



IMPACT REPORT 2015

Hear Women /GarGar Foundation
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Find us on 



“There is one university truth, applicable to all countries, cultures and communities: violence against women is never acceptable, never excusable, and never tolerable”

**Secretary General of the United Nations,
Ban Ki-moon**



Legal Information

Charity Name: Hear Women / GarGar Foundation

UK office address: 37 Chapel Street, London, NW1 5DP

UK Registered Charity Number: 1135763

Management Committee:

Mr. Abdi Hamud	Chair
Ms. Samia Zaki	Secretary
Mr. Radin El-Attar	Vice Chair
Mr. Osman Abkey	Treasurer
Ms. Bakol Dirie	Trustee
Ms. Omayma	Youth Trustee

Our Vision

“A world where all women and girls are equal partners in their communities and around society”

Our Mission

Hear Women is an international NGO based in London, UK with offices in East Africa. We work with governments, community leaders, businesses, academics and other similar INGOs to campaign for East and North Africa Women’s rights and equality in all aspects of life.

Hear Women work regularly with governments, communities, businesses, academics and other NGO’s to change the lives of women in a positive and powerful ways.

Trustees Responsibilities

Trustee board members are expected to follow the good governance including:

- Understanding their role
- Ensuring delivery of organisational purpose according to Charity commissions guidance
- Working effectively both as individual and a team
- Exercise effective control
- Behaving with integrity
- Being open and accountable

A Trustee is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity, to enable them to ensure that accounts comply with the regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

Trustees Induction and Training

Our trustees have good understanding and familiarity of the practical aspects of the charity's work. New trustees are invited to attend induction meetings where we provide the charity's governing document as well as full background information of both the purpose and the operational aspect of the charity. In addition both the new and existing trustees are kept informed regularly about the organisational developments and changes through meetings, trainings and regular communication.

Risk Management

The Trustees have a risk management strategy comprising of the following areas:

- An annual review of the risks the charity may face.
- The establishment of systems and procedures to mitigate any identified in the plan.
- The implementations of such procedures designed to minimise any potential impact on the charity should those risks materialise.
- The management committee is in the process of identifying, reviewing and conducting the major risk to which the charity is exposed. With the continuous monitoring, appropriate procedures are established to moderate the risks the charity faces.

Quality

Hear Women/GarGar Foundation have policies in place to safeguard all those who use its services.

Organisational Structure

Hear Women/GarGar Foundation have 6 management committees who meet quarterly and are involved in each step of decision making process.

Trustees provide major input into ideas and guidance in all aspects of the organisation's management. Moreover, the CEO regularly reports to the management and ensures day to day operations of the organisation run smoothly.

Chair's Report

The strategies that we set up to achieve last year were to address the needs of our stakeholders, which included the provision of important and much needed services. We decided to be very imaginative and innovative in the delivery of those services through understanding and being realistic in the areas that we could be successful and achieve the most successes. These were also the areas that help and support were required the most. We therefore decided to focus on areas of health, education, and advocacy. GarGar Foundation successfully achieved all the targets activities.

I am also pleased that our founders, partners and most importantly our users see us as a Foundation that has the structures and capacity to deliver efficient and appropriate services. We are grateful to have highly qualified Management Committee members who bring a wealth of knowledge and expertise and appreciate the hard work and sacrifice of our volunteers without whom this Foundation could not meet their goals with success. They have also fruitfully accomplished the ambitious targets set by our founders.

Partnership work had been a key component of our success. Our success has always been to work closely with other organisations in the provision of comprehensive service for our users. We worked with those partners to facilitate valuable training for our trustees and volunteers. We will continue to work with those many organisations from different sectors and plan to continue these important partnerships over the next year. Challenges over the last year. We had huge demand for our services and had to be very innovative in the provision of those services.

There were also many limitations to our capacity and resources. It had not been easy to run the organisation with just trustee group. They and the volunteers have put in many hours well above their duties. I would like to take this opportunity to express my deep appreciation to the trustee management members, employee and volunteers for their hard work and dedication as well as out supporters and the public in general. Many thanks also go to our founders and organizations that we worked with over the last year.

