

COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

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LATIN AMERICAN WOMEN'S RIGHTS SERVICE

COMPANY INFORMATION

Trustees	Reineira Arguello Juliana Bell Tania Bronstein Maria Figueira Julieta Gonzalez Isabel Rodriguez Mora Yara Evans (appointed December 2013) Paula Gil (appointed December 2013) Karen Jacob (resigned March 2014) Susana Klien (resigned December 2013) Aida Morales (resigned October 2013) Mariela Magnelli (resigned May 2013)
Secretary	Tatiana Garavito (appointed January 2014) Carolina Gottardo (resigned December 2013)
Chief Executive Officer (known as Director)	Tatiana Garavito - Locum CEO from January 2014 Carolina Gottardo - on maternity leave since December 2013
Registered office	52 - 54 Featherstone Street London EC1Y 8RT
Bankers	Co-operative Bank Kings Valley Yew Street Stockport Cheshire SK4 2JU
Auditors	Field Sullivan Ltd Neptune House 70 Royal Hill London SE10 8RF
Company registration number	3480722
Registered charity number	1075163

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2014

The trustees who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2013. This is a directors' report required by S417 of the Companies Act 2006.

The trustees confirm that the trustees Report and financial statements of the charity comply with current statutory requirements, the requirements of its memorandum and articles of the association and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

STRUCTURE AND GOVERNANCE

Governing instrument

The Latin American Women's Rights Service (LAWRS) is a charitable company incorporated on 15 December 1997 and registered as a charity on 19 April 1999. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of management committee

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as Company Directors and members of the management committee.

LAWRS is a membership organisation. Members (264 as at 31st March 2014) are entitled to vote and to stand for election to the management committee at the AGM. Committee members are elected to serve for one year at a time. Under the requirements of the Articles of Association, one third of the committee, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the committee to ensure a range of skills and competences on the Board.

Organisational structure

The management committee meets every six weeks and is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and LAWRS' work. The company secretary sits on the committee but has no voting rights. In addition to specific roles for office holding posts (chair, vice chair and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

Major decisions as regards the charity are taken by the management committee. The committee approves the charity's business plan, annual work programmes, annual budget and quarterly financial reports to measure and control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair every six weeks.

Induction and training of trustees

Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan and its operational policies.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2014

Induction and training of trustees (continued)

An in-house trustee induction is delivered immediately following election of new members, which includes spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff and services. The company secretary organises attendance to external training for management committee members. During the reporting year, trustees attended seminars and training on the role and responsibilities of charity trustees, charity legislation and on topics relevant to their governance roles.

Risk mitigation

The trustees reviewed their risk assessment in July 2013. This involved thorough assessments in respect of likely risks of constitutional, financial, governance, management, operations, fundraising, external influences, human resources and health and safety. The agreed systems and procedures to mitigate risks identified in the register have been implemented.

The ongoing economic recession and reduction in funding, coupled with increased demand for services, continue to present risks to the financial sustainability of the organisation. Trustees have continued and are continuing to consider measures to mitigate risks associated with dependency on grant funding.

OBJECTIVES AND ACTIVITIES

Summary of objects

The purposes of the charity, as set out in the objects contained in the company's memorandum of association are: "to promote any charitable purpose for the benefit of Latin American women and their children living in the UK by providing advice, information and support in the areas of welfare benefits, health, housing, education, employment and training, immigration, family and the relief of poverty and distress".

LAWRS' mission is "to provide tools for growth to empower Latin American women in the UK to pursue personal and social change". The work of LAWRS is guided by three strategic drivers which are: combating poverty; tackling gender-based violence; and facilitating successful integration, key to which is obtaining recognition for our community and the contribution we make to the UK.

Ensuring furtherance of our charitable purposes for public benefit

The trustees have received briefing and training to ensure that the work of LAWRS adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers LAWRS' charitable purposes for public benefit.

In implementing their duties under Section 17 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

Who used and benefited from our services?

Latin Americans are one of the fastest growing migrant groups in the UK, estimated at 186,500 strong in 2008. The community continues to grow rapidly as a result of secondary migration from Spain, Italy and Portugal, with large numbers of Latin Americans fleeing the economic recession in these countries and coming to the UK in search of work. Over 62% in the community are women, often head of households, reflecting the growing "feminization" of poverty in Latin America.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2014

Who used and benefited from our services? (continued)

Latin Americans are concentrated in low-paid elementary jobs, frequently as domestics, cleaners, and in the hospitality and catering sectors, working anti-social hours, with no job security and facing high levels of labour exploitation. Access to public services is low: one in five is not registered with a GP; six out of 10 have never been to a dentist, and fewer than 20% access social support.

