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Report of the Trustees and
Financial Statements For The Year Ended 31 March 2023
for
Amina - The Muslim Women's Resource Centre

Amina MWRC Board takes this opportunity to thank all funders, volunteers, individual donors and corporate bodies for their significant and valued contributions and support to the charity.

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Amina - The Muslim Women's Resource Centre

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For The Year Ended 31 March 2023

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Report of the Trustees
For The Year Ended 31 March 2023

Executive Summary

This report is Amina - the Muslim Women's Resource Centre's trustee's report for the financial year ended 31st March 2023. Our commitment to providing a faith and culturally sensitive approach to support Muslim and BME women in Scotland remains unwavering. The dedication and efforts of the Amina team have resulted in numerous achievements and significant impact for women in Scotland.

Our Helpline continues to be a lifeline for women in need. Our dedicated team have offered empathetic support, guidance, and referrals to specialised services, making a profound difference in the lives of Muslim and BME women.

Amidst the challenging landscape of a cost of living crisis, we have witnessed an increasing demand for support regarding financial matters. By addressing this pressing need, we have provided invaluable assistance to women facing economic challenges.

The dedicated team of volunteers, staff, partners, and funders have contributed to Amina's success. Their unwavering commitment, compassion, and expertise have been instrumental in supporting women in need and making a positive difference in their lives.

Throughout the pandemic the organisation's board, staff and volunteers would also be delivering on Amina's strategic aims: contributing to the ending of violence affecting Muslim and BME women and girls; creating opportunities for Muslim and BME women in realising and strengthening their potential; and developing a strong and effective organisation underpinned by systems that support efficiency.

The following 4 strands of work were delivered in the financial year ended 31st March 2023:

1. The **Amina Helpline** has been operating for 20 years. Currently funded via the Scottish Government Equality and Human Rights fund, allowing Amina to expand and develop the helpline services to meet the growing and diverse needs of Muslim and BME women in Scotland. The project's work covers the helpline, telephone befriending, casework support and advocacy by Independent Domestic Abuse Advocates and anti-discriminatory work and campaigns.
2. The **ending Violence Against Women and Girls (VAWG)** programme focuses on prevention, challenging gender inequality and the attitudes, values and structures that cause violence against women and girls. We deliver educational workshops to Muslim and BME women and men in Scotland exploring healthy relationships, intergenerational trauma, and general awareness raising of ending violence against women issues, and also provide training to community groups on gender-based violence, specifically those affecting Muslim and BME women the most.
3. Women accessing our **Employability and Adult Learning** services face a variety of intersecting needs. Broadly, these can be separated into problems surrounding employment, debt, adult learning, and well-being. Many of our beneficiaries are navigating the complicated structures of benefits, job applications, and public services with English as a second or other language, while experiencing discrimination, or without any meaningful support from friends or family. The provision of these services is what makes the difference between women being able to escape cycles of poverty or crisis, and becoming further entrenched in them.
4. **Creative Well-Being** in Glasgow and Dundee
 - Based in Glasgow, the **Women's Friendship Group** focuses on fostering social connection, confidence, and the development of new skills for women. It is also a pathway for these women to volunteer in different organisations or sectors they are interested in or have been exposed to through this group.
 - Based in Dundee, our **Creative Well-Being** programme offers a safe space for women to learn, create, and connect. We partner with other organisations to deliver workshops that encourage confidence building, creativity, and self-expression. Through this, we want to impress a sense of community and personal well-being among the women who join our programme. The work we deliver help create change needed as women are better informed around mental health and well-being.

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Report of the Trustees For The Year Ended 31 March 2023

INTRODUCTION

Amina - the Muslim Women's Resource Centre's trustees for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Amina's programme delivery is guided by strategic aims set within the organisation's 2023 strategic plan:

- In the next 5 years Amina will contribute to the ending of violence affecting Muslim and BME women and girls.
- In the next 5 years Amina will create opportunities for Muslim women to realise and strengthen their potential.
- In the next 5 years, Amina will develop a strong and effective organisation underpinned by systems that support efficiency.

OBJECTIVES AND ACTIVITIES

Organisational objectives

Amina's strategic aims are met by the following objectives:

i. Strategic aim: ending violence affecting Muslim women and girls.

Aim to be achieved by the following objectives:

- The continuation of the on-going VAWG project which will raise awareness and tackle gender-based violence.
- The continuation of the Helpline and Hate Crime project for women at risk to reach help directly and through 3rd party reporting.
- Strategic work with policy makers, mainstream and other relevant organisations to ensure that the needs of Muslim women are considered in the mainstreaming agenda.
- Identify male ambassadors to promote the benefits and work of the programme.
- New target groups will include African, Levant, Youth, converts and non-Muslim men.

ii. Strategic aim: create opportunities for Muslim women to realise & strengthen potential.

Aim to be achieved by the following objectives:

- The continuation of personal development programmes and tailored business support through the organisation's employability and capacity building work.
- The employability project work to be developed further through work-placement opportunities, leadership programmes, skills sharing and mentoring programmes.
- Development/emergence of specific opportunities through projects such as V&A tour guides.
- To continue reducing isolation by building social connections through projects such as Inspire, Connect and Enable.
- Expand geographic scope in the coming five years through increased targets in current locations and new reach in Inverness and Aberdeen.
- New target groups will include new Scots, Levant, and young people.

iii. Strategic aim: strong & effective organisation underpinned by efficient systems.

Aim to be achieved by the following objectives:

- Design and deliver training programmes for staff and volunteers linked to strategy, induction, and programme impact.
- Succession planning delivered through managing talent, and access to leadership and management training.
- Embedding and integrating monitoring and evaluation systems across the organisation through the purchase of CRM/ M&E tool and with training provided to staff.
- IT systems reviewed for long term cost-efficiency.
- To enhance and improve organisational governance systems, introduce, and implement changes in the board.

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Report of the Trustees
For The Year Ended 31 March 2023

ACCOUNTABILITY

Amina's work is regularly reviewed internally and externally through recording of progress across input/ output indicators and outcomes as set within project frameworks. Funding is applied for projects that further the organisations strategic action plan and reflect the experiences and needs of the beneficiary communities we serve. The project recording and reporting frameworks are based on funding criteria. To assess the effectiveness and impact of services being delivered data related to service user/ community profile and need, is regularly gathered, analysed, and assessed, where the learning from these assessments is applied in developing the work further. The programme staff are in regular communication with funders (Scottish Government, Charities Aid Foundation, Network for Social Change, Rank Foundation, Historic Environment Scotland, Glasgow Council for the Voluntary Sector) and fund administrators (Inspiring Scotland, Corra).

PERFORMANCE AND MILESTONES

STRATEGIC REPORT

Achievement and performance

Charitable activities

Equalities & Human Rights (Helpline)

Amina's Helpline is the national helpline in Scotland for Muslim and BME women. We provide a faith and culturally sensitive approach. Our helpline is a free and confidential service for women needing support, our service can also be accessed through live chat.

We supported 2509 calls on the helpline.