Abdi Hamud, Chair

Governance and Structure

User-led charity

All our services and projects have strong evidence of user needs and our users are active in all aspects of the development, decision making and design of services. To establish the need for our programmes, we have used the following methods:

- **Knowledge and Experience:** All our programmes are user-led and the initial development of programmes is always based on clearly identified needs of the community we serve.
- **Monitoring and Evaluation:** The performance of services and projects are regularly checked to review those programmes that work and those that do not, as this helps us to improve how we do things and learn from mistakes
- **User Feedback:** This is important to past, existing and future programmes. Information gathered from the evaluation and the monitoring of systems is the basis of evidence.
- **Focus Groups:** Hear Women/GarGar Foundation service users are regularly given the opportunity to feedback their needs both formally and informally.

Our impact 15/16



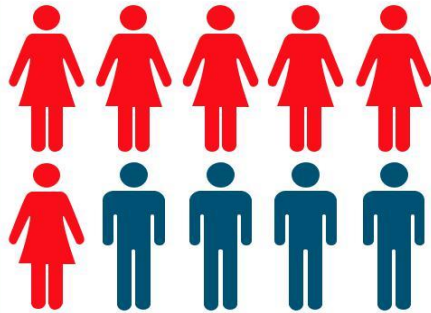
Nearly **4000**
Women & Girls
received direct support
and advice.

40%

Have gained
confidence
(*Speak Up*)



80% Supported
through our health
talks & workshops



More than **100**
professionals were
trained in all aspects of
FGM

Over **90%** of the project
beneficiary are women and
girls from East & North
African populations.

Nearly **50** women
has set-up their own business.

3200

Developed a clear
understanding of health
provision and the local
area.

21% of the women are
Somali background, and 69%
are Black African, East & North
African women.

15

Women and
girls have
started
volunteering.



10

Women secured
employment during the
course of Women &
Business project.

40 Orphan children
where supported

- Help through
- School Fees
- Clothing
- School Books
- Quarbani Meat distribution



“Skills for life” project

Our project “Skills for Life” (2014-2015) is to build and increase women’s skills. This project has been highly successful and had a great impact on our users. It has been bringing together women’s groups with the community and health providers through our women health and well-being sessions, workshops and our health forums. We have provided the opportunity to share information and ensure that women can influence decision-making about health outcomes. The sessions have been held at the Almanaar Centre and Paddington Arts Centre, which are places easily accessed by the local women leaving in Westminster, Kensington and Chelsea women. 1430 women and their families have benefited from our health project in 2013-2014.

Activities:

Health workshops: dementia, pain management, stops smoking, diabetes, breast cancer and changes in the NHS healthcare system.

- Housing workshops: explanation about how the social housing system works and how to bid for properties.
- Fitness classes: once a week the women have the opportunity to practice Zumba Classes.
- Coffee morning’s sessions: once a week, our beneficiaries meet to talk about the workshops’ topics and discuss issues of community interest.
- How to set up a business: these sessions have informed the women about the different categories of legal business functioning, marketing and tax matters.

Participants' quotes:

Rihab, 29 years old - *" I first came to Zumba with a family member, I had no confidence in myself and I didn't think Zumba was for me, but when I started the Zumba sessions with Hear Women, everything changed I don't miss a class and I'm always counting the days for the next session, Amy our Zumba Instructor helps us get fit, but makes sure we have fun doing it. She has helped me build my self-esteem, and is very good to us and shows us she cares."*

Selma, 30 years old - *"After recently having a baby, and being home all the time I felt overweight. Since started the Zumba things have changed I have made new friends, and the instructor is really nice, she always makes time to talk to us before or after her classes individually, always asks if we enjoyed the class, and if we need anything. But what really make me feel that she cares is that she always remembers our names, and is always smiling and very friendly."*

Malika Chantuof, 35 years old- *"I like all workshops that run in the centre as they are very beneficial and informative. I have made many new friends."*

Ms. Salaha, Community member - *"The volunteer that came in, really gave me a good perspective on the reality of FGM. She also gave some good background history on FGM, also why they are advocating against it. I would like to say thank you to Hear Women Organisation, they are very good and it is easy to understand their information – we all should make stand and say zero tolerance to FGM."*



Key outcomes

- Women have increased their self-esteem and confidence.
- Women have developed their skills and knowledge on physical, emotional and psychological well-being.
- Women have become fitter and aware of the importance of exercising.
- Women feel confident about how to access the NHS and housing services.
- Community cohesion has been enhanced and women had had the opportunity to socialise, hence isolation cases have been reduced.
- Women have taken up volunteering opportunities, improved their skills about project development and are working with the community.

