



PROMOTION OF HEALTH, OPPORTUNITY,
EQUALITY, BENEVOLENCE & EMPOWERMENT
FOR BLACK AND ETHNIC MINORITY
WOMEN AND CHILDREN

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

Charity number: 1135541

PHOEBE

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FOR THE YEAR ENDED 31 MARCH 2020

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PHOEBE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

The Trustees are pleased to present their report, together with the financial statements for the year ended 31 March 2020.

Reference and administration details

Charity name:	PHOEBE
Charity registration number:	1135541
Address of charity:	Room 31 19 Tower Street Ipswich Suffolk IP1 3BE
Trustees:	S Layne (Chairperson) S Chinenyanga (Treasurer) S Aezad K Bushell (Resigned 31 March 2020) M Rodrigues V Mushati
Independent examiner:	L Thurston FCCA Lovewell Blake LLP First Floor Suite Unit 2 Hillside Business Park Bury St Edmunds IP32 7EA

PHOEBE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

About PHOEBE

P.H.O.E.B.E. (Promotion of Health, Opportunity, Equality, Benevolence, and Empowerment) is a registered charity, with established strong roots within the Ipswich community, offering by and for specialist advice, advocacy, support and counselling services to black, Asian, minority ethnic, and migrant women in Suffolk area.

Objectives and activities

The objects of the charity are set out in the charity's constitution as follows:

- The relief of poverty, sickness and distress for women, particularly (but not exclusively) those coming from black and minority ethnic communities in Suffolk.
- The relief of poverty, sickness and distress for women, particularly (but not exclusively) those coming from black and minority ethnic communities in Suffolk.

Achievements and performance

After analysing our activity, impact, and feedback received in the April 2019-March 2020 period, we have concluded that women and children from disadvantaged communities have improved their general level of wellbeing and life-quality after accessing PHOEBE services, such as self-esteem workshops, language classes, support groups, counselling, domestic violence support, legal surgery, and general advice.

We have also observed that our service users have reached a greater level of independency, self-development, confidence, and improved mental health as a result of engagement with our services. Moreover, in the past year we helped women access financial support and services, which provided with a higher level of stability and safety.

Self Esteem Workshops

Low self-esteem is becoming a more prominent issue among young people in today's society and this can lead to introversion, withdrawal from social life, and poor mental health. Moreover, low self-esteem is almost always present amongst victims of domestic violence and exploitation. At PHOEBE, we believe that self-esteem, and confidence in one's own capabilities play a key role in personal development, decision making, and prevention of poor mental health.

This year, PHOEBE continued delivering the self-esteem workshops to young girls in schools and the local community. The workshops provided the girls with the opportunity to explore topics that often they do not discuss at home, such as gender stereotypes, body confidence, and how to build a healthy self-image. Empowering girls while they are at a young age will increase their confidence in making decisions, choosing non-stereotypical careers, standing up for themselves and others, and improve their mental health and resilience.

Achievements

The girls' self-esteem sessions have successfully continued in the April 2019 - March 2020 year, with schools becoming more interested in this project. Consequently, we have developed positive partnerships with primary schools for the benefit of their students, and hope to continue developing and improving such relationships to provide a consistent and sustainable service.

For the next year, we hope to take the project even further, and make it accessible to girls from the community in the online environment, so they can benefit from the service in the safety of their homes.

Feedback from Girls

After participating in the workshops, the girls developed greater confidence in expressing themselves, started looking at themselves and their bodies and differences in a positive way, and became more encouraging toward each-other. Some of the statements the girls made at the end of the workshops can be read below:

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REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Achievements and performance (continued)

"I have learned that I am beautiful the way I am"

"I have learned to stand up for what I believe in!"

"Now I can easily express myself and tell my worries"

"I like how you can express yourself and no one will judge"

"I have learned we should look at our bodies in a positive way"

The girls also improved their ability to self-reflect upon their feelings, and abilities, and how stereotypes and social constructs can affect their behaviour and self-esteem. The girls also became more aware of the influence of the media on self-image, and how to appreciate real beauty.