Most Latin American families are affected by "in-work poverty" with a parent in work and household income is below the official poverty line. Most Latin Americans in the UK struggle to make ends meet and live in insecure and very overcrowded and sub-standard accommodation.

LAWRS was created in recognition that women carry a disproportionate burden of the problems of displacement, have fewer chances to learn English and find their way about in British society and, that as migrants and as women, we are more vulnerable to abuse, violence, and have fewer chances of achieving social mobility. We are the only organisation in the UK holistically addressing Latin American migrant women's multiple needs. We offer free services in Spanish and Portuguese.

Achievements and performance

We reached an important milestone in 2013-2014: Our 30th anniversary. While we have much to celebrate, the issues that prompted LAWRS' creation in 1983 - poverty, gender abuse, exploitation and discrimination-remain a sobering reality for most Latin American women in the UK. What is different now is the scale of need, given the rapid growth of our community in the last two decades, and especially in the last five years as a result of onwards migration from Southern EC countries. This year, 80% of LAWRS' users were women escaping unemployment and debts in these countries, arriving here with their children, with no English, and no knowledge of the UK system.

During the year, 4,237 Latin American women directly benefited from LAWRS' services:

- 2,824 women received one-to-one support, including:
 - 1,683 supported on one-off basis, comprising 724 women seen at our drop-in, and 959 supported via e-mail and telephone advice.
 - 2,589 supported through ongoing casework and/or counselling.
- 1,355 women participated in workshops, group activities and ESOL classes at LAWRS and in several outreach locations. A further 58 women gained work experience through supported volunteer placements.

Key achievements accruing to Latin American women using our services include:

- Securing £1,753,360 worth of benefits for our users, thus lifting many families out of poverty.
- 40 new or established services becoming available to disadvantaged Latin American women and families in Southwark, Lambeth, Haringey and Hackney, resulting from partnerships we forged with 55 service providers and 18 strategic bodies.
- 619 women affected by violence against women and girls (95% of those we supported) breaking away from, or stopping the violence they previously experienced.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2014

ACHIEVEMENTS AND PERFORMANCE (continued)

Achievements benefiting our community, Latin American women, and migrant women:

- Lambeth Council joining Southwark in officially recognising the Latin American community.
- Securing the inclusion of migrant women in the UK Shadow CEDAW Report. This is the first time ever that the needs of migrant women figure in this Report
- Inclusion on strategic groups established by the Mayor's Office: the London's Reference Group for Violence Against Women and Girls and the London Group for Trafficking and Prostitution and the Home Office's Underrepresented Women and Harmful Practice groups.

Achievements in terms of organisation development

- Celebrating LAWRS 30th anniversary at a high profile event at City Hall with 200 guests.
- New projects in partnership with other organisations leading to a strengthened funding base.
- Receiving the Air Europe/LUKAS Human Rights Organisation of the Year Award 2014, achieved through popular vote by members our community

Report of activities

Tackling poverty, debts and homelessness

Our specialist advice, advocacy and casework support in housing, welfare benefits and money & debt faced a sharp rise in demand this year as a result of austerity measures, welfare reforms and reduced capacity of other organisations. We supported 819 women face-to-face, and a further 959 with phone or email advice. In most cases, women presented complex and multiple problems requiring follow-up interventions, advocacy and representation. We dealt with 1,778 cases this year.

Housing: Most women who sought our help were living in alarmingly overcrowded conditions, usually several families sharing a flat. Our casework and workshops prioritised preventing homelessness and providing assistance in securing accommodation. During the year we supported 282 households to secure suitable and affordable rented housing.

Welfare benefits: We supported 707 women in claiming benefits they were entitled to receive, and helped them to secure a combined total of £1,753,360 in benefits, mostly in-work benefits, averaging £2,480 per service user. Many women we saw were facing serious labour abuses such as retention of wages, no paid holidays, and wages lower than the national minimum wage.

Money and debt: Many women sought help over large and multiple debts, resulting mostly from penalty fines and unsecured and payday loans usually taken to meet day-to-day living expenses. We helped 395 women to renegotiate their debts and ran 10 workshops in Southwark, Haringey and Islington, on housing, benefits, and budgeting and financial literacy for 375 women. Eighty five percent of workshops' attendees reported feeling better equipped to handle their financial affairs.