Gender - Based Violence (FGM)

Preventing gender based violence (GBV) remains at the heart of our work. Hear Women (GarGar Foundation) deliver advice and support to women, children, and communities affected by GBV. Our programme providing information, training and advice continues to be well with 555 participants attending our workshops, seminars and zero between 2009 and 2013.

Key outcomes

- Participants increased their confidence and self-participants to wanting to be trained as FGM community advisers
- Volunteers increase their FGM knowledge, which provide them the opportunity to be able to raise awareness about the risks of FGM, how to safeguarding children against abuse, and how to promote this services to the local organizations.
- Community had better understanding about the causes, culture aspects and health problems of FGM.

Key achievement and challenges

Hear Women can happily report that the throughout the project we have had good attendance from the local BME women. The women have also contributed in the project running and have felt comfortable and confident in asking questions. They were able to do this in their own language. The key messages was on health issues such as mental health and breast cancer are having an impact on the women attending the workshops. As well as the project enabled the WLCCG to reach out to a targeted community and help and tackle health inequalities.

Case Study Fatima's

"My name is Fatima and I am originally from Somali, I am 53 years old. I came to this UK almost 20 years ago. Back in Somalia we don't really have access to health or a real understanding of what health services are out there. To be honest living in the UK I also have very little understanding of our local health providers. This is because my English is not very good so when I go to the doctors I normally go with my son or daughter and sometimes I don't really want to talk about depression/anxiety with the doctor in front my children. This is something in our culture that we just do not do or even talk about. When I was approached by Hear Women/GarGar Foundation about the health talks workshops , I really wanted to attend and ask questions especially about mental health as I have suffer from depression. The mental health workshop was brilliant, it enabled me to get a real insight into what is mental health and the stigma attached to it. The speaker also spoke about depression and gave some contacts for further support. I was really happy to meet other women who had the same fears as me and I was not alone in my thinking. So thank you Hear Women for the opportunity.



Coffee Mornings

The aim of the coffee mornings is to bring the local women together to address issues that are affecting them and reduce Isolation through building community cohesion.

Debt Advice

The aim of the debt advice sessions was to enable women to come together to address issues of debt, budgeting and managing their women. A total of 8 sessions were held last year total attendance of 65 women.

Case Study: Amina's *"I have never actually understood debt, my husband always deals with the bills. I normally have to go through him to understand our credit card bills. After coming to the class I feel I am much more confident in knowing about the different types of debt. I can now understand and manage my household budget and bills on my own"*

Managing Money

The main reason to deliver these sessions was so that the participants were better able to manage the money they get, whether this is through their benefits or part time work.

Case Study Zahra's *"I attended the management your money sessions they were both really helpful to me. I learned how to set a budget when managing money and how allocate my spending. It really helps when you can talk this through with someone. It was really to hear other women speak about their experiences as well. As I am not working I have to manage my money and also my children's whist my husband pays the bills. He has not really explained to me how to manage money. So I am glad that I came to these classes. In our culture especially if you are not working you do end up relying on your husband. I hop there are more sessions like this so that I can tell Other women to attend."*



Steering Committee

During the life of the projects Hear Women set up steering group made of the users. The women wanted to take part in the steering group for the following reasons:

- To learn about leadership
- Be more confident in decision-making.
- To have a voice
- To be heard
- To take the opinions of the wider group and make a positive change.
- To find out about other people ideas.

The participants they had gained the following skills form attending the steering group:

- How to make decisions.
- Able to work with other people with confidence.
- Increased confidence.
- Presentation skills
- Teamwork.
- Time management.

