

CHARITY REGISTRATION NUMBER 1120401

COMPANY REGISTRATION NUMBER 5853854

ASHIANA SHEFFIELD

ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2015

ASHIANA SHEFFIELD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

D. Kaur
S. Bhargava
F. Cotterell
V. S. Briers-Bott
N. Scordi
E. L. Shipley

Chief executive officer

N. Lambe

Secretary

E. L. Shipley

Charity number

1120401

Company number

5853854

Registered office

Knowle House
4 Norfolk Park Road
Sheffield
South Yorkshire
S2 3QE

Auditors

UHY Hacker Young
6 Broadfield Court
Broadfield Way
Sheffield
S8 0XF

Bankers

NatWest Bank plc
7 Earl Street
Sheffield
S1 3FP

ASHIANA SHEFFIELD

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ASHIANA SHEFFIELD

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2015

The trustees present their report and accounts for the year ended 31 March 2015.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated and registered as a charity. 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.

Our charitable objects are set out in Article 4 of the Memorandum of Association and remain unchanged throughout the year.

Company status

The company is limited by guarantee and all members have agreed to contribute a sum not exceeding £10 in the event of a winding-up. The number of guarantees at 31 March 2015 was six.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

D. Kaur

S. Bhargava

F. Cotterell

V. S. Briers-Bott

(Appointed 30 June 2014)

N. Scordi

(Appointed 20 October 2014)

E. L. Shipley

Mrs Z. B. Khan

(Resigned 17 November 2014)

R. T. Kiyani

(Resigned 16 February 2015)

L. Adams

(Resigned 31 August 2014)

S. Quinn

(Resigned 31 August 2014)

The Directors of the company are also charity trustees for the purposes of the charity law and under the company's Articles are known as member of the Management Committee. New Trustees are recruited to ensure that collectively the Board maintains a broad range of varied backgrounds, skills and experience. We endeavour to ensure the needs of our beneficiaries are reflected by the diversity of the Board in terms of the skills and interests represented.

Potential Trustees are briefed to ensure they understand the objects, activities, strategy and the ethos of the charity. New Trustees receive a formal induction with the Chair of Trustees, Chief Executive and a full day induction within the service setting. The induction process ensures that all trustees understand the workings of the organisation. An annual trustee training day is held to review the work of the organisation and set targets for the coming year. Policies and procedures are in place to ensure that decisions are taken at the appropriate level.

All members of the Management Committee give their time voluntarily. Travel and other expenses incurred in the discharge of Trustee duties are reimbursed to all trustees. No trustee received any remuneration for services as a member of the Board.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

The board is composed of professional women with a range of relevant skills and experience both individually and collectively which is local, national and international and they exercise independent and objective judgement. The Board meets monthly to review and agree strategy, and oversee the operational and financial activities of the organisation.

The board of trustees has overall responsibility for the governance and strategic direction and policy of Ashiana.

Day to day responsibilities for the provision of the service are delegated by the Trustees to the Senior Management Team and they are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met under the direction of the Chief Executive. The Chief Executive is managed by the Chair of the Board who provides leadership, professional support and annual appraisal.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees assume responsibility for ongoing review of the risks facing the organisation. In this context, we define risk as the potential to fail to achieve our objectives and for loss, whether financial or reputational, inherent in the environment in which we operate.

Risk is addressed on an ongoing basis within the organisation at varying levels. Risks to the organisation are discussed at fortnightly staff meetings and on a monthly basis with the Senior Management Team and Board of Trustees. Measures have been put in place to minimise risks and the policies of the charity reflect this. Each year the Board of Trustees conducts a review of the major risks to which the charity is exposed and undertakes two strategic away days per year to reflect and evaluate our business activity and review risks, this is facilitated by an external facilitator for objectivity. A risk register has been established and is updated at least annually.

We are continually striving to ensure a consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

Objectives and activities

Our charity's purposes as set out in the objects contained in the company's memorandum of association are as follows:

The Charity's objects ("The objects") shall be to relieve the distress and suffering experienced by women from minority ethnic groups and any children of such women (and in particular Asian women and women with children) who have been maltreated by their partners, other family members or men known to them.