Zero tolerance to violence against women and girls

During 2013-14 we became part of the London Violence Against Women and Girls (VAWG) Consortium, a partnership of 22 organisations working together to deliver comprehensive, cost effective, high quality services to VAWG survivors across London. The Consortium has been funded by London Councils to deliver a project structured under six themes. LAWRS has been working in collaboration to deliver specialized services under the "Advice and Counselling", "Prevention" and "Harmful Practices" strands extending its reach to more London boroughs.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2014

Report of activities (continued)

One-to-one support for survivors of violence

We provided intensive support to 682 Latin American migrant women experiencing VAWG helping them to extricate themselves from damaging and life threatening situations. During this year, 95% of our users either left a violent relationship or ended the abuse they had been experiencing.

We recruited Portuguese-speaking advisors and counsellors and are delighted to report an 11% increase in numbers of Brazilian service users this year. In partnership with the Open Doors Project, which runs sexual health services at St Bart's Hospital, we provided support to 66 women in prostitution. The partnership has enabled us to provide women with general advice and support, one-to-one advocacy, specialist casework and counselling.

Several of our users were on spouse visas experiencing domestic violence. We supported them in obtaining leave to remain under the Domestic Violence Concession Rule, which meant they and their children were able to access public funds and were able to leave violent relationships.

Our involvement in the Ascent Consortium enabled us to provide outreach services in several boroughs, enabling us to reach many more women in need of support. We also participated in seven borough-based VAWG forums to voice and advocate for improved responses to Latin American migrant women experiencing VAWG.

Preventing and challenging violence against women and girls

Increasing awareness of women's fundamental human rights through education is central to our work. This year, LAWRS delivered 24 educational workshops that were attended by 432 women. Ninety-three percent of participants reported an improved understanding of their human and legal rights as well as of the options and remedies available to them. We also delivered education and prevention work for children, young people and teachers in 16 schools across London.

Overcoming the impact of trauma and abuse

During 2013, we provided counselling and psychotherapy to 368 women survivors of violence, many of whom presented serious symptoms such as anxiety, depression, post-traumatic stress disorder, grief, eating disorders, self harm and suicidal thoughts. We provided individual therapy to 238 women over 15 sessions (20 for the most complex cases), and also delivered 108 crisis interventions for women in crises, mostly prompted by VAWG incidents. We also ran a surgery service at GAIA in Lambeth, where we provided support to approximately 6 women every week. We continued to run facilitated therapeutic groups and ran three such groups this reporting year.

This year we ran a broader program of workshops and group activities for 182 women. Topics covered included: self-esteem, anger management, resilience, assertiveness, effective communication, confidence building, parenting, and empowerment. We also ran 12 workshops using the novel Non Violence Resistance approach to support parents and careers in arresting anti-social behaviour and violence among children and young people. The project supported 60 parents.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

Improving opportunities on arrival

We supported 63 recently arrived women through one-to-one services and with activities to help them in acquiring the 'know-how' to settle, find good jobs and thrive in the UK. We provided in-house English classes to 21 women, ran 6 workshops attended by 60 women focused on different features of life in the UK, including democratic participation, and skills for accessing jobs. We also offered placement opportunities to 23 women to familiarise them with the world of work in the UK and to increase their employability. Since completing the project, 35% of them have either secured employment or accessed further educational opportunities. We continued to distribute Welcome Packs' through British Consulates, British Councils and English colleges in 11 Latin American countries to alert would be migrants of challenges and opportunities in the UK.

Facilitating inclusion and access to services at local level

The Wider Opportunities Better Lives (WOBL) Project aims to open up access to local services for women and their families in areas with large concentrations of Latin Americans. WOBL works with local agencies to help them develop provision addressing the needs of Latin American women and their families, and with women to encourage take-up of services and civic participation.

We opened a satellite base in Haringey towards the end of 2013-2014 and continued our work in Southwark. WOBL established successful relationships with 55 service providers and 18 key strategic bodies in four London boroughs: Southwark, Lambeth, Haringey and Hackney. Our work locally included: running workshops, introducing our community to officers and councillors and taking part in local events and celebrations.

WOBL organised 23 workshops attended by 285 women. These workshops alerted women of their rights and entitlements, introduced them to local services, and encouraged them to use services and to become civically engaged in their boroughs, including taking part in community consultations.