Notably, there has been a growing demand for assistance with financial matters due to the Cost-of-Living crisis, with Depression & Mental Health and Violence Against Women also remaining the predominant issues faced by women seeking support.

Our commitment to addressing these challenges and providing a safe space for women is reflected in our ongoing efforts.

Casework Support:

Amina's Helpline team has been instrumental in providing support and assistance to a total of 169 clients through casework. Among them, 110 clients sought help specifically for domestic abuse-related issues, highlighting the urgent need for intervention and protection in such cases. Additionally, the casework team offered invaluable support in areas including mental health, No Recourse to Public Funds, immigration, safety planning, housing, and homelessness.

35 casework clients were referred through drop-in clinics, which were held at 13 different locations throughout Glasgow. These clinics served as crucial access points, enabling individuals to seek the assistance they required. The casework services provided by Amina's Helpline demonstrate a commitment to addressing a wide range of challenges faced by women, ensuring their safety, stability, and overall well-being.

Befriending Service:

The Befriending services offered by Amina's Helpline play a vital role in providing support and assistance to women in need. Volunteers offer a listening ear and provide emotional support to women who are going through difficult times. They offer empathy, understanding, and a non-judgmental space for women to express their feelings and concerns.

Number of befriending clients: 23

13 befriending clients on the waiting list in the last 6 months.

Helpline and Befriending Training:

The training sessions for Helpline and Befriending help ensure volunteers are equipped with active listening skills, cultural sensitivity, crisis management techniques, and knowledge of available resources. By providing a supportive and empathetic presence, these trained volunteers contribute significantly to the well-being and empowerment of the women they serve. Our trained volunteers offer a listening ear and provide emotional support to women who are going through difficult times. They offer empathy, understanding, and a non-judgmental space for women to express their feelings and concerns.

Our training sessions conducted for new volunteers in October and February have equipped 30 dedicated volunteers with the necessary skills to effectively handle helpline calls and provide befriending services.

The Hardship fund:

The hardship fund by Amina MWRC plays a crucial role in supporting women facing financial crises. In the reporting period, a total of 45 clients received assistance through the hardship fund. These women, who were in desperate need, received a combined total of £8,432 to alleviate their financial burdens. The fund serves as a lifeline for women by who may be experiencing economic challenges due to various circumstances such as economic abuse. By offering financial support, Amina's Helpline helps these women access essential resources, meet urgent needs, and regain stability in their lives. The

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provision of such aid demonstrates the commitment of Amina to address the growing demand for financial assistance and to alleviate the burdens caused by the Cost-of-Living crisis.

Our Hardship is 100% from community donations, and we thank community members in their commitment to helping women in crisis.

Referral data - 92 referrals, 21 from external organisations such as Cumbernauld Police, Glasgow Chamber of Commerce, South Lanarkshire social work department

Befriending referrals received from organizations such as NHS Scotland, Health and Social Care Alliance Scotland, Asylum Health Bridging team, Red Cross, Saheliya, North East Primary Care Mental health Team, Govanhill Health Centre, NHS Greater Glasgow & Clyde, Children & Families Division, Barnardo's, Glasgow Disability Alliance, Princess Royal Maternity, Homeless Families Team

Partnership & Engagement Work Undertaken

- Collaborated with over 75 organisations in the last year including:
- Liaised with Community Links Practitioners, Homestart, Glasgow Social Worker and RAMH, for referrals such as befriending, helpline and casework. Casework service received referrals from Cumbernauld Police, Glasgow Chamber of Commerce, Support worker from Lanarkshire Rape Crisis Centre, Youth Development worker at Awaz FM, Fort Dundee referral, NHS Specialist Community Public Health Nurse (Health Visitor), Shakti Womens Aid, Lifelink.
- Safelives & Amina - developed a joint training package - 'open course: Safety planning for minority ethnic women
- DACAA - Domestic Abuse Court Advocacy, informed practice
- Edinburgh Refugee and migration - collaborated to reach out to asylum seekers and refugees and informed them about our services (60-70 women attended)
- Information sharing with Glasgow Rape Crisis
- East Pollokshields COPC meetings
- Visited the Female custody unit Glasgow and Dundee with Scottish Prison Service

Community Engagement:

- Delivered information sharing and open days at different locations such as, Edinburgh, Glasgow, Dundee, Stirling, and Fife.
- Eid Toy Drive - 40 children supported in difficult circumstances
- Fundraising Gala on 7th November at Glasgow Grosvenor Hotel where over £19,000 was raised
- Helpline and Befriending Training - 18 attended in October, 12 attended in February, altogether 30 volunteers trained to work on Amina Helpline & support befriending clients
- Created additional support room to support clients and create a safe space for them to disclose their issues.
- Helpline Drop in clinic - changed to appointment only basis to accommodate clients schedules, we became more flexible and accessible.
- Informed a dissertation for technology based domestic abuse.

Examples of type of work undertaken with clients - internal financial advice, internal financial advocacy, supported women at extended forums such as court support, police reporting, spoke to lawyers for advocacy. Supported women at risk or experiencing domestic abuse through Refuge referrals, housing, homelessness, hardship requests, immigration - supported with seeking DDV, safety planning and risk assessments. Supported women with no recourse to public funds, emergency or crisis supporter. Supported women with complex mental health difficulties such as split personality disorder, bipolar disorder, and clinical depression and supported women that are experiencing gender dysmorphia, and those who identify as lesbian.

Outgoing Referrals

Referrals we have to other services - GP, Gray & Co, Social work, Castlemilk Law Center, housing dept, The Well, Police Scotland referrals, Citizen Advice Bureau, Child Line, Samaritans, Muslim Bereavement Support Service. Type of support - advocacy, telephone support, face-face support, Livechat, information and advice, Islamic advice and guidance, immigration advice

Client Feedback:

From clients we have supported. When asked what difference the casework made to them:

"Services like this are so important. If people disclosed to those on spousal visas that their rights are protected and there are options, there would be less domestic abuse. Thank you for taking the time to call and speak with me, I appreciate it a lot".

"Very good which is why I came back to you for help. I was homeless in difficulty, facing a lot of tension. You supported me a lot and gave me mental peace of mind and came to see me at the hotel and bought me food when I had no other support. You did a lot".

After the post-evaluation 99% of clients said they felt supported after using the casework service.

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Ending Violence Against Women Project

The ending Violence Against Women programme launched new and exciting projects this year including a programme for young BME women, intergenerational trauma workshops and healthy relationship workshops. We enjoyed new partnerships this year too, developing a training programme with Safe Lives and delivering training to students at Strathclyde University. Some of our highlights include:

Intergenerational Trauma workshops

Amina partnered with Glasgow Women's Library to design and deliver a series of intergenerational trauma workshops to BME women in Scotland. The workshops explored gender roles with different generations of women, 'izzat' (honour), how trauma can pass through generations and the impact of that trauma on women today.

10 workshops were delivered to 5 community groups and to over 80 BME women.