To relieve the distress and suffering experienced by men trafficked in to the UK.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

Aim

- To provide culturally specific and expert services for black, asian, minority ethnic and refugee (BAMER) women and children arriving in Sheffield and recently arriving from all over the world, fleeing domestic and sexual abuse and abuse within a range of multiple perpetrator systems such as forced marriage, human trafficking, gang violence and 'honour'-based violence.
- To provide services for women suffering the effects of recent and lifelong trauma, from widely different religious, linguistic and geographical communities and experiences and confronted with sharing intimate living spaces at points of crisis and potential breakdown in their lives.
- To provide specialist women-only services in framework for women that facilitates their understanding of their experiences, in a context of patriarchy and racism, and promotes self esteem and recovery.
- To adopt a holistic approach to service provision by developing projects such as training and development, advocacy, employment, floating support, language support, volunteering, community education and awareness raising.
- To support BAMER women to access the criminal justice system, whether this concerns reporting to the police, or pursuing a prosecution.
- To challenge systems which might be institutionally sexist or racist to ensure BAMER women's views are heard.
- To play a key role both in helping BAMER women and children access their rights, and to advocate on their behalf.
- To provide services for high risk clients experiencing forced marriage, honour based violence, or survivors of trafficking and women with no resources to public funds.

How our activities deliver public benefit

Our main activities and our beneficiaries are described in the report. The Trustees review our strategic vision, objectives and activities regularly to ensure that our work is firstly fit for purpose and secondly meets the stated purpose. The trustees consider how the strategic plan and planned activities advance the aims and objectives set and are focused on exclusively charitable purposes which are, in the opinion of the Trustees, beneficial to the community within the area as set out above.

Trustees referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives they have set.

Ensuring our work delivers our aims

Ashiana undertakes business planning exercises involving the staff team, trustees and our clients to review milestones and the impact of our work in the previous year. These reviews look at whether the organisation has achieved its key objectives and assesses the outcomes for service users.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

Ashiana regularly monitors and evaluates its services to ensure that interventions improve outcomes for BAMER women and children and also ensure the organisation is accountable. Monitoring and evaluation are essential in helping the charity understand what works best for BAMER women and children. Frameworks for reviewing services include methods such as user evaluation form, exit questionnaires, focus groups, and interviews with key stakeholders. Evaluations are done internally or sometimes external evaluations are commissioned. Ashiana is an organisation that strives to meet the needs of service users, fulfil the requirements of funders and ensure that high quality standards are maintained and examples of good practice are recognised through its delivery of services.

Strategic aims and main activities

The overall aim of Ashiana is to provide specialist support for BAMER women and children experiencing or at risk of experiencing violence and abuse, often supporting those deemed at high risk. Many BAMER women with complex needs and who are at high risk may not follow mainstream pathways or access services through the usual referral routes and may not be appropriately supported without our services. Our experience and research has found that BAMER women are less likely to seek help from services they perceive as insensitive to their values and needs and this reinforces the marginalisation they experience due to social and economic inequalities.

BAMER women also face cultural and social barriers of honour, shame and stigma attached to leaving abusive relationships. Combined with personal feelings of guilt and responsibility and often the uncertainty of insecure immigration status, they may endure abuse for longer periods, and to be experiencing severe abuse and extreme isolation by the time they seek help.

Other barriers to accessing mainstream services include lack of language, cultural and religious sensitivity and lacking in knowledge of the multiple forms of abuse they are subjected to by multiple perpetrators, as well as the understanding of the specific pressures and threats they face from intimate partners, families and communities.

We are also aware that women who do not receive an appropriate service from a BAMER women's organisation are more likely to withdraw from services and wait until problems escalate before accessing services again, creating greater costs and distress. So while short term savings may be achieved by withdrawing specialist BAMER services, over the long term there is a higher probability that the issue will manifest itself again with greater economic and social consequences. The need for specialist provision is even more acute for higher risk issues. Where BAMER women are at risk of forced marriage, human trafficking, so-called "honour" based violence, Female Genital Mutilation, grooming and potential domestic homicide, the priority is to find a place of physical safety they will trust enough to access.