Women who were very passionate about health and well-being, learning new skills and meeting other women. The project also allowed the formation of a steering group which enabled the women to lead the project and learn more about the decision making processes in their local area. As a small organization, Hear Women successfully managed to recruit volunteers from the local community to support the project.



Events

HEAR Women /GarGar Foundation held a Christmas event on the 21st December 2015 where more than 136 families and their children attended and the event was very successful.

Future plans 2016 and beyond

Hear Women plan to develop some services and projects that can be delivered with the redesigned Hear Women organisation in order to extend its work and reach more Communities. Hear Women will continue to promote its activities throughout the community and reaching out to other key stakeholders.

Also, to promote Hear Women/GarGar Foundation better and effectively, monitor our projects, and outcomes better and have more clear directions. We will be also focusing to build more relationships with local and national funders. In addition, over the coming year we plan to strengthen and continue to increase our collaborative work with voluntary and statutory agencies.

ACCOUNTANTS' REPORT

These financial statements have been prepared in accordance with our terms of engagement and in order to assist you to fulfil your duties under the Charities Acts that relate to preparing the financial statements of the company for the period ended 31/12/2015.

We have prepared these financial statements based on the accounting records, information and explanations provided by you. We do not express any opinion on the financial statements.

On the balance sheet you have acknowledged your duties under the prevailing Companies Acts to ensure that the company keeps adequate accounting records and prepares financial statements that give "a true and fair view".

You have determined that the charity is exempt from the statutory requirement for an audit for this accounting period. Therefore, the financial statements are unaudited.

The financial statements are provided exclusively to the trustees for the limited purpose mentioned above, and may not be used or relied upon for any other purpose or by any other person, and we shall not be liable for any other usage or reliance.

Best Option Accountants
Crown House, 5th Floor, 506
North Circular Road
London
NW10 7PN

Abdullah Mohamud ACMA, CGMA
Chartered Management Accountant

Gargar Foundation / Hear Women
Income and Expenditure Account for year ended on 31 December 2015

		2015		2014
	Notes	Restricted Funds	Unrestricted Fund	Total Funds
		£	£	£
INCOMING RESOURCES:				
Voluntary Grants	Notes 1	-	-	-
Donations and other Income		27,381.60	6,845.40	34,227.00
ACTIVITIES FOR GENERATING FUNDS:				
Investment Income		-	-	-
Other Activities		-	-	-
Total Incoming Resources		<u>27,381.60</u>	<u>6,845.40</u>	<u>34,227.00</u>
				<u>40,361.00</u>

RESOURCES EXPENDED:

**COST FOR GENERATING
FUNDS:**

Charitable Expenses	Note 2	33,875.20	8,468.80	42,344.00	21,175.00
Investment Income		-	-	-	-
Other Activities		-	-	-	-

33,875.20	8,468.80	42,344.00	21,175.00
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CHARITABLE EXPENTURE:

Restricted Funds

TOTAL RESOURCES

EXPENDED:

33,875.20	8, 468.80	42,344.00	21,175.00
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Net Surplus for the year

- 6,493.60 - 1,623.40 - 8,117.00 19,186.00

Opening Funds

19,057.87 4,764.46 26,688.00 4,636.06

Transfer of funds

-

CLOSING FUNDS:

12,564.27 3,141.06 **18,571.00** **23,822.06**

BALANCE SHEET AS AT 31 December 2015

STATEMENT OF FINANCIAL POSITION

Gargar Foundation/ Hear Women

AS AT 31 December 2015

	Notes	2015 £	2014 £
<u>FIXED ASSETS</u>			
Land	-	-	-
Building	-	-	-
Vehicles & Equipment	-	-	-
Total Assets	-	-	-
<u>CURRENT ASSETS</u>			
Debtors	-	-	-
Prepayments	-	-	-
Cash at Bank & in hand	-	18,570.81	23,822.34
Total Current Assets	-	18,570.81	23,822.34

CURRENT LIABILITIES

Overdraft

Net Asserts	-	18,570.81	23,822.34
FINANCED BY			
Restricted Funds		14,856.65	
Unrestricted Funds	-	3,714.15	26,688.00
Total	-	18,570.80	26,688.00