From October 2013 to end of March 2014 we ran a series of workshops and activities to promote safety, wellbeing, independent living and community connectedness for older women. The project supported 67 participants to learn about their entitlements and to access services they need. During delivery, we trained a team of volunteers to support older women and forged a partnership with Age UK Southwark & Lewisham. A positive outcome is that Age UK has taken over the project (and our volunteers) and has continued. This project exemplifies what we seek to achieve locally: ensuring that local agencies deliver services for vulnerable Latin American women in appropriate and relevant ways, and providing other Latin American women with a stepping stone for civic engagement and participation in the life of their local community.

User outputs and outcomes for WOBL continued to be encouraging: 243 women we supported reported greater awareness about services in their local areas. Of them, 70% have taken-up local services and 62% reported improvements in their situation e.g. improved housing conditions, obtaining school places for their children, gaining access to a GP, and improved English language skills. These in turn led to reduced isolation, improved wellbeing, heightened awareness of rights, and greater participation in civic and community affairs locally.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

Coalition of Latin Americans in UK

LAWRS leads and convenes CLAUK -Coalition of Latin Americans in UK, currently 11 Latin American organisations working to pursue the recommendations of the No Longer Invisible research. This research, co-commissioned by LAWRS and Trust for London, presents a picture of significant deprivation in our community. CLAUK's achievements this year include:

Gaining official recognition: Following formal recognition by Southwark in 2012, this year's highlights were gaining recognition in Lambeth, and significant progress achieved in Haringey, Hackney, Islington and at the Greater London Authority where a cross-party motion was put to London's Mayor. Also Chuka Umunna MP put forward two parliamentary questions this year. Recognition hinges on politicians viewing us as electors, and CLAUK carried out significant work prior to the May elections. We hosted hustings debates with MEP and council candidates. Our voter registration campaign resulted in 700 Latin Americans exercising their right to vote

Tackling Labour Exploitation: CLAUK collaborated with the Equality Human Rights Commission's investigation into the cleaning sector, which included cases of 52 Latin Americans and views of organisations and unions working with Latin American cleaners. We also worked in partnership with Southwark Law Centre and Unite the union to produce and distribute information about basic labour rights.

Improving access to Health: CLAUK facilitated the participation of the community in various health consultations and delivered workshops for over 300 people on access to health services. We ran a "Let's Stop HIV" campaign, with Naz Project London, reaching 1,000 people directly and over 4,000 people through an information campaign. Public Health Southwark & Lambeth has approached CLAUK to inform their HIV commissioning and enhance their understanding of the barriers facing our community in accessing services.

Together, CLAUK members submitted 51 responses to six consultations on health, labour rights, the Immigration Bill and equality issues. CLAUK also achieved significant media coverage, including in mainstream media such as: the Independent, the Guardian, ITV News, BBC News, Evening Standard and The Mirror and also in various local media.

Speaking up: Our campaigning, policy and advocacy work

We scaled up our campaigning, policy and advocacy work to uphold the rights of Latin American women and of migrant women in general, and achieved a greater level of influence.

Our work ensured that, for the first time, the needs of migrant women survivors of VAWG figure centrally in the UK CEDAW shadow report. Following the report's launch in April 2013, LAWRS was part of the delegation that presented the report to Parliament. Some of our users were part of Imkaan's consultation "Beyond the Labels", informing London's Mayoral Strategy on VAWG and the experiences of Latin American victims of trafficking informed a chapter of The GLA Shadow City Report "Exposing Human Trafficking in Everyday London".

For the first time, LAWRS sits on strategic groups set up by the Mayor's Office for Policing and Crime (MOPAC): London's Reference Group for VAWG and the London Group for Trafficking and Prostitution and we also secured a place at the Home Office Underrepresented Women and Harmful Practice. We took part on in the HM Inspectorate of Constabulary consultation "Everyone's business: Inspecting policing improving the Police Response to Domestic Abuse".

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

Our users' experiences also informed the "Preventing Trafficking for Labour Exploitation" policy report by Focus on Labour Exploitation (FLEX), which provided evidence to the All-Party Parliamentary Group on the Human Trafficking and Modern Slavery Bill. This coming year we will carry out a joint project with FairWork Foundation and FLEX and other partners to identify and support victims of trafficking in the EU.

Most Latin American women experience serious breaches of their labour rights. We prompted the Equality and Human Rights Commission to launch an enquiry into exploitation in the cleaning industries. We also informed the Centre for London research "Settle for nothing less: enhancing National Minimum Wage compliance and enforcement", which included the case of people working in the cleaning and catering sectors. Our representations also informed the GLA report "Migrants in low-paid, low-skilled jobs: barriers and solutions to learning English in London". We are part of the GLA Steering Group "English: the key to integration in London".