The shared experience in a BAMER service of being in a minority group reduces isolation for service users and supports their journey out of self-blame towards recovery and self-esteem. The role models of competent BAMER women professionals from their own communities delivering the service are powerful catalysts in opening up new possibilities of a self-determining future for them. We also recognise that this is becoming a challenge as we are now providing a service to women from a global society and includes a more diverse group.

Ashiana is committed to providing a consistent, quality service to all our service users and strives to support them to overcome barriers to encourage full access to services and the support they need.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2015**

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

What we achieved in 2014/15

Our main objectives for the year were to provide safe emergency accommodation and support in the community for Black, Asian, Minority Ethnic and Refugee women and children. Throughout the year we were able to support over 450 women and their children to exit violent situations and move on to safe, stable futures. We achieved this by;

- Providing emergency accommodation and support for women and their children who have been trafficked for the purposes of sexual exploitation and domestic servitude.
- Providing support for BAMER women and children experiencing domestic abuse, forced marriages and honour-based violence.
- Providing holistic emotional and practical support on a one to one, group work and outreach basis for women and their children.
- Providing bespoke volunteer training and placement opportunities for BAMER women within Ashiana and partnership organisations.
- Providing bespoke, specialist training and awareness raising sessions to a range of cross sector organisations.
- One to one emotional and practical support to male and female victims of human trafficking across the UK covering Yorkshire and Humber, the North East, the North West and East Midlands.
- Offering early intervention and awareness raising packages tailored to cross sector front line organisations as well as the communities and those within the communities.
- Providing language education and support in the form of English for Speakers of Other Languages (ESOL) classes.

Project staff are able to offer support to participants in other languages including Urdu, Punjabi, Arabic and French. Additionally, the staff are experienced in the use of interpreters when needed.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

Support for victims of trafficking

Since 2009, Ashiana has worked to provide support to victims of human trafficking within the UK Home Office Anti Human Trafficking Victim Care Contract and have worked in partnership with the Salvation Army since 2011; the contract for this work has been secured for a further 3 years commencing 2015.

During the past 12 months, Ashiana Trafficking Project has supported 41 women and 16 children within accommodation and 153 adults on the outreach project.

The project offers accommodation for women and children who have experienced trafficking for the purposes of sexual exploitation and domestic servitude including support for male and female victims of human trafficking across the UK covering Yorkshire and Humber, the North East, the North West and East Midlands.

The project supports the service users in their experiences of being trafficked, and works very closely with them on their asylum and/or immigration case. A key aspect of the work is to support victims within the National Referral Mechanism (NRM), a process established to ensure the identification of victims of trafficking, in order for them to access the support to which they are entitled as per Article 12 of the Council of Europe Convention Against Trafficking. Through key working meetings and ongoing support, the trafficking project enables the development of skills and confidence and supports victims to become independent, and move on in a planned way.

We continue to strive to improve the service and outcomes for victims of trafficking; this year being a particularly successful year for the project. Ashiana increased the number of high risk supported accommodation unites from 9 to 16, increasing our ability to offer specialist support to more high risk and needs women and their children. These women and children also benefitted from Ashiana's wider services as outlined below.

Empowerment Through Advocacy

The Big lottery Reaching Communities fund the Ashiana "Empowerment through Advocacy" five year project, delivering specialist culturally customised advocacy support, awareness raising and community empowerment initiatives to women from BAMER communities.

This year, the programme has entered its final year. The aim of the programme is to provide education, support and awareness around violence and abuse to women BAMER communities as well as offering volunteer and training opportunities in a safe and supportive environment.

The project enabled Ashiana to support 1536 BAMER women and their children to move away from violence and increase their life opportunities in a safe, women only space, enabling and empowering them to make the important steps towards rebuilding their lives in a culturally and gender informed way. Women supported are extremely vulnerable and have a high risk through the devastating effects of domestic violence, sexual abuse, and exploitation and other forms of gender based violence and oppression.

