

Company registered number 5853854
Registered charity number 1120401

Ashiana Sheffield

Financial Statements

for the year ended 31st March 2014

Ashiana Sheffield

Report of the Management Committee for the year ended 31st March 2014

The Management Committee presents its report and audited financial statements for the year ended 31st March 2014.

Reference and Administrative Information

Charity name	Ashiana Sheffield
Charity Registration Number	1120401
Company Registration Number	5853854
Registered Office	Knowle House 4 Norfolk Park Road Sheffield S2 3QE

Management Committee

Daljit Kaur		
Shruti Bhargava		
Frida Cotterell		
Emma Shipley	appointed 26 th July 2013	
Victoria Briers-Bott	appointed 30 th June 2014	
Niki Scordi	appointed 20 th October 2014	
Haleema Hussain	resigned 26 th July 2013	
Lee Adams	appointed 26 th July 2013	Resigned August 2014
Sarah Quinn	appointed 26 th July 2013	Resigned August 2014
Zahida Khan	appointed 26 th July 2013	Resigned November 2014
Raffit Tanveer Kiyani	resigned 16 th February 2015	

Company Secretary

Emma Shipley	appointed 26 th July 2013
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Principal staff

Nicola Lambe	Chief Executive Officer
Rachel Mullan-Feroze	Service Director
Jacqueline Yafai	Service Manager

Auditors

Slade & Cooper Limited
46-50 Oldham Street
Manchester
M4 1LE

Bankers

National Westminster Bank
7 Earl Street
Sheffield S1 3FP

Ashiana Sheffield
Report of the Management Committee
for the year ended 31 March 2014

Our Aims and Objectives

Purposes and aims

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"

Aim

- To provide culturally specific and expert services for Black, Asian, Minority Ethnic and Refugee (BAMER) women and children arriving in Sheffield and recently arrived 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 recourse to public funds.

Ensuring our work delivers our aims

We review our strategic vision and objectives and activities regularly to ensure that our work is firstly fit for purpose and secondly meets the aims and objectives. We undertake 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 assess the outcomes for service users. The review also helps us ensure our aims, objectives and activities remain focused on our stated purposes. We have 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.

Ashiana Sheffield
Report of the Management Committee
for the year ended 31 March 2014

Ashiana regularly monitors and evaluates its services to ensure that interventions improve the 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 forms, 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.

Ashiana is committed to providing a consistent, quality service to all our service users across the projects.

We provide specialist support for high risk BAMER women and children and provide support to the MARAC Board for high risk BAMER victims. 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 service.

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 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 which we cater for.

The focus of our work

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, all of which achieve a public benefit. We achieved this by;

Providing emergency accommodation and support for BAMER women and children experiencing domestic abuse, forced marriages and honour-based violence.

Providing emergency accommodation and support for women who have been trafficked for the purposes of sexual exploitation and domestic servitude. This includes support for their dependants.

Providing floating support services for women and children living in their own homes / tenancies or in the community and those who have exited from the domestic abuse refuges.

Providing volunteering opportunities for BAMER women by enabling them to access the Ashiana Empowerment Through Advocacy Project.

How our activities deliver public benefit - Who used and benefited from our services?

Support for Victims of Trafficking

Ashiana continues to provide accommodation and outreach support to victims of human trafficking. Since July 1st 2011 we have been doing this work in partnership with the Salvation Army who now hold the Home Office anti-human trafficking contract. The Outreach project supports both female and male victims of trafficking.

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, 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.

Ashiana Sheffield
Report of the Management Committee
for the year ended 31 March 2014

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.

Floating Support Service

The Floating Support Service offers a package of support and practical security measures suited to the survivor's home to enable them to remain at home if they wish to do so. We have worked closely with the MARAC (multi agency risk assessment conference) to support women in the community who are considered at risk.

Ashiana continues to work in partnership with key agencies including Social Care and the Police Public Protection Unit. Through this work we are able to offer prevention and early intervention, safety planning and safety measures alongside building community confidence and encouraging increased reporting of domestic abuse. We have also continued to participate in the MARAC process and we have provided advice and support regarding BAMER service users.