Feedback from parents and teachers has pointed out the positive effects of our workshops on self-development and mental health. According to their feedback, the workshops also had a positive impact on the behaviour of participants, as they noticed the girls became more self-aware, engaged more in schools' activities, and became more supportive toward their peers.

Domestic Violence

P.H.O.E.B.E. has remained committed to providing services for women of the BAME community fleeing domestic violence. This year, we have noticed an increase in self-referrals and referrals from other voluntary organisations and statutory bodies such as Citizen's Advice Bureau and Probation Services. Many of our service users report being subject to coercive behaviour, forced isolation, financial dependency, and psychological abuse. Moreover, they reported not being aware of the support services available for victims of domestic violence, and low level of accessibility, particularly for disadvantaged minorities and multicultural communities. Persistent lack of culturally appropriate support in mainstream support services means that a large number of our service users continue to engage with our services at the beginning of their help-seeking journey. In our hope to combat violence against women and girls, we have continued to offer them help for their social, economic, legal, educational, and psychological needs

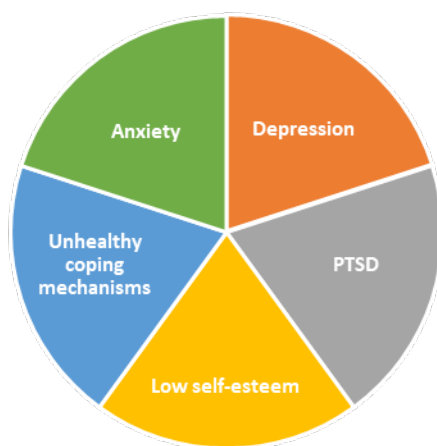
Feedback from our service users suggests that the increased awareness of the challenges faced by disadvantaged communities found within our specialist services has encouraged them to come forth about their abuse and influenced their decision to leave the abusive environment. Clients referred to us for domestic violence support have also engaged with some of our self-development classes and workshops, as they recognised a need for a holistic approach to change their lives for the better.

This year we have also noticed an increased number of referrals for women who do not speak English, and have great difficulties in accessing any support, and consequently not being able to leave abusive relationships. Consequently, for the next year we aim to increase linguistic accessibility by recruiting and training bilingual staff and volunteers, who can reach out to these women and assist them in fleeing violence, and lead safer, happier lives.

Achievements and performance (continued)

Counselling service

This year we have received more referrals to our counselling service, particularly for victims of domestic violence. Most common issues found amongst our service users were:



These mental health issues were often the result of being subject to violence, controlling behaviour, financial dependency, and threats relating to their immigration status, their children, and their lives. Isolation, unemployability, and lack of a supportive environment is also found amongst a large number of the women who received counselling. The counselling we offered benefitted the service users by allowing them to address past trauma, understand their feelings, and express themselves in a safe, non-judgemental space. We believe counselling plays a significant role in empowering women, and consequently, we will continue to provide this service, and even increase counselling availability for the next year

Legal Surgery

As many women feel trapped in abusive marriages or are threatened with child separation and have no knowledge of their legal rights or procedures, we continue to offer access to free legal advice provided by a qualified family solicitor.

This service is essential for the women who flee or have fled abusive partnerships as most of them are living on a low income, are destitute, and/or unemployed, and therefore they cannot afford to pay for legal advice. We will continue to provide this service in the coming year, to ensure that all women have access to legal support when fleeing domestic abuse.

ESOL

Not being fluent in English is a significant barrier that affect women who come into this country wishing to adapt and be actively involved in the local community and wider social groups. Those who do not speak English have limited access to education, work in low paid, physically demanding jobs, and present a high risk of becoming victims of misinformation, exploitation, abuse, and modern slavery.

Linguistic inaccessibility greatly reduces their ability to ask for help, and often they end up feeling hopeless and trapped in distressing, highly dangerous situations. Lack of social support and a safety networks also exacerbates their inability to leave abusive situations. Due to all the negative effects cause by linguistic inaccessibility, we have continued to invest in the running and development of our ESOL classes, so these women can progressively become more able to fully integrate in the British society, and become able to access services, engage in education, and obtain access to better paid, more satisfying jobs.