The project has two distinct strands: advocacy through empowerment and volunteering. The advocacy strand offers empowerment and support to women to enable them to become independent and move away from the risk of violence and abuse.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

- **Training, awareness and early intervention**

The advocacy project also includes the delivery of awareness raising sessions to other front line organisations, aiming to promote awareness of and appropriate responses to BAMER women's needs as well as offering direct referral routes to Ashiana services.

Ashiana has delivered training to 25 cross sector organisations and community groups, hosting a total of 60 sessions to women, families, community members and professionals in order to raise awareness around violence risk factors most prevalent with BAMER communities. Through delivering this training, Ashiana are able to provide direct referral routes into specialist services as well as our wider support package.

Advocacy workers have increased the delivery of awareness-raising sessions to women in traditionally hard to engage communities including Roma, Chinese and Yemeni which has continued to enhance our reputation in those communities. We have developed links with service providers who are unable to reach these communities including the local migration team.

- **Volunteers**

The volunteering element of the project offers a volunteer programme to enable women to use their experiences as a way to access employment and further training opportunities, thereby increasing independence and empowerment. Ashiana offers various volunteer opportunities within the service and works closely alongside partners to offer other placement opportunities for volunteers, which also includes ongoing supervision and support to the volunteers whilst placed with them.

161 women have been supported into volunteering and further employment opportunities throughout the length of the project; 51 of which have gained placements within partnership agencies, 32 have undertaken opportunities within Ashiana, 20 have accessed further education and training opportunities and 20 have accessed paid employment; 1 of which gained employment with Ashiana.

Through its commitment to delivering services in partnership, the project has also been able to develop a regional database of relevant referral agencies and their services in order to signpost service users and promote access to relevant services as well as the development of specialist agencies offering support and advice in-house, thus providing a holistic approach to support.

The project is due to end in 2015, continuation funding has been sought to develop upon the learning from this project and further enhance the opportunities and support available to BAMER women in Sheffield.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

English as a Second Language (ESOL)

Our in-house ESOL provision provides opportunities for women to access language support in a safe, women only environment. Access also reduces isolation and increases skill and confidence to move into long term independent living. Many of the women that access these classes are unable to access alternative ESOL provision (i.e. college) due to their low levels of language and provider funding restrictions in relation to this. The classes are attended on a regular basis by over 30 women and are fully run by qualified tutors who work with Ashiana on a voluntary basis. Additional funding received from the Salvation Army Victim Care Fund enables us to provide childcare provision alongside these classes, thus increasing access and removing barriers to learning.

Women with No Recourse to Public Funds

One of the pressures on our service is the issue of women with no recourse to public funds who come into England on spousal visas, experience domestic abuse and are then faced with the choice of staying with an abusive partner or leaving without any recourse to financial assistance. Ashiana is working to support the development of a strategy to support women with no recourse to public funds and work throughout the year to raise funds to support women and their children who may be facing this situation.

Networks and Partnerships

Ashiana works within many national networks addressing BAMER needs including the Forced Marriage Unit, Human Trafficking Foundation, Home Office Trafficking Unit, Imkaan and Women's Aid. Locally, we are members of the Sheffield Freedom Cities Board, South Yorkshire Violence Against Women and Girls Network, South Yorkshire Domestic Abuse Forum and regularly work alongside other providers and change makers in the region including Northern Refugee Centre and Migration Yorkshire. We are recognised as a main provider of BAMER services in the UK and are highly regarded as experts in our field.

This year Ashiana launched the Sheffield BAMER Women's Forum which provides opportunity for professionals from both statutory and non-statutory organisations to discuss these issues, explore good practice, identify gaps in provision and foster a joined up approach to supporting BAMER women, living and working in Sheffield whose lives have been affected by violence and abuse. The forum will use findings, learning and experiences to feed into, compliment and influence strategic priorities in Sheffield and beyond through wider networks.

Over the last 12 months we have continued to build relationships with external stakeholders to further enhance and develop the support available to women and children in the project. Workers liaise regularly with the NRM team within the UK Border Agency to discuss issues that have arisen in regards to trafficking and asylum claims. This ongoing dialogue also provides for an opportunity to raise awareness about the reality of women's experiences and the impact it has on them.