A report was compiled detailing the findings of the discussions held at the workshops and can be found here:

<https://mwrc.org.uk/wp-content/uploads/2023/03/amina-resources-Intergenerational-Trauma-2022.pdf>

Izzat Aye? Let's Talk About Honour

We are grateful to Councillor Dr Soryia Siddique for hosting Amina at the Glasgow City Chambers during 16 Days of Action to launch the report concluding the intergenerational workshops.

Payzee Mahmoud, sister of honour killing victim Banaz Mahmoud and IKWRO campaigner was our keynote speaker. Payzee shared her story as a victim of honour-based abuse and her campaign work around child marriage.

There was a short play at the event based on some experiences women shared at the intergenerational workshops exploring forced marriage, honour abuse and gender roles.

There was a memorial walk, commemorating the lives of the victims of honour-based killings in the UK.

Over 150 people attended from the community and representatives of other key organisations including Rape Crisis Scotland, Crown Office Procurator Fiscal Service, politicians, Safe Lives and many more.

"This event was powerfully beautiful - it opened my eyes to current issues, lived experience and an insight into cultural practices and the tragic outcomes they hold. Moving forward, this event genuinely sparked an interest in being further involved at a community level and exploring avenues to do so"

Healthy Relationships

Positive Not Perfect - Relationship coach and therapist Wajeeha Amin facilitated a thought provoking and interactive 2-day workshop for 25 Muslim women.

The workshop helped the participants identify the values that are important to them in seeking a partner, the red flags to be aware of on dating apps and how to identify toxic traits within a relationship and partner. The workshop was filled with activities, debate and some good laughs!

"Thank you for the very thought-provoking workshop, Wajeeha has helped me realise that I will not lower my standards and has helped me be more aware of red flags in future relationships."

The Muslim Narcissist - We were honoured to host Dr Mona Alyedressy, author of the Muslim Narcissist for a seminar exploring her book. Dr Mona explained narcissism from an Islamic point of view, she ran through the 'typical narcissistic behaviour cycle', the signs of narcissism and spoke about how to avoid marrying a narcissist.

Over 70 people attended.

"A reflection on my previous life especially as I was married to a narcissist, and I didn't know what a narcissist was until now... now it all makes sense."

Upward: Young Women on the Rise

This year we launched a new and exciting programme for young BME women aged 16-22 years old. The aim of the programme was to provide an insight into the women's sector and ending violence against women issues.

17 BME women across Scotland completed the programme during the summer holidays.

Site visits and workshops included:

Scottish Parliament, Glasgow Women's Library, Rape Crisis Scotland, Glasgow Women's Aid, Menstrual Health workshop with Dr Sahira Dar and Iffet Rafeeq, Self Care session, Mental Health workshop with Zahra Faqir, Amina MWRC information session, Police Scotland (Domestic Abuse Unit)

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Progression for the participants:

5 participants in mentoring roles for Upward 2023

A participant secured work experience with Kaukab Stewart MSP after the Scottish Parliament visit

A participant has written blogs for Amina

A participant has secured a journalism role after Upward 2022

Participants have contributed to internal and external consultations

3 participants have gone on to complete helpline training

We were delighted that the Upward programme was featured in the quarterly Corra Foundation newsletter:

<https://www.corra.scot/upward-young-women-on-rise/>

"Sometimes the reality for marginalised women can feel bleak, but getting involved at Amina through Upward has really boosted my confidence and optimism. Learning how change is made and what we can do, personally and in our communities, to help evoke it has been invaluable.

Most importantly, the VAWG team, Upward 2022 group and every facilitator has been so kind and attentive to the fact that we are covering quite heavy topics. It's been a really great, supportive and informative experience that I highly recommend!

P.S. it really impresses on your CV and in interviews!"

Training to services and agencies

We rebranded and updated the training packages we deliver to services, agencies and community groups. Our current packages include:

- Accessing Support: Challenges faced by BME and Muslim Women
- Gender Based Violence and its forms
- Supporting Survivors: Trauma Informed Practice
- Training with Safe Lives, Closed Doors: How to Safety Plan with South Asian women

Services/Agencies we have delivered training to this year:

- Midwifery students-University of West of Scotland
- Scottish Borders Rape Crisis Service
- North Lanarkshire Council
- Say Women
- Financially Included
- Education and Social Services students - Strathclyde University

"I will be much more able to respectfully and relatively empathise with the challenges women of colour face intersectionally, structurally, culturally and aim to be an ally as much as possible." (participant of training to Say Women).

Employability, Adult Learning & Financial Inclusion

Our Employability project team delivered two strands of work between the beginning of 2022 and the end of March 2023. This year was particularly exciting for us as it saw the return of employability support at Amina after a break in service.

DWP FSF

Amina worked in partnership with the DWP (Department for Work and Pensions) to deliver employability training and support to 12 Glaswegian women in receipt of state benefits. The project developed and delivered 6 workshops to the women on topics including writing a CV, My World of Work, expectations of the workplace, and self-confidence. Each woman was also supported individually through 1-to-1 sessions to meet their employability goals.

"I really found the workshop useful thank you for explaining everything so well. It got me thinking deeply in where I am and what I am doing moving forward, as we all have that slight lack of confidence or motivation when in a challenging moment in our lives. I picked up that stressing about certain situations is out of my control. That was a real eye opener to be reminded I am doing good currently, better than I think I am, developing further in achieving my goals. Everything delivered today related with me in many ways. Thank you."

CAF

Amina is proud to have been funded by the Charities Aid Foundation to deliver both our employability and volunteer development programmes.

I:Is

Between January 2022 and March 2023, 56 Muslim and BME women from Glasgow City accessed one-to-one support. These interactions took place in person at our Glasgow Pollokshields office, online via Zoom, and over the phone. Each woman received 3 months of support or up to the point where their goal was achieved, whichever came first.

5 women from outside of the project area were referred to other sources of support across Scotland. Direct, person-centred

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support delivered in a culturally and faith sensitive environment makes all the difference to the women we work with. The project officer supported women to prepare and submit applications for work and study, assess their goals for the future, and coach them through processes like interviews and the first weeks of college or work.

Workshops and courses

In addition to the one-to-one support, The project officer and Amina partner organisations delivered group workshops and courses to women in Glasgow.

Working together with Glasgow Clyde College (GCC), Amina provided a free 12-week "Click to Connect" ICT course to 13 women. 12 of these women achieved an SCQF Level 3 qualification: these skills open the doors to future study, work, and voluntary opportunities where knowledge of IT is a must. Without support from Amina and GCC, this chance to study and get a qualification would normally be impossible for the clients we work with.

Amina also delivered two blocks of employability workshops all about CVs, interviews, self-confidence, and skills development to 55 women over the course of the year.

Additionally, women on the Employability programme (together with ladies from ESOL classes, Chai Time, and the Glasgow Women's Friendship Group) were given the chance to attend a variety of different outings, including:

- Glasgow Science Centre in June and August 2022 (25 women)
- The Scottish Parliament in March 2023 (18 women)

Total number of women supported: 142

Volunteer Development 1: Is

Muslim and BME women in Glasgow were able to access one-to-one support all about finding and starting volunteering in the city. Volunteering offers amazing opportunities for developing skills, making friends, and giving back to your community. 59 women met with our Volunteer Development Officer online, over the phone, or in person, to talk about volunteering. Below is a case study about one of these women, A.