Refuge Domestic Abuse

Residents are allocated a key worker who works individually with them through support planning and individual sessions. The staff work in an empowering, non-judgmental and empathic approach supporting service users to make informed choices and decisions to take back control of their lives. Ashiana operates an emergency out of hours system.

Ashiana recognises the impact of children and young people experiencing or witnessing abuse. When children and young people first come into a refuge they may be frightened, confused, missing their family and possessions and are unsure about their future. Workers support the children and young people by working through their experiences, settling them into the refuge environment, getting them into schools, reassuring them of the situation and empowering them to make choices.

Empowerment Through Advocacy

'Empowerment Through Advocacy' is funded by the Big Lottery Fund. It is designed to work with BAMER communities in Sheffield, and women within those communities, to raise awareness of abuse, and to encourage those at risk of, or experiencing abuse, to seek support.

The Ashiana Empowerment Through Advocacy Project is a five-year project funded by the Big Lottery Fund. It began in August 2010, with total funding for the life of the project. The project offers advocacy services and volunteering opportunities to women in the Sheffield area. Placements have included work with a range of partners including Ashiana's own services, and a number of volunteers have gone on to paid employment.

Training and Development Project

Ashiana created the Training and Development Project to support the delivery of specialist refuge provision by focusing on preventative and development work. The project aims to:

- Build self-esteem and confidence in BAMER women survivors of domestic abuse and trafficking, reducing the likelihood of returns to abusive situations.
- Develop training programmes for Ashiana staff.
- Develop training programmes for service users
- Raise awareness and develop understanding of domestic abuse, forced marriage, honour based violence, FGM, trafficking and related issues in BAMER communities, in the wider community and amongst professionals

Ashiana Sheffield
Report of the Management Committee
for the year ended 31 March 2014

Financial review

As the organisation has continued to grow we have revised our financial procedures in line with this growth. We have developed more robust systems for the management of Housing Benefit and Service Charge so we can track late payments and avoid arrears.

Reserves policy

The Management Board has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least 3 months of the expenditure. The reserves are needed to meet the working capital requirements of the charity. The Management Committee is identifying a strategy for increasing the level of reserves. 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.

Principal funding sources

The Salvation Army (as part of the Home Office contract) provides funding for our trafficking projects.
The BIG Lottery provides funding for our Empowerment Through Advocacy Project
The Forced Marriage Unit (FCO) , Lloyds TSB fund our Training and Development post.
Supporting People and Housing Benefit revenue (via Sheffield City Council) support our domestic abuse refuges and Floating Support.

Investment policy

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

Plans for Future Periods

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's other projects remain independent of the merged organisation.

It is our intention to sustain our current projects, and secure further funding to expand services to vulnerable BAMER women and children. In December 2014, our trafficking provision is moving into larger premises which will allow us to support more women who have been trafficked into the UK for the purposes of sexual exploitation, domestic slavery or other forms of gender-based violence.

Our trafficking outreach project has expanded over the past year, and now covers areas including: Yorkshire and Humberside, East Midlands, Newcastle, Middlesbrough and Tockton; a large geographical area.

Our English classes provide the opportunity for learning as well as reducing social isolation, and they are now very well attended. We are currently awaiting the outcome of a funding bid to allow the classes to continue with childcare provision.

We intend to reintroduce a service-user group to further reduce the risk of social isolation, and to provide a forum for women to meet and discuss common issues

Ashiana Sheffield
Report of the Management Committee
for the year ended 31 March 2014

Structure, governance and management

Governing document

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.

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 31st March 2014 was seven.

Recruitment and appointment of trustees

The Directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. All members of the Management Committee give their time voluntarily and receive no benefits from the charity. The Management Committee seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body.

Induction and training of trustees

The trustees organise a training day to review the work of the organisation and set targets for the coming year. The Training and Development Officer provides additional support and training is provided for new trustees or those that are not familiar with the practical work of the charity. This is a facilitated process via external providers. New policies have been developed for recruiting and supporting management committee members. An induction plan for new members has been developed. The induction process will ensure that all trustees understand the workings of the organisation. Policies and procedures are in place to ensure that decisions are taken at the appropriate level.