Other awareness raising work has included presentations, advisory boards, local and national conferences, educational establishments and other relevant cross sector organisations. Ashiana have been involved in the provision on a national basis which this year included the NRM Review as well as the Frank Field call for information to inform issues with in the Modern Slavery Bill.

We work closely with the local authority housing providers in the areas in which we work to establish move on protocols which allows for better resettlement processes.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

Financial review

The charity has made a surplus of £53,783 in the year (2014: surplus of £125,461). At 31 March 2015 total fund balances were £433,841 of which £381,341 was unrestricted, £44,787 designated and £7,213 restricted.

Our model for financial management is to ensure we maintain stability and sufficient funds to safeguarding ongoing investment in the critical elements of our strategic plan.

Financial policies and procedures from the framework upon which decisions for expenditure are made and we have developed a clear schedule of delegated authorities, which has been reviewed by the Trustees. Monthly management accounts are produced for managers to monitor budgets and review the expenditure. The CEO reviews all management accounts and detailed financial information is given to the Board on a bi-monthly basis.

New systems have been established and more detailed reporting measures have been put in place and regularly reviewed.

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least equivalent to 6 months of the expenditure. The reserves are needed to meet the working capital requirements of the charity. This is important in the event of a significant drop in funding it means we can continue the current activities of the charity.

Funds have been designated within unrestricted funds to develop an integrated strategic planning and direction strategy for delivering the objects of the charity in the context of government policy and wider developments.

At present the money that the charity has in reserve has been re-invested to ensure a better return on the investment. Ashiana continues to increase funding by attracting new donors and through other fund raising activities.

ASHIANA SHEFFIELD

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

Plans for the future

As of 1st April 2014, Ashiana's domestic abuse refuges merged with those of Haven House Project and Sheffield Women's Aid to become Sheffield Area Refuge and Support (SARAS). Ashiana committed to sustain and develop other projects independent of the merged organisation and Ashiana remains a lead provider of BAMER Women's services and remains committed to meeting the complex needs of vulnerable women.

This year, we have diversified our income streams and Ashiana seeks to continue to develop new, innovative services that enhance the service opportunities available.

Our Big Lottery Reaching Communities Programme has entered its fifth and final year of delivery and we will continue to promote the outcomes of this service and seek to secure the future delivery of this vital scheme.

Contracts for next year have also been secured from the Salvation Army to continue to deliver accommodation and outreach support to victims of human trafficking. This year, we increased our supported refuge accommodation, now offering purpose built accommodation and support to up to 16 women and their children at any one time.

Ashiana are developing further refuge accommodation within South Yorkshire over the next year as well as a new outreach service based in the North East, offering further opportunities for support to victims of trafficking as well as developing further strategic work within the region.

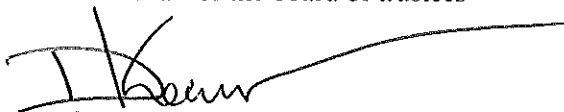
Ashiana plan to develop the training and awareness raising activities available both locally and nationally in order to raise awareness and understanding of domestic abuse, forced marriage, honour based violence, FGM, trafficking and related issues in BAMER communities, in the wider community and amongst professionals.

Strengthening and maintaining existing partnerships and developing new ones will continue to be at the heart of all new services developed ensuring that Ashiana collaborates effectively to provide the vital multi-agency approach that is essential to getting it right for vulnerable women. We will continue to demonstrate the success of the support model so that key commissioners will see how we can help meet their priorities.

Disclosure of information to auditors

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

On behalf of the board of trustees



D. Kaur

Trustee

Dated: 22 December 2015

ASHIANA SHEFFIELD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Ashiana Sheffield for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, 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 accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts 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.

6 Broadfield Court
Broadfield Way
Sheffield
S8 0XF

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ASHIANA SHEFFIELD

We have audited the accounts of Ashiana Sheffield for the year ended 31 March 2015 set out on pages 14 to 25. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company'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 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 statement of trustees' responsibilities, the trustees, who are also the directors of Ashiana Sheffield for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the accounts 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 Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity'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 accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts 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 ASHIANA SHEFFIELD CONTINUED

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2015 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the accounts are prepared is consistent with the accounts.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where 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 accounts 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.