"A has been attending the women's friendship group regularly and enjoys getting to try and learn new activities. While attending the group, she expressed that she wanted to gain more work experience and build on her knowledge as someone new to the UK. A was more than happy to try out any role and so we discussed a voluntary organisation that is local to her area and an environment that would be relaxing for her to grow in. We applied for the role as a Donations Team Member together and arranged to speak with the volunteer coordinator on the phone to arrange a face-to-face meeting. A and the project officer went to their office for an introductory meeting and went over her application to volunteer with them. She has been in her new role for two weeks now and really enjoys the work! We provided a reference for A with the hope that Merry Go Round will be able to support her in building up her work experience, self-confidence and progress into other volunteering roles and employment eventually."

An additional 24 women from outside Glasgow were referred to resources and organisations local to them.

WFG

May 2022 saw the return of Glasgow's Women's Friendship Group (WFG). The group had paused during the COVID-19 pandemic but got a new lease of life thanks to funding from CAF and our Volunteer Development Officer Usma Ashraf. WFG ran every two weeks between May and December 2022 and then went weekly in January 2023. Between May 2022 and the end of March 2023, 102 different women attended a session of the WFG. Sessions of WFG are planned according to what the women attending are interested in and to the group's aim to grow women's self-confidence, connection to community, and personal skills. In the last year, the Women's Friendship Group has learned about or taken part in:

- Shiatsu massage
- Flower arranging
- Neurographic art
- Pottery
- Conservation
- Sewing
- First aid
- Yoga
- Personal safety
- Henna making
- Cycling
- And more!

Amina would like to thank some of the partners that have made these sessions possible, including: the Govanhill Baths Community Trust, Women on Wheels, Plant Grow Share, Islamic Relief, and The Conservation Volunteers.

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In addition to workshops hosted by our partners or at our Pollokshields offices, the WFG went on multiple outings during the year. These included two visits to the historic Willow Tea Rooms, a trip to the Scottish Parliament, and a volunteering day at The Hidden Gardens in Glasgow.

Total number of women supported: 185

Financial Inclusion Advocacy

Amina's Financial Inclusion Advocacy project supports Muslim and BME women from across Scotland who are financial distress or crisis. The project aims to help women learn about and access aid (from Amina's Hardship Fund, government benefits, and other grant making groups), become more resilient, and feel empowered to build stable futures when the immediate threat of crisis is averted. The project has heard from hundreds of women since it started in 2020, and many of the themes remained the same between 2022 and 2023. Women report the following as some of the most common concerns or reasons for financial distress: the rising cost of living, the asylum and immigration system, childcare, and poor mental and/or physical health.

Between January 2022 and the end of March 2023, 108 different women received one-to-one support from an Amina Financial Inclusion Advocacy Caseworker.

Below is a quote from a woman who received support from the financial advocacy caseworker to get a free new tumble dryer: something that made an incredible difference to her and her family and that would not have been possible without help from Amina.

"I just wanted to say thank you for your help with the referral. I can't quite believe how quickly everything came together. I am truly grateful to you for your effort and for caring so much! Because of you, I have now one less thing to worry about and this will make a huge difference to myself and my family."

ESOL

Amina continued to deliver free, online ESOL (English for Speakers of Other Languages) classes throughout 2022 into 2023. Running two classes each week: a beginner's class on a Thursday morning, and an intermediate class on a Thursday afternoon.

These classes focused on the core skills of language learning (reading, writing, speaking, and listening) while helping attendees learn about topics like life in Scotland and the UK, local elections, holidays, family, and community.

133 classes were delivered between the start of 2022 and the end of March 2023. 137 different women attended classes. Below are success stories from women who have benefited from ESOL classes in the last year:

- Sabiha (a beginners ESOL class attendee) arrived in Scotland in early 2020 after getting married: she joined Amina's beginners ESOL class as a way to improve her English and make new friends during lockdown. Two years later in 2022, she had passed her Life in the UK test and B1 speaking test, which together meant she could start her application for British citizenship.
- "My mother has been going through so much pain with losing my father, dealing with grief and various debilitating illnesses including her latest health scare. She is very unwell, fairly isolated, lonely and her mood has dipped a lot. Joining online classes with you has made such a difference to her mood and she now has something she looks forward too. She is loving the sessions and every day when I FaceTime her, there is so much joy when she's talking about reading, writing, and listening to recorded poetry."
- "I would like to know them as well about my first job in UK. I have got administrator role at property management. I am quite excited about it. I am very thankful to your team as I attended volunteer programme and some ESOL session was very helpful for me to build my confidence."

Over 6 weeks between July and August 2022, Amina ran our first ESOL Summer School. Regular classes normally take a break over the Scottish school summer holidays, but this year we wanted to provide a short-course programme of lessons all about 'preparing for your future'. The school helped women get their level of English ready for seeking employment, gaining citizenship, or starting school in the fall.

49 women signed up to participate in the free course. Topics across the programme were as follows:

- 7 July (Introduction and Grammar): 17
- 14 July (SELT Exams): 24
- 21 July (Going to College): 20
- 28 July (Getting a Job): 20
- 4 August (Life in the UK Test): 16
- 11 August (Planning for Your Future): 14

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Some women attended each session over the full course, others attended only one or two. All women who signed up were provided with a copy of the ESOL Summer School workbook, which included a week-by-week topic overview and homework exercises to complete.

Total number of women supported: 186

Chai Time

Chai Time is an online social space for Muslim and BME women across Scotland. Sessions ran every two weeks over Zoom, providing time and space for women to practice conversational English and connect with a community of peers. Between the start of 2022 and the end of March 2023, we delivered 18 different Chai Time sessions. Each had a different theme picked together with the women attending including self-care, mental wellbeing, International Women's Day, and preparing for Ramadan. 36 different women joined Chai Time over the course of the year.

Creative Arts & Wellbeing - Dundee

In 2022 Amina reopened doors in Dundee and established a safe space for women to learn, create, and connect. Our doors were bursting with over 200 incredible women who joined our various activities and workshops, from dressmaking and crocheting to knitting and henna art.

The Creative Well-being project has been a considerable success in Dundee. We have created four strands to give us a framework to work with providing the women with a holistic approach to well-being. Mental well-being, physical well-being and awareness of the help and support women can access are all embedded in the four strands.

- Outdoor activities
- Skill Sharing
- Arts and Culture
- Health and Wellbeing

We worked with different organisations such as Dundee Carers Center, Dundee Contemporary Arts (DCA), Dundee Tapestry, Badminton Scotland, Victoria and Albert Museum (V&A), Dundee Literacy Trust and NHS to arrange various activities within the four strands.

A trip to Perth Theatre had our ladies exploring cultural aspects from two different places. We watched a play reflecting on both migration and family. Finally, we marched to the street with hundreds of people during the 'Reclaim the Night March' to end violence against women across the globe.