Organisational structure

The organisation is managed by a voluntary Management Board of dedicated and professional women. The Management Board meets every month and has the role of overseeing and influencing the strategic direction and policy of Ashiana. Members of the Board have diverse skills and experiences/ expertise which is local, national and international which are invaluable in supporting the work of the charity.

Day to day responsibility for the provision of the service is to the responsibility of the Senior Management Team, who are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. They are held accountable to the Board of trustees and via the senior officers of the board.

Risk management

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 Management Board. Measures have been put into place to minimise risks and the policies of the charity reflect this. Each year the Management Committee conducts a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. We are continuing to work within the Supporting People Quality Framework. .

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.

Ashiana Sheffield
Report of the Management Committee
for the year ended 31 March 2014

Statement of Management Committee responsibilities

The Management Committee is responsible for preparing the Report of the Management Committee and the financial statements in accordance with applicable law and regulations.

Company law requires the Management Committee to prepare financial statements for each financial year. Under that law the Management Committee has elected to prepare the financial statements in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities). Under company law the Management Committee must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the income and expenditure of the charitable company for that period. In preparing these financial statements the Management Committee is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Management Committee is responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose at any time the financial position of the charitable company and to enable it 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 taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Management Committee, who are directors for the purposes of company law, and trustees for the purposes of charity law, who served during the year and up to the date of this report are set out on page 1.

In accordance with company law, as the company's directors, each of the Management Committee certify that:

- so far as they are aware, there is no relevant information of which the auditors are unaware;
- as directors of the company they have taken all necessary steps to be aware of information which would be relevant for audit purposes and have communicated them to the auditors.

Auditors

Slade & Cooper Limited were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

Approved by the Management Committee and signed on its behalf by:

Daljit Kaūr (Trustee)

..... Date

10/3/15

Independent Auditor's Report
To the members of Ashiana Sheffield
for the year ended 31 March 2014

We have audited the financial statements of Ashiana Sheffield for the year ended 31 March 2014, which comprise the Statement of Financial Activities (including 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 United Kingdom Accounting Standards (Financial Reporting Standards 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 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's 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 on page 7, 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.

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

A description of the scope of an audit of financial statements is provided on the FRC's website at www.frc.org.uk/apb/scope/private.cfm

Opinion on financial statements

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; and
- have been prepared in accordance with the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

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

(continued)

Independent Auditor's Report (continued)

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 financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and take advantage of the small companies exemption from the requirement to prepare a strategic report.

Catherine Hall -

Catherine Hall FCCA DChA

Senior Statutory Auditor

for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Green Fish Resource Centre
46-50 Oldham Street
Manchester
M4 1LE

Date: *12th March 2015*

Ashiana Sheffield
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2014

	Note	Unrestricted funds £	Restricted funds £	2014 £	2013 £
Incoming resources					
<i>Incoming resources from generated funds</i>	2				
Voluntary income		2,163	-	2,163	280
Activities for generating funds		1,274	-	1,274	1,185
Investment income		697	-	697	1,475
<i>Incoming resources from charitable activities</i>	3				
Supported housing & community based outreach		666,623	78,524	745,147	702,106
Development activity		318	35,089	35,407	19,350
Total incoming resources		671,075	113,613	784,688	724,396
Resources expended					
<i>Charitable activities</i>	4				
Refuge & tenancy support		551,818	62,778	614,596	642,342
Development activity		10,379	27,034	37,413	36,550
Governance costs		7,218	-	7,218	6,840
Total resources expended		569,415	89,812	659,227	685,732
Net incoming/(outgoing) resources for the year	6	101,660	23,801	125,461	38,664
Transfer between funds		37,725	(37,725)	-	-
Net movement in funds		139,385	(13,924)	125,461	38,664
Funds at 31 March 2013		157,264	97,333	254,597	215,933
Funds at 31 March 2014		£ 296,649	£ 83,409	£ 380,058	£ 254,597