Roland Givans (Senior Statutory Auditor)
for and on behalf of UHY Hacker Young

Chartered Accountants
Statutory Auditor

Dated: 22 December 2015

ASHIANA SHEFFIELD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2015

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2015 £	Total 2014 £
<u>Incoming resources from generated funds</u>						
Donations and gifts	2	5,000	-	594	5,594	2,163
Investment income	3	351	-	-	351	697
		<u>5,351</u>	<u>-</u>	<u>594</u>	<u>5,945</u>	<u>2,860</u>
Incoming resources from charitable activities	4	604,484	-	78,811	683,295	780,554
Other incoming resources	5	1,742	-	-	1,742	1,274
		<u>611,577</u>	<u>-</u>	<u>79,405</u>	<u>690,982</u>	<u>784,688</u>
<u>Resources expended</u>						
Charitable activities						
Supported housing & outreach		510,232	-	125,967	636,199	617,806
Development Activity		-	-	-	-	37,413
		<u>510,232</u>	<u>-</u>	<u>125,967</u>	<u>636,199</u>	<u>655,219</u>
Total charitable expenditure		<u>510,232</u>	<u>-</u>	<u>125,967</u>	<u>636,199</u>	<u>655,219</u>
Governance costs		1,000	-	-	1,000	4,008
		<u>511,232</u>	<u>-</u>	<u>125,967</u>	<u>637,199</u>	<u>659,227</u>
Total resources expended		<u>511,232</u>	<u>-</u>	<u>125,967</u>	<u>637,199</u>	<u>659,227</u>
Net incoming/(outgoing) resources before transfers		<u>100,345</u>	<u>-</u>	<u>(46,562)</u>	<u>53,783</u>	<u>125,461</u>
Gross transfers between funds		29,634	-	(29,634)	-	-
		<u>129,979</u>	<u>-</u>	<u>(76,196)</u>	<u>53,783</u>	<u>125,461</u>
Net income/(expenditure) for the year/ Net movement in funds		<u>129,979</u>	<u>-</u>	<u>(76,196)</u>	<u>53,783</u>	<u>125,461</u>
Fund balances at 1 April 2014		251,862	44,787	83,409	380,058	254,597
		<u>251,862</u>	<u>44,787</u>	<u>83,409</u>	<u>380,058</u>	<u>254,597</u>
Fund balances at 31 March 2015		<u>381,841</u>	<u>44,787</u>	<u>7,213</u>	<u>433,841</u>	<u>380,058</u>

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

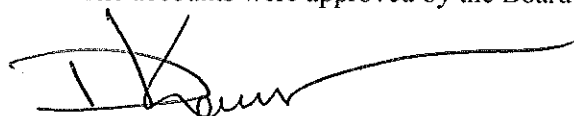
ASHIANA SHEFFIELD

BALANCE SHEET

AS AT 31 MARCH 2015

	Notes	2015 £	2014 £
Fixed assets			
Tangible assets	11	510	334
Current assets			
Debtors	12	115,596	61,428
Cash at bank and in hand		345,630	372,655
		461,226	434,083
Creditors: amounts falling due within one year	13	(27,895)	(54,359)
Net current assets		433,331	379,724
Total assets less current liabilities		433,841	380,058
Income funds			
Restricted funds	15	7,213	75,108
Unrestricted funds:			
Designated funds	16	44,787	44,787
Other charitable funds		381,841	260,163
		433,841	380,058

The accounts were approved by the Board on 22 December 2015



D. Kaur
Trustee

Company Registration No. 5853854

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2015

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006.

1.2 Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Income from investments is included in the year in which it is receivable.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Amounts outside this are deferred.

1.3 Resources expended

Expenditure is recognised on an accruals basis when the liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is included as part of the expenditure to which it relates:

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct costs and support costs relating to such activities.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include its audit fees and costs linked to the strategic management of the charity.

Support costs include central functions and have been allocated to activity cost by amounts agreed with the funder.

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

1 Accounting policies

(Continued)

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

House equipment	33.33% straight line
Office furniture	33.33% straight line

Fixed assets costing less than £500 are not capitalised.