Outdoor Activities

Within the Outdoors strand, we scheduled a weekly leisure walk to support those living in isolation and to promote a healthy lifestyle. Between 9 and 16 ladies attend each week between the ages of 27 and 80, we have delivered 10 Outdoor Walking groups.

Skill Sharing

Within the Skill Share strand, we have delivered different types of sessions that were up to 4 weeks. These sessions included sewing & cutting patterns, henna design, quilling, tapestry, rhyme time, and literacy awareness. These were delivered by the women in the community who were paid for their time to share their skills. Teaching others what they are good at made them confident and gave them a sense of direction. The ladies found the sessions insightful and enjoyed learning a new skill or a different way of doing a particular skill.

Some feedback from the ladies includes "I really enjoy the sessions as I learn new skills and meet people with the same interests as me" & "I enjoy the community feeling".

- 5 sessions of Sewing, crochet, Knitting and Cutting Patterns.
- 5 sessions of Henna workshops delivered.
- 2 Literacy Sessions.
- 9 Tapestry sessions and ongoing.
- V&A visit for Tapestry workshop.
- 4 weeks of Quilling workshops.
- 3 Rhyme time Sessions for Children and Mums.

Arts and Culture

Through the Arts and Culture strand, the ladies were able to experience a theatre trip to watch a play. They also had a print skills workshop at the DCA and two exhibitions at the V&A: Plastics and Tapestry exhibition. The ladies who attended the print skills workshop had their work displayed at the DCA gallery, which they really enjoyed seeing.

- 1 Theatre Trip.
- 7 printing Workshops.

Amina - The Muslim Women's Resource Centre

- 1 V&A Exhibition Tour Remaking Plastic.
- 1 V&A visit for Tapestry workshop.

Health and Wellbeing

The Health & Well-being strand was one that was enjoyed very much by the ladies. We held outdoor walking sessions which catered for all ages and abilities, badminton training sessions as well as badminton practice sessions. 22 ladies aged between 30 and 70 received certificates and resources from Badminton Scotland for attending basic badminton courses.

We also had a raising awareness session where Dundee Carers Center came along and delivered a session on the different activities and help available to those who care for someone in their family but are not necessarily registered carers. We delivered Healthy Eating in Ramadan session where an NHS nurse came and spoke about the types of food to eat to maintain a healthy balance and hydration. 2 Social Groups Introduction to project and End of year Party.

- 1 Raising Awareness for Carers.
- 4 blocks of badminton basics Training.
- 6 sessions of badminton played on two courts.
- 1 Health Awareness in Ramadhan delivered by a Nurse.
- 1 Rules around fasting and being exempted for Health Reasons delivered by an Alima.

Rank Foundation Project

The Rank Project saw a group of four women from the BME community in Dundee attending workshops in collaboration with Dundee Contemporary Arts (DCA). The participants explore all facets of the organisation, from interviewing the Director of DCA, Beth Bates, to participating in printmaking workshops to having a behind-the-scenes tour of the cinema. The project provided a unique opportunity for in-depth engagement with an otherwise mainstream arts organisation and resulted in one of the participants being invited to join the board of trustees. The participants reported increased self-esteem and inspiration for future career and volunteering opportunities.

ICE:

The ICE project continued its extended funding run with monthly social lunches and weekly walking and swimming sessions, delivered by Amina sessional worker Khadija Hussein. The renewed ICE work successfully re-engaged the women of Dundee and by the end of the funding run, Amina had met with representatives from V&A Dundee, Dundee Rep and ScrapAntics to plan for new collaborative work in the latter half of 2022. From end of August 2022, when the funding for the project ended, Amina will migrate the ICE work into a new ongoing weekly series of social gatherings and information sessions with members of the wider Amina team in a central Dundee location.

UNESCO City of Design:

The UNESCO City of Design project culminated in a two day public exhibition in the Overgate Shopping Centre of Dundee, facilitated by the team of community designers who had been working with professional designer Vinishree Verma since August 2021. The group of 4 BME women, created an interactive design-based exhibition, inviting members of the public to journey through the stages of life and contemplate ways in which design affects them. They also showcased prototypes that they had made over the months in a combination of Zoom and in-person workshops.

Public feedback:

- *What a brilliant event/experience. Made us think about what we can do to support our older relatives. Beautiful creations also.*
- *Mind blowing exercise! Putting my life out before me and talking about it! Incredible!!*
- *Very enjoyable experience. My guide was very patient and helped me greatly.*

Eternal Connections

Amina partnered with Historic Environment Scotland to explore history, science and wellbeing in the Eternal Connections Islamic Glass project. A group of 8 Kurdish women, all currently going through the asylum process, were invited to visit Caerlaverock Castle in Dumfries, the site of the discovery of an 800 year old piece of Islamic Glass. From this initial visit, the women then took part in a six week project wherein they learned about the scientific techniques in piecing together the history of such an artifact, designed their own Islamic beakers and creatively explored the themes and resonances around the piece.

Participant feedback:

- *I am so glad I was a part of this project and I am thankful for giving me this opportunity to visit places such as Dumfries & Stirling, I got a lot of knowledge about the history of Scotland that connect to my home country it terrific how Scotland had a connection with that country Despite the distance and different cultures when I saw the glass I felt I am in my country*
- *Dear piece of glass. I saw you for the first time in Stirling and when I saw you I thought that maybe our fates are somewhat similar in that you don't live in your country like me.*
- *This project made me feel less alone, gave me a reason to leave the house*

Amina - The Muslim Women's Resource Centre

Partnership work with the Kurdish women's group:

A short-term education project was delivered in collaboration with the Kurdish Women Community group and Amina MWRC between March and July 2022. Five workshops were delivered by Amina's Creative Wellbeing Project Coordinator, members of the Kurdish Women Community Group and a qualified Arts Psychotherapist and included self-care techniques, art therapy, upcycling skills and a visit to a local farmer's market.

57 women attended 5 workshops, supported by a total of 9 volunteers from the community group. Selected feedback from some of the participants below:

- *I liked the visit to the market; my husband is disabled, and we never have the chance to leave the house to see others.*
- *My English is not good, so my husband does the shopping, so this was a good opportunity for me to increase confidence.*
- *the art session was great for me to spend sometimes for myself without being disturbed from my children while they were in the creche, and I realised that I can be creative with paper and basic stuffs. thanks for this opportunity.*

Feedback from the Community Group coordinator:

All 5 workshops were great in terms of the way were structured and delivered by different members as well as the Amina staffs understanding our members needs in terms of culture and how to encourage them to be part of sessions as well as helping our volunteers to try their skills and knowledge by delivering sessions. I really appreciate all the work and I hope to have more sessions like that in future for our members.

Partnership Working

A wide range of organisations have worked collaboratively with us this year, some have donated their resources and shown their approved support towards Amina.

The Board would like to take this opportunity to thank all the partner organisations, funders, volunteers, individual donors and corporate bodies for their significant and valued contributions and support to the charity.