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

Ashiana Sheffield
Company no. 5853854

Balance Sheet
as at 31 March 2014

	Note	2014	2013
		£	£
Fixed assets			
Tangible assets	9	334	999
Current assets			
Debtors	10	61,428	56,958
Cash at bank and in hand		372,655	273,774
		<hr/>	<hr/>
		434,083	330,732
Creditors: amounts falling due in less than one year	11	(54,359)	(77,134)
		<hr/>	<hr/>
Net current assets		379,724	253,598
		<hr/>	<hr/>
Total assets less current liabilities		£ 380,058	£ 254,597
		<hr/>	<hr/>
Reserves			
Unrestricted funds			
Designated funds	12	44,787	44,787
General funds		251,862	112,477
		<hr/>	<hr/>
Subtotal		296,649	157,264
Restricted funds	13	83,409	97,333
		<hr/>	<hr/>
		£ 380,058	£ 254,597
		<hr/>	<hr/>

The financial statements have been prepared in accordance with the provisions available to companies subject to the small companies' regime of the Companies Act 2006.

Approved by the Management Committee, and signed on their behalf by:

— Daljit Kaur (Trustee)

Emma Shipley (Trustee)



Date

11/03/2015

Ashiana Sheffield
Notes to the accounts
for the year ended 31 March 2014

1 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. They have been applied consistently during the year, and in the preceding year.

a Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006, the Statement of Recommended Practice - Accounting and Reporting by Charities (issued in March 2005) and the Financial Reporting Standard for Smaller Entities (effective April 2008).

b Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

c Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- 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.
- Investment income is included when 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.

Ashiana Sheffield
Notes to the accounts
for the year ended 31 March 2014

d Resources expended

Expenditure is recognised on an accrual basis when a 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.

e Operating leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remains with the lessor, are charged to the Statement of Financial Activities in the year in which they fall due.

f Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation. Individual items costing less than £500 are not capitalised.

Tangible fixed assets are depreciated on a straight line basis over their estimated useful lives as follows:

Asset Category	Annual rate
Office furniture & equipment	33%
House equipment	33%

g Pensions

The charitable company contributes to a multi-employer defined benefit pension schemes on behalf of its employees. The assets of these schemes 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. The pension cost shown represents contributions payable by the charity on behalf of the employees.

There were contributions outstanding / (prepaid) at the balance sheet date of £nil (2013: £2,245).

h Cash flow statement

The charity has taken advantage of the exemption in Financial Reporting Standard 1 from preparing a Cash Flow Statement on the grounds that it is a small charitable company.

i Going concern and post balance sheet events

These accounts have been prepared on a going concern basis. Ashiana is exploring merging its domestic Abuse services (which are funded by Sheffield City Council) with those of two other similar organisations. The charity signed a memorandum of understanding on 23rd October 2013 for these services to merge by 1 April 2014. The organisation will then focus its resources on developing its trafficking and other services.

Ashiana Sheffield
Notes to the accounts
for the year ended 31 March 2014 (continued)

2 Incoming resources from generated funds

	Unrestricted £	Restricted £	Total 2014 £	Total 2013 £
Voluntary income				
Donations	2,163	-	2,163	280
	<hr/>	<hr/>	<hr/>	<hr/>
	2,163	-	2,163	280
Other income	1,274	-	1,274	1,185
Investment income				
Bank interest	697	-	697	1,475
	<hr/>	<hr/>	<hr/>	<hr/>
	697	-	697	1,475
	<hr/>	<hr/>	<hr/>	<hr/>
Total incoming resources from generated funds	£ 4,134	£ -	£ 4,134	£ 2,940
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Ashiana Sheffield
Notes to the accounts
for the year ended 31 March 2014 (continued)