We are part of "Migrants Contribute", a migrants' movement that seeks to change negative narratives on migration in the build up to the general elections. We continue as active members of the "No recourse to public funds" campaign and of several platforms such as Imkaan, Rights of Women, Migrants Rights Network, Women's Resource Centre, Ban Network and Ascent and continue to work in partnership with other NGOs, and academic and research institutions. At European level, we participate in PICUM (Platform for Undocumented Migrants) and are part of its Undocumented Migrant Women's Group.

Finally, we were delighted to receive the 2014 Air Europe/LUKAS Award as the Latin American Human Rights Organisation of the Year, and especially proud of this achievement because hundreds of Latin Americans voted for us to receive this award.

Our crèche – more than just a support service

A total of 575 children were looked after by our crèche, enabling their mothers to access advice, counselling and workshops. During the reporting period, the crèche ran six workshops on good parenting for 95 women. Topics included impact of domestic violence in children, supporting children who are bullied, positive approaches to discipline, healthy development of children and speech development. During the year, we organised two outings with children and mothers: one on occasion of the Day of the Dead and a visit to the Natural History Museum.

And a big thank you:

We are indebted to all in our staff team for their excellent work and dedication, and to our 58 volunteers, whose input and support is essential to ensure LAWRS can achieve so much for so many Latin American women. Together, volunteers gave us an average of 119 hours every week: a staggering 6,188 hours in total. Many others contributed their skills and talents, and the list of supporters to thank is long. But we need to highlight our appreciation to Fernando Scornik Gerstein LLP Solicitors whose team provided pro-bono surgeries on immigration at LAWRS; Mark Evans who made a beautiful film for our 30th anniversary and Amal Al Muhanna for her work teaching English to older women. We are also hugely grateful to all our funders.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

Plans for the future

The coming year will present us with challenges as several multi-year grants for work critical to our organisational strategy are coming to an end. Our priorities are therefore to:

- Explore possibilities of sustaining work in London boroughs particularly in Southwark and Haringey and generally focus on achieving greater financial sustainability to respond to rising demand for services at these challenging times of funding cuts and reduced services.
- Continue efforts to reach out to Latin American women who miss out the most, including victims of trafficking, women with no recourse to public funds, domestic workers, women in prostitution, lesbians and Afro Latin Americans, and older and disabled women. Also to consolidate our successful work engaging with Brazilian women.
- Develop targeted work with Latin American young women and girls, consulting with them and ensuring we respond to their expressed priorities and needs.
- Build on the successes of our policy, advocacy and campaigning work to create visibility and a voice for our community and continue advocating on women's rights and migrant's rights issues and continue to support CLAUK in its work to prompt recognition, and to secure labour rights and access to health services.
- Invest on systems to more effectively record and evidence our work's impact, and increase the visibility of LAWRS through developing a refreshed communications and social media strategy and raising our profile to make justice to our team's empowering work.
- Cement our partnership work developing constructive relationships with partners to fulfil our mission as instigators of positive change at personal and wider societal levels. We will focus on securing pro-bono support for our clients from leading legal firms to make up for the reduction in availability of legal aid in areas where support is desperately needed.

Financial review

Review of fundraising activities

We derived income from several funding sources to which we are indebted. We are grateful to all those individuals who helped us financially, in particular to Julieta Gonzalez and Markus Taraba who asked their wedding guests to donate money to LAWRS, and to Vicky Arcaico Casas who donated us box office proceedings from her powerful one woman show Juana in a Million, which so vividly exposes the stark realities of Latin American migrant women in the UK.

Financial results

Income in 2013-2014 totalled £494,312 and expenditure was £452,834 resulting in a restricted funds surplus of £49,841 and a deficit of (£8,363) in unrestricted funds. There was significant growth in activity and turnover during the year compared to 2012-2013 (income: £363,281 and expenditure of £330,560). The trustees recognise the challenges in sustaining this level of activity and are committed to focus on raising unrestricted funds in the coming year.