Financial Review

The net incoming resources, after operational expenses of £602,993, for the period were £44,519.

At the end of the financial period reserves were £207.661

The principal funding sources for the charity are currently by way of grant income from the Scottish Government and other charitable Trusts. The charity also relies on voluntary donations and community fundraising to meet their day-to-day financial commitments. These funds have been utilised to meet the operational expenses of the charity.

The Board recognises that the Centre is a "not for profit" organisation and are cognisant of the position to ensure that the organisation is managed in a manner, which acknowledges the inherent responsibilities, demands, and structures, which form the reality of operating in the Scottish economy.

Amina is working towards a reserves policy that allows current work to continue post the funding date for projects where funders may not notify of decision to continue funding until after the end of the financial year. To this end, the intention is to develop reserves for 4 months budgeted expenditure of all potential ongoing costs to the organisation. The reserves will be generated from unrestricted revenue as all restricted funds require to be spent within that funding year unless permission has been given to extend the period of grant.

STRATEGIC REPORT

Future Developments

As highlighted last year, the financial context in which our organisation operates is becoming more challenging. Continued growth can no longer be safely assumed. Amina is conscious of the need to diversify its funding sources and of using its existing resources in the most effective manner possible. We have been exploring the idea of a social enterprise as a source of income generation.

Reliance on public funding is still a dominating factor and will continue to remain a significant feature of the organisation's overall income base but we will continue to diversify our streams of funding to maintain control of our organisational development and our overall mission. Our resources will not just take the form of monetary income; volunteers are vital in sustaining some of our core services and delivering our wider mission, we therefore need to invest more time and resources in developing our volunteers.

We have been focusing more on the evaluation of services and encouraging staff to think about what long-term and short-term 'difference' their activities make to the women we work with and to the wider communities. This has resulted in more useful information emerging regarding evaluation. We will continue to focus on this, as well as quality assurance.

Amina - The Muslim Women's Resource Centre

Our service provision will always endeavour to be flexible enough to meet the needs of Muslim, BME women, considering the wider social, economic and political changes. We will also continue to evolve and adapt our policies and procedures in line with these changes.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is regulated by its Memorandum and Articles of Association, as adopted in 2012 and amended in 2013, 2015 and 2016.

The purpose of the charity is:

To promote any charitable purpose for the benefit of Muslim women and their family members where relevant, in particular the advancement of citizenship and community development, the promotion of religious and racial harmony, the promotion of equality and diversity, the advancement of education, the relief of poverty and distress, the furtherance of health and the provision or assistance in the provision of facilities of recreation or other leisure-time occupation in the interests of social welfare with the object of improving the conditions of life of the aforementioned persons.

In furtherance thereof, but not otherwise, Amina will seek to:

- Enable Muslim women to access support and guidance which meets their needs, both through provision of service and facilitated referral mechanisms.
- Establish a helpline to reach Muslim women across Scotland including isolated women from rural communities, to access facilities and services to help meet their needs and provide confidential advice, support, and counselling.
- Enable Muslim women to empower themselves to develop self-confidence.
- Develop training and volunteering skills to increase self-confidence, enhance employment opportunities and create further resources for community development.
- Initiate outreach work to encourage "housebound" women to participate in local/ community-based activities.
- Create links, supported referral mechanisms, and network effectively with voluntary organisations, statutory agencies, and local authorities in furtherance of the objectives detailed above.
- Undertake community development work within the Muslim community and to support inclusion and community cohesion.

Amina - The Muslim Women's Resource Centre

Report of the Trustees
For The Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The Board consists of up to 12 elected members plus up to 3 additional persons appointed by the Board. Board members are elected at the AGM and entitled to serve for two years. Retiring Board members are entitled to stand for election.

A person shall not be eligible for election as a Director unless she is a member of the company. An appointed Director need not be a member of the company but must agree to adhere to the Memorandum and Articles and promote the interests of the company.

The quorum for Board meetings shall be four members, at least two of whom shall be elected.

Organisational structure

Amina - the Muslim Women's Resource Centre has changed its legal form from an unincorporated charity to an incorporated charity effective from 1 October 2012. OSCR consent was received regarding the change of legal form. The company limited by guarantee was incorporated on the 19 September 2012 and undertook the charity's aims from 1 October 2012. All the assets and liabilities of the unincorporated charity as of 30th September 2012 were transferred to the incorporated charity on 1 October 2012.

Governance and Management

The overall control of the Centre lies with the Board who have the power to decide on all matters concerning Amina, subject to the memorandum and articles, and policy made at the AGM. The Chief Executive Officer (CEO) has overall responsibility for the operational management of the organisation. Staff directly reported to the CEO with sessional staff, and volunteers directly reporting to project staff.

The Chairperson is responsible for the management of the Board. Both the Chairperson and the CEO report directly to the Board, with the Chairperson lining managing the CEO.

Volunteers form a major asset of Amina. Once trained for the role, they are involved in all aspects of service user support, assist with administration, and have become involved in development work. Amina has a fully developed volunteer policy which identifies recruitment, and support and supervision arrangements for volunteers. As indicated previously, Amina was awarded the 'Volunteer Friendly' Award in September 2018 which was valid until September 2021.

In addition to the above the following operational policies and guidelines are in place:

- Conflict of Interest Policy
- Data Protection and Confidentiality policy
- Complaints & suggestions Procedure
- Maternity and parental rights
- Disciplinary procedure
- Health and Safety policy
- Equal opportunities
- Grievance Procedure
- Protecting Vulnerable people policy
- Access to personal record policy
- Training and Development policy
- Volunteer policy
- Supervision Policy
- Secure handling of Disclosure information
- Recruitment Policy
- Expenses Policy and Approved Scheme of Allowance
- Financial Arrangements Policy
- Whistleblowing Policy
- Amina Brand Guidelines

Amina - The Muslim Women's Resource Centre
Report of the Trustees
For The Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Sustainability and Risk Management

The Board have examined the major strategic and operational risks, which the organisation faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

As with all voluntary sector organisations, Amina is vulnerable to changes in public policy affecting statutory funding.

Amina has developed a fundraising strategy designed to diversify the sources of funding, and increase sustainable fundraising streams, for the period of 2021-2022. In addition to applications to a range of statutory and charitable trust funds, the plans for community-based fundraising and individual donations will bring in increased levels of funding from this stream during the forthcoming financial years. In furtherance of this Amina continues to invest in fundraising training for staff and volunteers.

Amina is aware of the potential risks attached to the provision of advice, counselling, and befriending. To counter this, the organisation invests in training for staff and volunteers, has robust supervision and risk management procedures, and in case of a claim, professional indemnity insurance to cover such eventualities.

Amina will carry out effective risk assessment and management to identify, evaluate and attempt to control all potential risks. Although it is not possible for us to eliminate risk factors entirely, we will endeavour to reduce these risks to a level that the organisation is comfortable with, be it governance, external, regulatory and compliance, operational or financial factors. We will continue our analysis of all risk factors and will aim to prioritise them, reduce, and control them, monitor them, and have assurance that the controls put in place are working as planned.

