	(6)	-
Welsh Government - North Wales Outreach Service	-	130,000	(130,000)	-	-
Welsh Refugee Council	9,857	-	-	(9,857)	-
Home Office - Building a Stronger Britain Together	7,669	141,363	(149,032)	-	-
Welsh Government - Diogel Project	21	74,000	(74,021)	-	-
Natwest Skills and Opportunities My Money My Future	3,345	6,696	(10,104)	63	-
South Wales PCC Iris	16,732	62,000	(70,041)	2	8,693
Esmee Fairbairn - FGM Project	-	25,045	(34,056)	9,011	-
Anti Human Trafficking	-	27,987	(27,218)	-	769
Welsh Government Staff costs support	-	74,810	(74,810)	-	-
Welsh Government Windrush Event	-	2,500	(2,500)	-	-
North Wales Freehold Property	520,444	-	(10,550)	(3)	509,891
Awards for All Wellbeing and empowerment	-	9,473	(9,471)	(2)	-
Wrexham IDVA	-	213,000	(213,000)	-	-
SW Police Tarian	(1,470)	30,000	(32,377)	3,847	-
Waterloo Foundation FGM West and North Wales	-	22,500	(19,360)	-	3,140
Welsh Government Inclusion fund	(4,300)	35,317	(35,314)	4,297	-
TILI Tampon Tax fund project	-	81,464	(79,306)	-	2,158
SPPG	-	902,676	(884,607)	3	18,072
	<u>552,380</u>	<u>2,023,494</u>	<u>(1,973,882)</u>	<u>7,355</u>	<u>609,347</u>

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2020

#### 22. Analysis of charitable funds *(continued)*

	At 1 April 2018	Income	Expenditure	Transfers	At 31 March 2019
	£	£	£	£	£
Welsh Government - Children's Funding	—	29,000	(29,210)	210	—
SW PCC Victim Fund	—	8,788	(8,706)	—	82
Waterloo Foundation FGM project	773	25,500	(23,398)	(2,875)	—
Cardiff Community Safety Partnership – Cardiff IDVA	(129)	—	—	129	—
Swansea Change Fund - YAVA Project	16	12,352	(12,362)	(6)	—
North Wales PCC – IDVA	(3,011)	40,000	(40,680)	3,691	—
Welsh Government - North Wales Outreach Service	(1,174)	130,200	(129,186)	160	—
Welsh Refugee Council	6,195	14,220	(10,558)	—	9,857
Home Office - Building a Stronger Britain Together	—	39,246	(31,577)	—	7,669
Welsh Government - Diogel Project	1,000	74,000	(74,979)	—	21
Natwest Skills and Opportunities My Money My Future	—	25,282	(21,937)	—	3,345
South Wales PCC Iris	(287)	72,000	(54,981)	—	16,732
Wales for Africa Project	—	1,200	(1,200)	—	—
Seren Mor - Bridging the Gap Project	—	480	(480)	—	—
Wrexham Council - Africa day	—	2,500	(2,500)	—	—
Esmee Fairbairn - FGM Project	11,458	49,506	(52,254)	(8,710)	—
FGM Cardiff half marathon	5,157	—	—	(5,157)	—
WG VAWDASV Communities Grant	—	4,999	(4,999)	—	—
Anti Human Trafficking	1,195	—	—	(1,195)	—
Welsh Government Staff costs support	—	—	—	—	—
Joseph Rowntree	850	—	—	(850)	—
North Wales Freehold Property	—	—	(10,550)	530,994	520,444
Awards for All Wellbeing and empowerment	—	—	—	—	—
Welsh Government core funding	—	213,000	(213,000)	—	—
SW Police Tarian	5,325	30,000	(36,795)	—	(1,470)
Cardiff City and south cluster Iris project	(11)	—	—	11	—
Awards for All - Sister Link project	(882)	3,000	(1,509)	(609)	—
Welsh Government Inclusion fund	(4,458)	36,260	(36,102)	—	(4,300)
Public Health Wales CEHR Research	1,600	—	(1,600)	—	—
TILI Tampon Tax fund project	—	—	—	—	—
Coutts Foundation	30,000	—	—	(30,000)	—
SPPG	—	926,177	(951,227)	25,050	—
	<u>53,617</u>	<u>1,737,710</u>	<u>(1,749,790)</u>	<u>510,843</u>	<u>552,380</u>

# **Bawso Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements** *(continued)*

#### **Year ended 31 March 2020**

#### **22. Analysis of charitable funds** *(continued)*

##### **Forced Marriage Project**

The Forced Marriage Project was funded for 3 years by the Esmée Fairbairn Foundation to reduce the risk to girls and young women being forced into marriage in South Wales. This raising awareness initiative enhanced the knowledge and understanding of BME communities, professionals and young people in schools of the impact of Forced Marriage and how to challenge it. The project funded a part time support worker and activity cost which came to an end in October 2019.

In January 2019, Bawso has also been awarded 12 months funding by the Home Offices; Building a Stronger Britain Together Programme to deliver awareness activities across Wales. The project targeted young people, parents, new arrivals, schools, community members of different generation's and one to one support for those at risk or victims of Forced Marriage. The project funded 2.5 FTE support workers including activity cost which came to an end in January 2020.