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REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Achievements and performance (continued)

Women who participated in this year's classes reported feeling more confident in expressing themselves and engaging in conversation with people outside of their typical social groups. Moreover, the service user reported enjoying the classes not only due to practical reasons, but also due to having the opportunity to create friends and socialize with other women they related to.

During the classes the women also inform the others of local opportunities, which results in the participants becoming more aware of education and employment opportunities and support. The women see the classes as a safe space where they can learn and express themselves, for the purpose of becoming more able to communicate in their day to day lives and improve their chances at social integration in the local community.

PHOEBE ZIMBABWE



Introduction

P.H.O.E.B.E stands for Promotion of Health, Opportunity, Equality, Benevolence and Empowerment. Originally, P.H.O.E.B.E started as a registered charity in Suffolk, United Kingdom in 2008 working with women and girls facing issues such as domestic violence and mental health, primarily from black and minority ethnic communities.

The idea was then implemented in Zimbabwe in 2016 after realizing from the researches carried out and statistics which showed that the problem of mental illness is even rampant in the country and there was no other organization focusing on the recovery process of mental illness patients after discharge to avoid relapse PHOEBE Zimbabwe was then registered as a trust in November 2016 – Reg No. 0001573/2016.

P.H.O.E.B.E's mission is to eliminate stress, anxiety, depression and low self-esteem amongst women and girls, and its vision is to empower women and girls to improve their life chances and lead independent lives by reducing inequalities through the provision of integrated and holistic service. P.H.O.E.B.E ZIMBABWE solely focuses on women's and girls' mental health issues including gender-based violence issues.

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REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Achievements and performance (continued)

Ruponeso Recovery Program

Training sessions were held in April 2019 for patients and their caregivers at Annex Parirenyatwa Group of Hospitals, Harare Central Hospital Psychiatric Unit and Chikurubi Female Prison. Sessions included dissemination of knowledge and skills on mental health issues such as depression, anxiety, schizophrenia, how to take medication, its side effects, anger management, how to cope with mental health problems in the community and importance of going for medical reviews at the hospitals or nearest health facilities. The program managed to reach out to 1500 people.

Peer to peer support training

Peer educators were trained in safeguarding of children in September 2019 and a total of 25 peers and 10 interns were trained. The significance of the training programme is for the peers to offer protective support to the vulnerable members of society and also to share knowledge with the community.

Girls Kick out Depression

The project was meant to deliver critically needed mental health workshops for young girls between the ages of 13 years and 18 years to reduce chances of depression on girls due to economic hardships through playing games so that they relax and conducting various discussion on mental health issues and Gender Based Violence. Most of the girls in the community are affected by Gender Based Violence.

This has caused a deterioration of mental well-being amongst girls therefore this project also aimed to educate young girls on Gender Based Violence, including teaching them the correct reporting channels, safety planning and the acts that constitute to the crime.

Women's Mental Health Conference (May 2019).

PHOEBE Zimbabwe held a mental health conference to raise awareness of the specific chronic needs that women struggling with mental health face and ask specific providers such as Ministry of Health and Child Care, to offer more gender sensitive and appropriate support to women and girls.

The conference aimed to explore why women from developing countries like Zimbabwe, are more vulnerable to developing common mental health illnesses, to raise awareness on the planned treatment based on the psychosocial, economic and cultural contexts of Women's Mental Health, improve education on mental health, resilience and autonomy for women, and raise awareness on the plight of African Women (particularly Zimbabwe) and added burdens that they carry due to having a mental illness

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REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Achievements and performance (continued)

Self Esteem Sessions

Sessions were held at primary schools in Mabvuku on self-esteem from November to December 2019. The program managed to reach 210 girls and it helped them in improving their self-confidence and assertiveness.