The trustees recognised the sustainability challenge that Amina is facing, not dissimilar to challenges faced by any voluntary organisation. In response to this challenge, the trustees have been working closely with the Co-CEOs to ensure that sustainability is a priority.

To protect against financial fraud, Amina has financial policies that require two authorised signatures on all accounts, identifies levels of financial liability that can be entered into by staff members, and ensures checks on cash handling.

Amina - The Muslim Women's Resource Centre
Report of the Trustees
For The Year Ended 31 March 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

SC432921 (Scotland)

Registered Charity number

SC027690

Registered office

Suite 2-19, McCormick Business Centre
50 Darnley Street
Glasgow
G41 2SE

Trustees

S Rashid	Chair		
SA Todd			
E Sajed			
P Sajid			
I Latif	Secretary	appointed	30/06/22
A Javed-Giurgiu		appointed	07/06/23
A McBrearty		appointed	07/06/23
R Bako		appointed	07/06/23
S Hussain-Savuk		appointed	07/06/23
S Bashir		appointed	07/06/23
S Ali-Siddiqi		appointed	10/10/23
KK Dhanda		resigned	30/06/22
A Akisanya-Ali	Vice Chair	resigned	07/06/23
N Zafar	Treasurer	resigned	07/06/23
S Dhami		resigned	07/06/23

Auditors

Robb Ferguson
Chartered Accountants & Statutory Auditors
Regent Court
70 West Regent Street
Glasgow
G2 2QZ

Banker

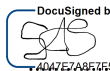
The Co-operative Bank
P.O. Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Auditor

The auditors, Robb Ferguson, will be proposed for re-appointment at the forthcoming Annual General Meeting.

30 November 2023

Approved by order of the board of trustees on and signed on its behalf by:

DocuSigned by:

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S Ali-Siddiqi - Trustee

Amina - The Muslim Women's Resource Centre

Statement of Trustees' Responsibilities
For The Year Ended 31 March 2023

The trustees (who are also the directors of Amina - The Muslim Women's Resource Centre for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.'

In so far as the trustees are aware:

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

Report of the Independent Auditors to the Trustees and Members of
Amina - The Muslim Women's Resource Centre

Opinion

We have audited the financial statements of Amina - The Muslim Women's Resource Centre (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Report of the Independent Auditors to the Trustees and Members of
Amina - The Muslim Women's Resource Centre

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our wider knowledge and experience;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the The Charities Accounts (Scotland) Regulations 2006 and Financial Reporting Standards 102 Statement of Recommended Practice.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations

**Report of the Independent Auditors to the Trustees and Members of
Amina - The Muslim Women's Resource Centre**

Audit response to risks of irregularities identified

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates set out were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Requesting correspondence with HMRC, OSCR and the charity's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees 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, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:


4A471C029C144B...
Janice Alexander (Senior Statutory Auditor)
for and on behalf of Robb Ferguson Chartered
Accountants & Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Regent Court
70 West Regent Street
Glasgow
G2 2QZ

30 November 2023

Date:

Amina - The Muslim Women's Resource Centre**Statement of Financial Activities**
For The Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	7,321	-	7,321	5,313
Charitable activities	5				
Salaries and running costs		33,216	582,920	616,136	471,379
Other trading activities	3	19,055	-	19,055	9,526
Other Income	4	5,000	-	5,000	3,528
Total		64,592	582,920	647,512	489,746
EXPENDITURE ON					
Charitable activities	6				
Salaries and running costs		15,371	587,622	602,993	438,361
NET INCOME		49,221	(4,702)	44,519	51,385
RECONCILIATION OF FUNDS					
Total funds brought forward		124,781	38,361	163,142	111,757
TOTAL FUNDS CARRIED FORWARD		174,002	33,659	207,661	163,142

The notes form part of these financial statements

Amina - The Muslim Women's Resource Centre**Statement of Financial Position**
31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
CURRENT ASSETS					
Debtors	13	3,625	-	3,625	3,190
Cash at bank and in hand		174,933	114,442	289,375	293,223
		178,558	114,442	293,000	296,413
CREDITORS					
Amounts falling due within one year	14	(4,556)	(80,783)	(85,339)	(133,271)
NET CURRENT ASSETS		174,002	33,659	207,661	163,142
TOTAL ASSETS LESS CURRENT LIABILITIES		174,002	33,659	207,661	163,142
NET ASSETS		174,002	33,659	207,661	163,142
FUNDS	16				
Unrestricted funds				174,002	124,781
Restricted funds				33,659	38,361
TOTAL FUNDS				207,661	163,142

The financial statements were approved by the Board of Trustees and authorised for issue on 30 November 2023 and were signed on its behalf by:

DocuSigned by:



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S Ali-Siddiqi - Trustee

Amina - The Muslim Women's Resource Centre**Statement of Cash Flows**
For The Year Ended 31 March 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(3,848)</u>	<u>102,615</u>
Net cash provided by operating activities		<u>(3,848)</u>	<u>102,615</u>
Change in cash and cash equivalents in the reporting period		(3,848)	102,615
Cash and cash equivalents at the beginning of the reporting period		<u>293,223</u>	<u>190,608</u>
Cash and cash equivalents at the end of the reporting period		<u><u>289,375</u></u>	<u><u>293,223</u></u>

The notes form part of these financial statements

Amina - The Muslim Women's Resource CentreNotes to the Statement of Cash Flows
For The Year Ended 31 March 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	2023	2022	
	£	£	
Net income for the reporting period (as per the Statement of Financial Activities)	44,519	51,385	
Adjustments for:			
(Increase)/decrease in debtors	(435)	(1,754)	
Increase/(decrease) in creditors	<u>(47,932)</u>	<u>52,984</u>	
Net cash provided by operations	<u>(3,848)</u>	<u>102,615</u>	
2. ANALYSIS OF CHANGES IN NET FUNDS	At 1.4.22	Cash flow	At 31.3.23
	£	£	£
Net cash			
Cash at bank and in hand	<u>293,223</u>	<u>(3,848)</u>	<u>289,375</u>
	<u>293,223</u>	<u>(3,848)</u>	<u>289,375</u>
Total	<u><u>293,223</u></u>	<u><u>(3,848)</u></u>	<u><u>289,375</u></u>

The notes form part of these financial statements

Amina - The Muslim Women's Resource Centre**Notes to the Financial Statements**
For The Year Ended 31 March 2023**1. ACCOUNTING POLICIES****Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

The charity receives grants in respect of various projects. Income from grants is recognised at fair value when the charity has entitlement after any performance and time related conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	<u>7,321</u>	<u>5,313</u>

Amina - The Muslim Women's Resource Centre**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2023**3. OTHER TRADING ACTIVITIES**

	2023	2022
	£	£
Fundraising events	4,948	1,705
General fee income	14,107	7,821
	<u>19,055</u>	<u>9,526</u>

4. OTHER INCOME

Employer Allowance	5,000	3,528
	<u>5,000</u>	<u>3,528</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	£	£
Grants	616,136	471,379