3 Incoming resources from charitable activities

	Unrestricted £	Restricted £	Total 2014 £	Total 2013 £
Supported housing & community based outreach				
Grants & contracts				
Supporting People	199,713	-	199,713	210,058
No recourse grants for women	-	1,740	1,740	3,041
SATCo	349,583	-	349,583	303,858
Big Lottery	-	73,014	73,014	70,850
BBC Children In Need	-	3,370	3,370	2,050
Other grants	-	400	400	-
	<hr/> 549,296	<hr/> 78,524	<hr/> 627,820	<hr/> 589,857
Rental income				
Housing benefit	115,559	-	115,559	112,761
Service charges	9,685	-	9,685	9,633
Voids	(7,917)	-	(7,917)	(10,145)
	<hr/> 117,327	<hr/> -	<hr/> 117,327	<hr/> 112,249
Development activity				
Grant & contracts				
Forced Marriage Unit	318	15,739	16,057	-
TSB Grant	-	19,350	19,350	19,350
	<hr/> 318	<hr/> 35,089	<hr/> 35,407	<hr/> 19,350
Total incoming resources from charitable activities	<hr/> <u>£ 666,941</u>	<hr/> <u>£ 113,613</u>	<hr/> <u>£ 780,554</u>	<hr/> <u>£ 721,456</u>

Ashiana Sheffield

**Notes to the accounts
for the year ended 31 March 2014 (continued)**

4 Resources expended

	Supported housing & community based outreach General & floating £	SATCo £	Development activity £	Governance costs £	Total 2014 £	Total 2013 £
Staff costs	210,989	125,927	29,437	-	366,353	410,506
Accommodation	48,292	33,835	380	-	82,507	85,986
Bad debts	13,748	-	-	-	13,748	8,500
Administration	79,316	21,275	4,299	7,218	112,108	114,920
Interpreting Services	2,478	7,450	-	-	9,928	6,169
Subsistence	6,399	65,617	1,902	-	73,918	55,691
Depreciation	665	-	-	-	665	3,960
Allocation of support costs	(41,336)	39,941	1,395	-	-	-
Total resources expended	£ 320,551	£ 294,045	£ 37,413	£ 7,218	£ 659,227	£ 685,732
<i>Total resources expended 2013</i>	<i>£ 360,871</i>	<i>£ 281,471</i>	<i>£ 36,550</i>	<i>£ 6,840</i>	<i>£ 685,732</i>	

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

Ashiana Sheffield
Notes to the accounts
for the year ended 31 March 2014 (continued)

5 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

6 Net incoming/(outgoing) resources for the year

This is stated after charging/(crediting) the following:

	2014 £	2013 £
Auditor's remuneration	6,348	6,600
Depreciation	665	3,960
	<hr/>	<hr/>
Auditor's remuneration comprised:		
Audit	4,008	3,500
Accountancy	2,340	3,100
	<hr/>	<hr/>
	£ 6,348	£ 6,600
	<hr/>	<hr/>

7 Staff costs

Staff costs during the year were as follows:

	2014 £	2013 £
Wages and salaries	301,964	331,130
Social security costs	24,348	26,292
Sessional staff	24,379	38,846
Pension costs	11,979	10,714
Staff travel & other	3,683	3,524
	<hr/>	<hr/>
	£ 366,353	£ 410,506
	<hr/>	<hr/>

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

Service director	0.0	1.0
Service manager	1.0	1.0
Senior support worker	1.0	1.3
Support workers	5.5	6.1
Tenancy support worker	1.0	1.0
Finance & administration officer	0.8	0.8
Training & development officer	0.8	0.8
Employment Officer	0.0	0.1
Advocacy worker (part time)	1.0	1.0
Volunteer Co-ordinator	0.7	0.7
	<hr/>	<hr/>
Total	11.8	13.8
	<hr/>	<hr/>

No employees received emoluments of more than £60,000 per annum.

Ashiana Sheffield
Notes to the accounts
for the year ended 31 March 2014 (continued)

8 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year.

1 member of the management committee received travel and subsistence expenses during the year of £680 (2013:£Nil).

Shruti Bhargava received £3000 for organising and facilitating "Board Strategy Workshops" in September 2013, November 2013 and February 2014.