The costs of generating funds at just 1.2% of turnover remained low, thanks to the time and dedication given by trustees who actively supported the Director in these tasks.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2014

Reserves Policy

The trustees are committed to maintaining an adequate, justified and reasonable level of reserves in line with guidance from the Charity Commission. It is the trustees' aim to hold a reserve fund equivalent to three months' running costs. Unrestricted funds as at 31st March 2014 stood at £112,462. In March 2014, the trustees designated a fund of £33,000 to cover contractual responsibilities in respect of staff employed by LAWRS. Therefore the balance of unrestricted free reserves is £77,322, excluding unrestricted fixed assets. This will cover just two months' revenue expenditure in the coming year (forecasted at £460,006). The trustees will continue to work to secure unrestricted funds to reach their agreed level of free reserves.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of Latin American Women's Rights Service 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 Charities SORP;
- make judgements and 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure to the auditors

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the trustees on 10/09/2014 2014 and signed on its behalf by:


Tania Bronstein - Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LATIN AMERICAN WOMEN'S RIGHTS SERVICE

We have audited the financial statements of Latin American Women's Rights Service for the year ended 31st March 2014 which comprise the statement of financial activities (incorporating, the income and expenditure account), the balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charitable company's members, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees (who are also the directors of the charitable company 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.

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the trustees' annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Opinion

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2014 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 applicable to smaller entities;
- have been properly prepared in accordance with the Companies Act 2006; and

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.



Timothy Sullivan FCA
Senior Statutory Auditor
for and on behalf of Field Sullivan Limited
Statutory Auditors • Chartered Accountants
Neptune House • 70 Royal Hill • London SE10 8RF

Date: 6/10/14

Field Sullivan Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2014

	Note	Unrestricted funds £	Restricted funds £	Total funds 2014 £	Total funds 2013 £
Incoming resources					
Incoming resources from generated funds:					
Voluntary income	2	31,630	287,607	319,237	260,530
Investment income - Bank interest		358	-	358	295
Incoming resources from charitable activities:					
Membership fees		2,640	-	2,640	2,730
Grants and contract income	3	2,500	169,537	172,037	99,670
Other incoming resources		40	-	40	56
		37,168	457,144	494,312	363,281
Total incoming resources					
Resources expended					
Cost of generating voluntary income		5,411	-	5,411	5,279
Charitable expenditure	4	28,585	407,303	435,888	318,926
Governance costs	6	11,535	-	11,535	6,355
		45,531	407,303	452,834	330,560
Total resources expended					
Net expenditure for the year					
- net income for the year		(8,363)	49,841	41,478	32,721
Transfers between funds					
		-	-	-	-
Net movement in funds					
		(8,363)	49,841	41,478	32,721
Total funds brought forward					
		120,825	67,561	188,386	155,665
Total funds carried forward					
		112,462	117,402	229,864	188,386

All of the above results are derived from continuing activities.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE (Company no 3480722)

BALANCE SHEET AS AT 31 MARCH 2014

	<u>Notes</u>	2014 £	2013 £
FIXED ASSETS			
Tangible assets	9	2,140	1,649
CURRENT ASSETS			
Debtors	10	113,369	87,544
Cash at bank and in hand		144,386	115,792
		<hr/>	<hr/>
		257,755	203,336
CREDITORS: Amount falling due within one year	11	(30,031)	(16,599)
		<hr/>	<hr/>
NET CURRENT ASSETS		227,724	186,737
TOTAL ASSETS LESS CURRENT LIABILITIES/ NET ASSETS		<hr/> <hr/>	<hr/> <hr/>
		229,864	188,386
FUNDS			
Unrestricted funds - general		79,462	87,825
Unrestricted funds - designated	12	33,000	33,000
Restricted funds	13	117,402	67,561
		<hr/>	<hr/>
TOTAL CHARITY FUNDS		229,864	188,386
		<hr/> <hr/>	<hr/> <hr/>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to small companies regime with the Financial Reporting Standard for Smaller Entities (effective April 2008). They were approved by the board on 10/09/14 and signed on its behalf by:


 Tania Bronstein - Chair


 Juliana Bell - Trustee

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2014

1 ACCOUNTING POLICIES

1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention, in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Charities Act 2011 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice issued in 2005 (SORP 2005).

1.2 Incoming resources

Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable.

1.3 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Fixtures, fittings and equipment	25% straight line
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Items of equipment are capitalised where the purchase price exceeds £200.

1.4 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the Charity's work.

1.5 Resources expended

Resources expended are included in the statement of financial activities of an accruals basis, inclusive of VAT.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the of staffing on each project.