1.5 Pensions

The charity contributes to a multi-employer defined benefit pension scheme on behalf of its employees. The assets of the scheme are entirely separate to those of the charity. It is not possible to identify the charity's share in the scheme's assets and liabilities and therefore the scheme has been treated as a defined contribution scheme in the accounts. Contributions are charged in the accounts as they become payable.

1.6 Accumulated 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 set out in the notes to the accounts.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

2 Donations and gifts

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Donations and gifts	5,000	594	5,594	2,163

3 Investment income

	2015 £	2014 £
Interest receivable	351	697

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2015

4 Incoming resources from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Supported housing & outreach	604,484	78,811	683,295	745,147
Development activity	-	-	-	35,407
	<u>604,484</u>	<u>78,811</u>	<u>683,295</u>	<u>780,554</u>

Included within income relating to Supported housing & outreach are the following grants;

Supporting People	-	199,713
SATCo	584,636	349,583
Housing benefit	19,358	115,559
Service charges	490	9,685
Housing Voids	-	(7,917)
No recourse grants for women	-	1,740
Big Lottery	75,236	73,014
Buttle Trust	3,075	3,370
Other grants	500	400
	<u>683,295</u>	<u>745,147</u>

Included within income relating to Development activity are the following grants

Forced Marriage Unit - Unrestricted fund	-	318
Forced Marriage Unit - Restricted fund	-	15,739
TSB Grant - Restricted fund	-	19,350
	<u>-</u>	<u>35,407</u>

5 Other incoming resources

	2015 £	2014 £
Other income	<u>1,742</u>	<u>1,274</u>

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2015

6 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total 2015 £	Total 2014 £
Charitable activities					
<u>Supported housing & outreach</u>					
Activities undertaken directly	340,146	588	295,465	636,199	617,806
<u>Development Activity</u>					
Activities undertaken directly	-	-	-	-	37,413
	<u>340,146</u>	<u>588</u>	<u>295,465</u>	<u>636,199</u>	<u>655,219</u>
Governance costs	-	-	1,000	1,000	4,008
	<u>340,146</u>	<u>588</u>	<u>296,465</u>	<u>637,199</u>	<u>659,227</u>

Governance costs includes payments to the auditors of £1,000 (2014: £4,008) for audit fees. Charitable activities includes payments to auditors of £3,500 (2014: £2,340) for other services.

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2015

7 Activities undertaken directly

	2015 £	2014 £
Other costs relating to Supported housing & outreach comprise:		
Interpreting services	8,612	9,928
Refuge costs	46,510	44,260
Clients expenditure - unrestricted element	106,858	113,700
Rent	15,765	18,252
Legal & professional fees	14,986	29,340
Insurance	2,515	5,332
Repairs and maintenance	8,191	2,596
Postage and stationery	1,490	4,292
Telephone and fax	8,404	10,086
Training	2,194	-
Travelling expenses	62,206	27,161
Sundry expenses	6,333	1,806
Subscriptions	393	478
Advertising	700	331
Bank charges	1,459	1,152
Staff training	150	4,877
Volunteers expenses	1,213	2,284
Various staff expenses	1,520	1,140
Clients expenditure - restricted element	4,555	-
Other costs	1,411	-
	<u>295,465</u>	<u>277,015</u>
Other costs relating to Development Activity comprise:		
Accommodation	-	380
Administration	-	5,694
Subsistence	-	1,902
	<u>-</u>	<u>7,976</u>

8 Governance costs

	2015 £	2014 £
Other governance costs comprise:		
Auditors' remuneration	1,000	4,008
	<u>1,000</u>	<u>4,008</u>

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2015

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, but 5 of them were reimbursed a total of £971 travel and subsistence expenses (2014: 1 were reimbursed £680).

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2015 Number	2014 Number
Management and administration	3	2
Service delivery	10	10
Trustees	10	11
	<u>23</u>	<u>23</u>

Employment costs

	2015 £	2014 £
Wages and salaries	306,474	330,026
Social security costs	22,932	24,348
Other pension costs	10,740	11,979
	<u>340,146</u>	<u>366,353</u>

There were no employees whose annual remuneration was £60,000 or more.