Notes of the Accounts for 2015

Gargar Foundation/ Hear Women

Note 1

	Total (£) Unrestricted Funds	Total (£) Restricted Funds	2015	2014
Donors				
GENERAL PUBLIC FUNDRAISING &				
Donors	6,845.38	27,381.53	34,226.91	40,361.00
Other Donors				
Total	6,845.38	27,381.53	34,226.91	40,361.00

Notes 2

EXPENSES TYPE	Unrestricted Funds	Restricted Funds	Total	Total
	2015		2015	2,014.00
	£	£	£	£

Workshop & Class	293.71	3,394.39	3,688.10	655.00
Office Expenses	-	-		96.64
Refreshment/ food	-	-		158.50
Marketing/ Publicity	339.40	1,357.60	1,697.00	320.00
Printing and stationery	-	-		100.00
Professional Fee/ Accountant		750.00	750.00	1,787.14
Trainer Costs	90.00	360.00	450.00	
Utilities	-	-		90.00
Rent and Venue	1,054.00	4,216.00	5,270.00	5,854.05
Grant Expenses	-	-		2,612.23
Wages	2,745.82	10,983.26	13,729.08	7,858.11
Volunteers Expenses	329.72	1,318.88	1,648.60	1,150.08
Travel and Meeting	388.00	1,552.00	1,940.00	493.25
Projects	1,906.71	7,626.82	9,533.53	
Orphanage Project			2,400.00	
Legal Expenses			1,238.00	
Total	7,147.35	31,558.96	42,344.31	21,175.00

NOTES FORMING PART OF THE FINANCIAL STATEMENTS

ACCOUNTING POLICIES

- a) The financial statements have been prepared under the historical cost convention, with the exception of investment, which are valued at the prevailing market prices. The financial statements have been prepared in accordance with the statement of Recommended Practice-Accounting and reporting by the charities (SORP2005) issued in March 2005, applicable in the preparations of the financial statements are set out below.

INCOME RESOURCES

- b) Voluntary income includes donations, gifts, legacies and grants that provide core funding or are of general nature are recognised where there is an entitlement, certainly of receipts and the amount can be measured with sufficient reliability. Such income is only deferred when:
- c) The Donor specified that the grant or donation must only be used in future accounting periods, or
- d) The Donor has imposed conditions, which must be met before the charity has unconditional entitlement.

- e) Income from commercial trading activities is recognised as earned as the related goods and services are provided
- f) Investment income is recognised on a receivable basis
- g) Income from charitable activities include income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income includes in the category provided funding to support performance activities and is recognised where there is an entitlement, certainty of receipts and the amount can be measured with sufficient reliability.
- h) Income is deferred when admission fees or performance related grants are received in advance of the performances or event to which they relate.

RESOURCES EXPENDED

Expenditure is recognised when a liability is incurred. Contractual agreements and performance related grants are recognised as goods or services are supplied. Other grants payments are recognised when a constructive obligation arises that result in the payment being unavoidable.

- The cost of generating funds is those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds

- Charitable activities including expenditure associated with the activities are included the direct costs and support costs relating to these activities
- Governance costs include those incurred in the governance of the charity and its assets and the primarily associated with constitutional and statutory requirements.

i) Restricted funds:

Restricted funds are to be used for specified purposes as laid down by the founder. Direct and support expenditure, which meets these criteria, is defined to the fund together with a fair allocation of other costs

j) Unrestricted funds

Unrestricted funds are funds received which no restrictions placed in their use and are available as general funds.

k) Revenue grants are credited to incoming resources on the earlier of when they are received on when they are due.

Independent Examiner's Report to the Trustees of the Hear Women/ Gargar Foundation

Report to the trustees of

Hear Women/ Gargar Foundation

On accounts for the year ended

31 December 2015	Charity no	1135763
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Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

**Basis of independent
examiner's statement**

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

**Independent
statement**

examiner's

In connection with my examination, no matter has come to my attention;

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Abdullah Mohamud

Date:

15th August 2016

Name:

Abdullah Mohamud ACMA, CGMA
Chartered Management Accountant

Address:

Crown House, 5 th Floor, 506, North Circular Road, London, NW10 7PN
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