##### **Female Genital Mutilation Project (FGM)**

Esmée Fairbairn Foundation also funded Bawso for a 3 year period for community-based Preventative work on FGM in South Wales. The project is working closely with the social services due to the increased number of safeguarding referrals.

The Home Office; Building a Stronger Britain Together Programme also funds the FGM Project to run the same activities as the Forced Marriage Project across Wales. The project funded 2.5 FTE support workers including activity cost which came to an end in January 2020.

Waterloo Foundation also funded a 12 months project from July 2019 to raise awareness and provided one to one support in the North and West Wales area. The project funded 2 part time workers.

##### **BME Safeguarding Project**

Swansea Social Services funded a support worker to work alongside the social services to raise awareness of harmful traditional practices and increase the rate of reporting.

##### **Independent Domestic Violence Advocates Project (IDVA)**

Police & Crime Commissioners and the Community Safety Partnerships fund the IDVA projects. The IDVA grant is used to fund the employment of Independent Domestic Violence Advisers to support high risk service users through the Specialist Violence Court (SDVC) Service. The project runs in the North Wales region.

##### **Identification and Referral to Improve Safety Project (IRIS)**

The IRIS project is in partnership with Cardiff and the Vale University Health Board and Cardiff Women Aid. IRIS provides domestic abuse training, support and referral programme for GP surgeries. The training is delivered by Advocators/ Educators (AE) and Clinical Leads. Bawso is responsible for managing and overseeing AE's work and deliver IRIS Programme across surgeries in selected cluster in Cardiff and Vale of Glamorgan.

##### **Human Trafficking & Modern Slavery MARAC Coordinator**

South Wales Police, Gwent Police and Dyfed Powys Police in partnership funded the project - Tarian ROCU. The project funded a full time coordinator. Funding has been extended for another 2 years from November 2019.

# Bawso Limited

## Company Limited by Guarantee

### Notes to the Financial Statements (continued)

#### Year ended 31 March 2020

#### 22. Analysis of charitable funds (continued)

The aim of the Human Trafficking & Modern Slavery MARAC is to provide a structure where professionals can refer known or suspected victims of human trafficking/modern slavery and share information where there may be suspicious activity.

##### TILI Project

This project is a 2 year partnership with Hestia and Crisis and funded by the Tampon Tax Fund. The project provides one to one support to victims of Modern Slavery who are outside the NRM process.

##### Asylum and Refugee Project

The Welsh Governments Inclusion Fund has granted a 3 year funding to provide community based raise awareness about all forms of Violence Against Women to Asylum Seekers and Refugees across Wales. The project also provides training sessions to professionals about the experience of Asylum Seekers and Refugees around FGM, Forced Marriage and Human Trafficking. The project funds a part time support worker and cost of running the awareness sessions and training to professionals.

##### Well Being and Empowerment Project

The Awards for All grant supports a group of BME women affected by FGM, Domestic Abuse, Modern Slavery, and Forced Marriage & Sexual Violence. The funding mainly supports the costs around group gym and cooking activities ie travel, childcare, refreshment and venue costs. This project came to an end at the end of this financial year.

South Wales PCC Victim Fund, funded a programme to deliver the Recovery Toolkit, MIME workshops and bespoke sessions to BME women affected by FGM, Domestic Abuse, Modern Slavery, and Forced Marriage & Sexual Violence.

#### 23. Analysis of changes in net debt

	At 1 Apr 2019	Cash flows	At 31 Mar 2020
	£	£	£
Cash at bank and in hand	163,624	(59,140)	104,484

#### 24. Analysis of net assets between funds

	Tangible fixed assets	Net current assets	Total
	£	£	£
<b>Restricted Income Funds:</b>			
SPPG	–	18,072	18,072
TILI tampon tax fund project	–	2,158	2,158
Waterloo Foundation FGM West and North Wales	–	3,140	3,140
Welsh Government Hate Crime	–	769	769
South Wales PCC Iris	–	8,693	8,693
Welsh Government Capital grant	66,624	–	66,624
North Wales Freehold Property	509,891	–	509,891
	<u>576,515</u>	<u>32,832</u>	<u>609,347</u>
<b>Unrestricted Income Funds</b>	<b>20,085</b>	<b>112,348</b>	<b>132,433</b>
<b>Total Funds</b>	<b><u>596,600</u></b>	<b><u>145,180</u></b>	<b><u>741,780</u></b>

# **Bawso Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements (continued)**

#### **Year ended 31 March 2020**

#### **25. Operating lease commitments**

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

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Not later than 1 year	<b>18,958</b>	28,738
Later than 1 year and not later than 5 years	<b>43,624</b>	54,229
Later than 5 years	<b>252,226</b>	195,641
	<b><u>314,808</u></b>	<b><u>278,608</u></b>

#### **26. Limitation of auditors liability**

By way of a members' resolution dated 6h December 2019, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

#### **27. Related parties**

The company was under the control of the trustees throughout the current and previous year.

During the period ended 31 March 2020 the trustee Mrs C Sinha was also a director of Bawso Training and Interpreting Services Limited. On 31st March 2020 £14,351 (2019: £24,642) was owed from Bawso Training and Interpreting Services Limited. On 31st March 2020 Bawso Training and Interpreting Services Limited made a donation of £1,844 (2019: £19,493) to Bawso Limited by guarantee.