Otherwise, no trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2013: nil).

9 Fixed assets: tangible assets

	House equipment £	Office equipment £	Total £
Cost			
At 1 April 2013	46,170	24,032	70,202
At 31 March 2014	£ 46,170	£ 24,032	£ 70,202
Depreciation			
At 1 April 2013	46,170	23,033	69,203
Charge for the year	-	665	665
at 31 March 2014	£ 46,170	£ 23,698	£ 69,868
Net book value			
At 31 March 2014	£ -	£ 334	£ 334
At 31 March 2013	£ -	£ 999	£ 999

10 Debtors

	2014 £	2013 £
Housing benefit receivable	11,423	9,029
Prepayments	6,513	9,991
Other debtors	43,492	37,938
	£ 61,428	£ 56,958

Ashiana Sheffield
Notes to the accounts
for the year ended 31 March 2014 (continued)

11 Creditors: amounts falling due in less than one year	2014	2013
	£	£
Housing benefit	20,934	27,319
Accruals	33,425	49,815
	<hr/>	<hr/>
	£ 54,359	£ 77,134
	<hr/>	<hr/>

12 Designated funds

	<i>As at 1 April 2013</i>	<i>Incoming transfers</i>	<i>Outgoing transfers</i>	<i>As at 31 March 2014</i>
	£	£	£	£
Training officer	39,787	-	-	39,787
Training activities	5,000	-	-	5,000
	<hr/>	<hr/>	<hr/>	<hr/>
	£ 44,787	£ -	£ -	£ 44,787
	<hr/>	<hr/>	<hr/>	<hr/>

Funds have been designated by the management committee for the following purposes

Training officer and strategic planning - funds to develop an integrated training and development strategy for delivering the objects of the charity in the context of government policy and wider developments.
Training activities - funds for activities associated with training and development.

13 Restricted funds

	<i>As at 1 April 2013</i>	<i>Incoming resources</i>	<i>Outgoing resources</i>	<i>Transfers</i>	<i>As at 31 March 2014</i>
	£	£	£	£	£
Supported housing & community based outreach					
Support to women	3,253	2,140	-	-	5,393
G.A.Y.R.	66	-	-	(66)	-
VPTG	200	-	-	(200)	-
Big Lottery	52,348	73,014	(59,790)	(37,459)	28,113
Employment officer	5,585	-	-	-	5,585
BBC Children in Need	1,150	3,370	(2,988)	-	1,532
Poppy	34,731	-	-	-	34,731
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	97,333	78,524	(62,778)	(37,725)	75,354

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Notes to the accounts for the year ended 31 March 2014 (continued)

13 Restricted funds (continued)

Development activity					
Forced Marriage Unit	-	15,739	(7,684)	-	8,055
TSB	-	19,350	(19,350)	-	-
	-	35,089	(27,034)	-	8,055
Total restricted funds	£ 97,333	£ 113,613	£ (89,812)	£ (37,725)	£ 83,409

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.

G.A.Y.R. - to support clients with food and hygiene packs, to purchase materials to give clients life, social and practical skills and towards funding a support group.

VPTG - funding towards a business plan.

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 agreed with the funder but expended through unrestricted funds in a previous period.

Employment officer - A.V.E.N.U.E.S. (Apprenticeships, Volunteering, Enterprise, New Opportunities, Up-skilling, 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.

BBC Children in Need - these are individual donations awarded to support children and are made via the Buttle Trust.

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.

TSB - Part funds the Training and Development Officer post which delivers the above.

The charity has a material balance of £34,731 in restricted funds which relates to a project that has been completed. There is at present uncertainty as to whether this can be transferred to general reserves due to changes at the original funder. The trustees are committed to resolving this over the following year in order that this money can be used for the purpose for which they feel it was intended.

14 Analysis of net assets between funds

Fund balances at 31 March 2014 are represented by:			
	Unrestricted funds £	Restricted funds £	Total £
Fixed assets	334	-	334
Net current assets	296,315	83,409	379,724
Total net assets	£ 296,649	£ 83,409	£ 380,058