1.6 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1.7 Leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2014

2. VOLUNTARY INCOME

	Unrestricted funds	Restricted funds	2014	2013
	£	£	£	£
Grants and donations				
Comic Relief	-	33,757	33,757	29,767
City Bridge Trust	-	28,000	28,000	30,000
European Integration Fund	-	28,022	28,022	50,308
Trust for London - Coalition of Latin Americans in the UK (CLAUK)	-	45,000	45,000	45,000
Big Lottery Fund	-	55,588	55,588	53,486
The Henry Smith Charity	-	35,300	35,300	24,800
Capital International Limited	-	10,150	10,150	9,860
AB Charitable Trust	-	-	-	7,500
London Borough of Southwark:				
- Southwark Safer Partnership	-	4,950	4,950	4,950
- Community Capacity Programme	-	17,000	17,000	-
Lloyds TSB Foundation	-	18,050	18,050	-
Wakefield and Tetley Trust	-	4,500	4,500	-
Big Lottery Fund - Awards for All	-	7,290	7,290	-
The Tudor Trust	25,000	-	25,000	-
Donations	6,630	-	6,630	4,859
	31,630	287,607	319,237	260,530

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	2014	2013
	£	£	£	£
Grants and contract income				
University of East London	2,500	-	2,500	-
London Councils	-	115,753	115,753	-
Journey to Integration	-	53,784	53,784	-
Black Advice Network	-	-	-	30,000
Women Together Against Abuse	-	-	-	27,856
Oak Foundation	-	-	-	35,557
Peter Minet Charitable Trust	-	-	-	3,000
University of Nottingham	-	-	-	3,257
	2,500	169,537	172,037	99,670

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

4.	CHARITABLE EXPENDITURE	2014	2013
		£	£
	Salaries	324,582	214,816
	Creche (non-salary costs)	491	100
	CLAUK Forum	3,352	794
	Supervision costs	7,453	3,916
	ESOL teacher	6,440	-
	Event costs and room hire	8,163	9,085
	Consultancy costs	-	12,525
	Volunteers expenses	10,965	10,530
	Training volunteers	2,822	5,390
	Other training costs	3,867	3,178
	Publications and reference materials	39	-
	Room hire	6,301	-
	Other costs	-	942
	Support costs (see below)	61,413	57,650
		<u>435,888</u>	<u>318,926</u>
5.	SUPPORT COSTS		
	Recruitment	1,415	853
	Rent, rates and services	29,751	28,575
	Insurance	2,714	2,416
	Cleaning	946	1,040
	Repairs and renewals	173	201
	IT maintenance	1,468	3,410
	Telecommunications	7,009	6,375
	Printing, postage and stationery	6,121	5,415
	Sundry expenses	938	-
	Travel costs	1,444	1,085
	Bank charges	315	342
	Depreciation	834	503
	Membership fees	2,824	2,126
	Bookkeeping fees	7,500	5,995
	Publicity and promotion	2,287	1,469
	Quality assurance fees	-	1,200
		<u>65,739</u>	<u>61,005</u>
	Support costs have been allocated as follows:		
	Charitable expenditure - Support and advice services	61,413	57,650
	Governance costs	4,326	3,355
		<u>65,739</u>	<u>61,005</u>

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

6. GOVERNANCE COSTS	2014	2013
	£	£
Accountancy fees	1,300	1,200
Audit fees	2,000	1,800
Legal fees	3,909	-
Allocation of support costs	4,326	3,355
	<u>11,535</u>	<u>6,355</u>

7. NET EXPENDITURE	2014	2013
	£	£
Net expenditure is stated after charging or crediting:		
Depreciation	834	503
Auditors remuneration	<u>2,000</u>	<u>1,800</u>

8. STAFF COSTS	2014	2013
	£	£
Salaries	307,166	209,960
Social security costs	22,827	10,135
	<u>329,993</u>	<u>220,095</u>

The average monthly number of full time equivalent employees during the year was as follows:

	2014	2013
	Number	Number
Support and advice services	11	9
Total	<u>11</u>	<u>9</u>

No employees earned over £60,000 in the year (2013 - nil).

The trustees did not receive any emoluments in the year nor were any amounts reimbursed.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

**NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2014**

9. TANGIBLE FIXED ASSETS	Fixtures, fittings and computers	
	£	
COST		
As at 1st April 2013		14,988
Additions		1,325
As at 31st March 2014		16,313
DEPRECIATION		
As at 1st April 2013		13,339
Charge for the year		834
As at 31st March 2014		14,173
NET BOOK VALUE		
As at 31st March 2014		2,140
As at 31st March 2013		1,649
10. DEBTORS		
	2014	2013
	£	£
Grants receivable	101,360	77,207
Prepayments and other debtors	12,009	10,337
	113,369	87,544
11. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR		
	2014	2013
	£	£
Accruals	7,300	6,352
Sundry creditors	3,703	3,432
Tax and social security	6,878	-
Deferred income	12,150	6,815
	30,031	16,599

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2014

11. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR (Continued)

Deferred income of £6,815 was released during the year.