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2015

11 Tangible fixed assets

	House equipment £	Office furniture £	Total £
Cost			
At 1 April 2014	46,170	24,032	70,202
Additions	-	765	765
Disposals	(27,924)	(3,835)	(31,759)
At 31 March 2015	18,246	20,962	39,208
Depreciation			
At 1 April 2014	46,170	23,698	69,868
On disposals	(27,924)	(3,835)	(31,759)
Charge for the year	-	589	589
At 31 March 2015	18,246	20,452	38,698
Net book value			
At 31 March 2015	-	510	510
At 31 March 2014	-	334	334

12 Debtors

	2015 £	2014 £
Trade debtors	105,966	54,915
Prepayments and accrued income	9,630	6,513
	115,596	61,428

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2015

13 Creditors: amounts falling due within one year	2015 £	2014 £
Trade creditors	15,273	20,934
Other creditors	5,000	-
Accruals	7,622	33,425
	<u>27,895</u>	<u>54,359</u>

14 Pension and other post-retirement benefit commitments

Defined contribution

The company contribute to a multi-employer defined benefit pension scheme. The assets of the scheme are held separately from that of the company in an independently administered fund. The pension cost shown in the accounts represents contributions payable by the charity on behalf of the employees.

There no contributions outstanding at the balance sheet date.

	2015 £	2014 £
Contributions payable by the company for the year	<u>10,740</u>	<u>11,979</u>

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 1 April 2014	Incoming resources	Outgoing resources	Transfers	Balance at 31 March 2015
	£	£	£	£	£
Support to women	5,393	1,094	(1,474)	(5,013)	-
Big Lottery	28,113	75,236	(112,789)	9,440	-
Employment officer	5,585	-	-	-	5,585
Buttle Trust	1,532	3,075	(2,979)	-	1,628
Poppy	34,731	-	-	(34,731)	-
Forced Marriage Unit	8,055	-	(8,725)	670	-
	<u>83,409</u>	<u>79,405</u>	<u>(125,967)</u>	<u>(29,634)</u>	<u>7,213</u>

Restricted funds represent monies to be used for the following specific purposes;

Support to women - donations raised to support women with no recourse to public funds.

Big Lottery - "Empowerment Through Advocacy" also includes volunteering. The volunteering element of the project offers a quality accredited volunteer training programme to enable volunteers to use their experiences as a way to access paid employment, thereby promoting independence and empowerment. The transfer is in respect of project expenditure funded through unrestricted funds.

Employment officer - A.V.E.N.U.E.S. (Apprenticeships, Volunteering, Enterprise, New Opportunities, Upskilling, Employment Support) is a project providing vocational and employment support to enable clients to develop knowledge and skills; access training and volunteering opportunities which will improve their ability to obtain meaningful employment.

Buttle Trust - these are individual donations awarded to support children.

Poppy - in partnership with Poppy project, providing safe accommodation and support for women trafficked into the country for sexual exploitation, and domestic servitude.

Forced Marriage Unit & Home Office - funds awareness raising within schools and communities about Female Genital Mutilation. It also part-funds the Challenge Project, a peer mentoring project working with schools and colleges to raise awareness of Forced Marriage, Honour-based Violence and Female Genital Mutilation. Transfers relate to project expenditure funded through unrestricted funds.

ASHIANA SHEFFIELD

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2015

16 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds			Balance at 31 March 2015 £
	Balance at 1 April 2014 £	£	£	
Training & development	44,787	-	-	44,787
	<u>44,787</u>	<u>-</u>	<u>-</u>	<u>44,787</u>

Funds have been designated by the management committee for the purpose of developing an integrated training strategy for delivering the objects of the charity in the context of government policy and wider developments.

17 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2015 are represented by:				
Tangible fixed assets	510	-	-	510
Current assets	409,226	44,787	7,213	461,226
Creditors: amounts falling due within one year	(27,895)	-	-	(27,895)
	<u>381,841</u>	<u>44,787</u>	<u>7,213</u>	<u>433,841</u>