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Scottish Government EHR Fund - Helpline	206,104	168,866
Scottish Government VAWG Fund	82,356	76,372
Scottish Government ALEC Fund	73,500	70,000
Community Jobs Scotland	12,107	9,417
Rank Foundation	5,000	15,000
National Lottery Community Fund	-	25,762
SEIN	250	-
National Lottery Emerging Futures Fund	-	19,250
Ward 6 Community Choices Fund	-	11,262
Corra Foundation – Henry Duncan	8,400	7,984
CRER – Global Majority Fund	6,933	12,478
NHS Tayside Community Innovation Fund	-	18,000
UNESCO City of Design Dundee	-	5,875
DWP Flexible Support Fund	9,000	4,500
Glasgow Life ESOL	2,000	6,961
CAF Resilience Fund	133,185	2,443
Hardship Fund Income	8,216	17,209
Corra – Sky Anti-Racism Fund	25,000	-
Network for Social Change	20,000	-
Mental Health Foundation	6,250	-
Community Based Adult Learning Recovery	13,200	-
Historic Environment Scotland	4,635	-
	<u>616,136</u>	<u>471,379</u>

Amina - The Muslim Women's Resource Centre**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2023**6. CHARITABLE ACTIVITIES COSTS**

	Direct Costs (see note 6) £	Support costs (see note 8) £	Totals £
Salaries and running costs	<u>600,593</u>	<u>2,400</u>	<u>602,993</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Staff costs	457,604	337,404
Property expenses	24,891	16,397
Insurance	1,330	2,370
Telephone and IT	9,030	8,514
Stationery and equipment	11,407	10,543
Printing and publicity	6,262	2,609
Sundries	859	841
Volunteer expenses and training	3,973	734
Training and consultancy	26,809	16,126
Staff expenses	9,190	4,969
Affiliation fees	510	730
Recruitment	315	1,897
Events and service user costs	40,516	14,876
Hardship fund payments	<u>7,897</u>	<u>18,191</u>
	<u>600,593</u>	<u>436,201</u>

8. SUPPORT COSTS

	Governance costs £
Salaries and running costs	<u>2,400</u>

Support costs, included in the above, are as follows:

	2023	2022
	Salaries and running costs £	Total activities £
Auditors' remuneration	<u>2,400</u>	<u>2,160</u>

Amina - The Muslim Women's Resource Centre**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2023**9. NET INCOME/(EXPENDITURE)**

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

	2023	2022
	£	£
Auditors' remuneration	2,400	2,160

10. TRUSTEES' REMUNERATION AND BENEFITS

There were 12 trustees' present during the year.

No trustees' received remuneration in the year ending 31 March 2023 (2022: £nil).

Trustees' expenses

No trustees' expenses were reimbursed in the year ending 31 March 2023.

11. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	457,604	337,404
	457,604	337,404

Amounts payable to key management personnel in the year was £52,856 (2022: £53,061).

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

	2023	2022
Project staff	25	23

No employees received emoluments in excess of £60,000.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	5,313	-	5,313
Charitable activities			
Salaries and running costs	17,209	454,170	471,379
Other trading activities	9,526	-	9,526
Other income	3,528	-	3,528
Total	35,576	454,170	489,746

Amina - The Muslim Women's Resource Centre**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2023

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Charitable activities			
Salaries and running costs	22,552	415,809	438,361
	-----	-----	-----
NET INCOME	13,024	38,361	51,385
 RECONCILIATION OF FUNDS			
Total funds brought forward	111,757	-	111,757
	-----	-----	-----
TOTAL FUNDS CARRIED FORWARD	<u>124,781</u>	<u>38,361</u>	<u>163,142</u>
 13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	2023	2022	
	£	£	
Trade debtors	3,625	3,190	
Accrued income	-	-	
	<u>3,625</u>	<u>3,190</u>	
 14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	2023	2022	
	£	£	
Trade creditors	2,156	4,081	
Social security and other taxes	-	-	
Accrued expenses	2,400	2,160	
Deferred grants	80,783	127,030	
	<u>85,339</u>	<u>133,271</u>	
 15. LEASING AGREEMENTS			
Minimum lease payments under non-cancellable operating leases fall due as follows:			
	2023	2022	
	£	£	
Within one year	3,625	800	
	<u>3,625</u>	<u>800</u>	

Amina - The Muslim Women's Resource Centre**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2023**16. MOVEMENT IN FUNDS**

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	96,897	49,221	(16,116)	130,002
Designated - Earmarked Funds	27,884	-	16,116	44,000
Restricted funds				
Violence Against Women & Girls Project	13,908	(7,542)	-	6,366
Helpline & Development Project	17,959	(816)	-	17,143
Employability, Financial & Digital Inclusion	-	4,400	-	4,400
Creative & Wellbeing Project	6,494	(744)	-	5,750
	<u>38,361</u>	<u>(4,702)</u>	<u>-</u>	<u>33,659</u>
TOTAL FUNDS	163,142	44,519	-	207,661

Designated funds are for potential redundancies and the hardship fund.

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	64,592	(15,371)	49,221
Restricted funds			
Violence Against Women & Girls Project	89,290	(96,832)	(7,542)
Helpline & Development Project	206,103	(206,919)	(816)
ALEC & Corra	73,500	(73,500)	-
Employability, Financial & Digital Inclusion	152,835	(148,435)	4,400
Creative & Wellbeing Project	61,192	(61,936)	(744)
	<u>589,920</u>	<u>(587,623)</u>	<u>(4,702)</u>
TOTAL FUNDS	647,512	(602,994)	44,519

Amina - The Muslim Women's Resource Centre**Notes to the Financial Statements - continued****For The Year Ended 31 March 2023****Comparatives for movement in funds**

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	80,965	13,024	2,908	96,897
Designated - Earmarked Funds	30,792	-	(2,908)	27,884
Restricted funds				
Violence Against Women & Girls Project		13,908	-	13,908
Helpline & Development Project		17,959	-	17,959
Creative & Wellbeing Project		6,494	-	6,494
	<u>111,757</u>	<u>51,385</u>	<u>-</u>	<u>163,142</u>
TOTAL FUNDS	<u>111,757</u>	<u>51,385</u>	<u>-</u>	<u>163,142</u>

16. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	35,576	(22,552)	13,024
Restricted funds			
Violence Against Women & Girls Project	88,850	(74,942)	13,908
Helpline & Development Project	178,283	(160,324)	17,959
ALEC	70,000	(70,000)	-
Inspire Connect & Enable Project	25,762	(25,762)	-
Employability, Financial & Digital Inclusion	21,888	(21,888)	-
Emerging Futures Project	19,250	(19,250)	-
Women's Capacity Building – Ward 6	11,262	(11,262)	-
Creative & Wellbeing Project	38,875	(32,381)	6,494
	<u>454,170</u>	<u>(415,809)</u>	<u>38,361</u>
TOTAL FUNDS	<u>489,746</u>	<u>(438,361)</u>	<u>51,385</u>

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.