12. DESIGNATED FUNDS

	Balance as at 1.4.2013 £	Incoming resources £	Outgoing resources £	Transfers £	Balance as at 31.3.2014 £
Sickness and maternity fund	33,000	-	-	-	33,000

Sickness and maternity fund covers the likely cost of staff being on sick leave for a prolonged period and the likely cost of staff being on maternity leave.

13. RESTRICTED FUNDS

	Balance as at 1.4.2013 £	Incoming resources £	Outgoing resources £	Balance as at 31.3.2014 £
Comic Relief	16,862	33,757	(30,338)	20,281
Trust for London - Abuse Against Migrant Elders	3,817	-	(3,817)	-
Trust for London - Coalition of Latin Americans in the UK (CLAUK)	30,282	45,000	(41,330)	33,952
City Bridge Trust	1,709	28,000	(29,503)	206
European Integration Fund	(5,033)	28,022	(22,989)	-
Big Lottery Fund	4,346	55,588	(52,120)	7,814
Capital International Limited	-	10,150	(76)	10,074
AB Charitable Trust	2,500	-	(2,500)	-
The Henry Smith Charity	13,078	35,300	(29,708)	18,670
London Borough of Southwark:				
- Southwark Safer Partnership	-	4,950	-	4,950
- Community Capacity Programme	-	17,000	(16,766)	234
London Councils	-	115,753	(115,018)	735
Journey to Integration	-	53,784	(46,029)	7,755
Lloyds TSB Foundation	-	18,050	(7,023)	11,027
Wakefield and Tetley Trust	-	4,500	(2,796)	1,704
Big Lottery Fund - Awards for All	-	7,290	(7,290)	-
	67,561	457,144	(407,303)	117,402

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

13. Purposes of restricted funds

Comic Relief and The City Bridge Trust - provision of counselling and psychotherapeutic one to one and group support for Latin American women survivors of violence.

Trust for London - Provision of support for elderly women experiencing financial, emotional, physical, and other forms of elder abuse.

Trust for London - Coalition of Latin Americans in the UK (CLAUK) - supporting the work of a coalition of Latin American organisations in the UK campaigning and advocating for recognition as an ethnic minority; access to labour rights and access to health services.

European Integration Fund - provision of a package of support to assist in the successful integration of recently arrived Latin American women on spouse, dependent, domestic worker visas and with indefinite leave to remain in the UK.

Big Lottery Fund - Instigating the development of culturally sensitive services for Latin American Women in 5 London Boroughs and activities to encourage Latin American women to take up services in their local areas, engage in the life of their local communities, also seeking to foster their civil engagement and participation.

Capital International Limited - supporting Latin American women on low incomes to acquire financial literacy skills to improve their living conditions.

AB Charitable Trust - contribution towards the salary of LAWRS' Director.

The Henry Smith Charity: contribution towards work tackling violence against Latin American women and girls.

London Councils: support towards providing advice and counselling for survivors of all forms of violence against women, including harmful practices, and work to prevent this violence, as part of the London Councils-funded pan-London Ascent Consortium.

LB of Southwark - Southwark Safer Southwark: funds towards Non Violence Resistance workshops to reduce incidence of intra-family violence.

LB of Southwark - Community Capacity Programme: supports community development work to ensure that local services address the needs of Latin American women and their families and that they are in turn informed of available local services.

Wakefield and Tetley Trust: contributes towards community development work in Southwark to ensure availability of provision and services meeting the needs of Latin American women, and to encourage their take-up.

Journey to Integration: a partnership between Iranian and Kurdish Women's Rights Organisation, Migrants Resource Centre, and Refugee Women's Association funded by the European Integration Fund to support the integration of newly arrived migrants.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2014

13. Purposes of restricted funds (continued)

Lloyds TSB Foundation: contributes towards advisory services to help produce poverty and debts, and address housing and homelessness problems affecting Latin American women.

Big Lottery Fund - Awards for All: funded LAWRS' 30th anniversary celebration event.

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	Total
	£	£	£
Tangible fixed assets	2,140	-	2,140
Current assets	140,353	117,402	257,755
Creditors falling due within one year	(30,031)	-	(30,031)
	<u>112,462</u>	<u>117,402</u>	<u>229,864</u>

15. OPERATING LEASE

Annual total commitments under operating leases were as follows:

	2014	2013
	£	£
Land and buildings	26,015	25,410
Other	980	980
	<u>26,995</u>	<u>26,390</u>