Online Group Discussion (April 2020)

Due to COVID 19 and its subsequent lockdown, PHOEBE Zimbabwe started online sessions on mental health and Gender Based Violence. The pandemic and lockdown period is associated with higher levels of depression and anxiety symptoms and these may worsen because of gender based violence. However, PHOEBE offers online social support to girls and women in capacitate them to withstand the mental health impacts of the pandemic. Social support programs, inclusive of those available virtually, offered an important opportunity to help address increased mental health concerns faced during the pandemic.

Counselling and Legal Support

Our counselling and legal support team has managed to positively impact lives of the survivor of mental health and Gender Based Violence, especially in the COVID 19 era where high volume of cases of GBV were reported. The team was offering psychosocial support and legal advice and support to victims of GBV.

Challenges:

1. The COVID-19 Pandemic and the subsequent lock-down created some challenges as we had to suspend all the physical trainings and could not meet physically with our beneficiaries.

2. Inadequate funding to implement all our activities.

Conclusion:

I think we are progressing well as an organization, however there is need for more funding to expand our operations to other Provinces in the country.

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REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Structure, governance and management

PHOEBE stands for the Promotion of Health, Opportunity, Equality, Benevolence and Empowerment for black and ethnic minority women and children. It is an unincorporated charity originally established under its constitution on 8 March 2007 as the Zimbabwe Womens' Resource Centre. It became a registered charity (number 1135541) on 15 April 2010 and is governed by its constitution adopted 8 March 2008 and as amended on 2 October 2012 and by its trustees who meet on a regular basis. The current trustees are as stated on the previous page.

Further trustees may be appointed at any time, at the discretion of the trustees. A new trustee would receive copies of the constitution, the latest annual report and accounts and relevant guidance publications from the Charity Commission.

Trustees

The current trustees are shown within these financial statements including those who have served during the year and any appointment and resignation dates as required.

Public benefit

The Trustees have considered the Charity Commission's guidance on public benefit. They confirm that in planning and carrying out the charity's activities they have had regards to this guidance.

Financial review

The charity's financial activities for the year are shown in the receipts and payments account on within these financial statements. This shows the principle sources of funds for the domestic violence, self-esteem and ESOL projects, and for student social worker placements. This funding has enabled the charity to successfully operate the projects and provide the services detailed in the annual report above.

After the year's activities a balance of unrestricted reserves is in deficit by (£255) (2019: (£706) remains to be carried forward. The charity continues to seek additional funding to ensure that it can maintain and extend its vital work.

Reserves policy

The charity's reserves policy is to maintain reserves at a level adequate to protect its ongoing work. This policy is reviewed annually. The charity aims to hold sufficient reserves to cover three months' running costs plus statutory redundancy costs. This equates to £1,125 (2019: £5,298) the charity's receipts and payments unrestricted cash as at 31 March 2020 is in deficit by £255 (2019: £706).

The reserves of the charity are therefore below the reserves policy and the trustees will endeavour to make up the shortfall over the next 12 to 24 months. The trustees consider that the charity will continue as a going concern for the foreseeable future.

There are no material uncertainties about the charity's ability to continue.

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REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2020

Plans for future periods

PHOEBE will continue providing domestic violence support, English classes, workshops, counselling, legal advice, and practical support to women, particularly those coming from BAME and migrant communities. We aim for the coming year to increase availability of mental health counselling sessions, and to engage more with the community through outreach work.

Moreover, we will be looking at developing some of our services and making them more available online to account for the new concerns arising due to the COVID-19 pandemic.

Related party transactions

There were no related party transactions during this or the prior period.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

The Trustees' annual report was approved on 21/12/20 and signed on behalf of the board of Trustees by:

S Layne
Trustee



PHOEBE

RECEIPTS AND PAYMENTS ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2020

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£	£	£	£
Receipts:						
Annie Tranmer Charitable Trust	-	1,000	1,000	-	-	-
BBC Children in Need	-	10,000	10,000	-	10,000	10,000
Big Lottery	-	10,000	10,000	-	-	-
Colchester Road Baptist Church	-	3,500	3,500	1,500	-	1,500
DFID UK Aid	-	8,423	8,423	-	20,744	20,744
Didymus	-	-	-	-	2,500	2,500
Frances Crabtree Deceased Charitable Trust	-	2,000	2,000	-	-	-
Garfield Weston	-	-	-	-	1,000	1,000
Green and Lilian F M Ainsworth And Family Benevolent Fund	-	2,000	2,000	-	-	-
Groundworks UK	-	2,000	2,000	-	-	-
Oakdale Trust	-	-	-	1,000	-	1,000
Rosa Fund W2W	-	4,500	4,500	-	-	-
Scarf Trust	-	-	-	1,500	-	1,500
Scurrah Wainwright – Zimbabwe	-	4,000	4,000	-	-	-
Souter Charitable Trust	-	-	-	-	4,000	4,000
Suffolk Community Foundation	-	10,310	10,310	-	3,999	3,999
Sydney E Franklin Deceased's New Second Charity	-	-	-	1,000	-	1,000
The 29 th Charitable Trust	-	-	-	1,000	-	1,000
The Bryan Guinness Charitable Trust	-	1,000	1,000	-	-	-
The Clothworkers Grant	-	-	-	2,000	-	2,000
The Ganzoni Charitable Trust	-	2,000	2,000	-	-	-
The Grocers Charity	-	5,000	5,000	-	-	-
The Irving Memorial Trust	-	2,000	2,000	-	-	-
The Magdale Trust	2,000	-	2,000	-	-	-
The Mrs L D Rope Charitable Trust	750	-	750	-	-	-
The Noal Buxton Trust	-	-	-	-	4,000	4,000
The Pilgrim Trust	-	5,687	5,687	-	-	-
The Rhiannon Trust	-	-	-	-	1,000	1,000
Tula Trust	-	-	-	1,000	-	1,000
The Yapp Charitable Trust	-	-	-	-	3,000	3,000
	-	-	-	-	-	-
Other Grants	1,550	880	2,430	1,600	-	1,600
Other Income	-	624	624	1,830	-	1,830
Donations	651	-	651	1,095	90	1,185
Total Income	4,951	74,924	79,875	13,525	50,333	63,858

PHOEBE

RECEIPTS AND PAYMENTS ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2020

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Unrestricted Funds	Restricted Funds	Total Funds 2019
	£	£	£	£	£	£
Payments:						
Salaries and payroll costs	836	19,828	20,664	10,509	19,545	30,054
Rent and rates	-	1,500	1,500	1,862	2,350	4,212
Staff expenses	286	17,146	17,432	204	1,312	1,516
Project activities costs	840	19,827	20,677	1,214	25,838	27,052
Workshops, seminars and events	140	3,696	3,896	642	150	792
Housekeeping	234	-	234	1,288	900	2,188
Telephone	128	2,770	2,898	1,943	207	2,150
Computer expenses	-	-	-	389	-	389
Post and stationery	208	85	293	-	150	150
Insurance	-	-	-	738	-	738
Legal and professional	-	360	360	-	-	-
Independent examiner's fee	-	1,080	1,080	1,054	200	1,254
Equipment	1,042	1,515	2,557	768	-	768
Bank charges	-	-	-	112	-	112
Advertising	60	-	60	-	-	-
Subscriptions	137	-	6137	256	684	940
Sundry expenses	589	459	1,048	213	60	273
Total payments	4,500	68,266	72,766	21,192	51,396	72,588
Net receipts (payments) for the year	451	6,658	7,109	(7,667)	(1,063)	(8,730)
Cash and bank balance bought forward	(706)	8,233	7,527	6,961	9,296	16,257
Cash and bank balance carried forward	(255)	14,891	14,636	(706)	8,233	7,527

	Balance as at 1 April 2019	Income	Expenditure	Transfers	Balance as at 31 March 2020
	£	£	£	£	£
Restricted funds – receipts and payments					
Domestic Violence	2,037	21,449	(18,293)	-	5,193
Self Esteem	2,278	34,187	(19,918)	-	16,547
ESOL	2,857	1,165	(824)	-	3,198
Zimbabwe project	1,061	18,123	(29,231)	-	(10,047)
	8,233	74,924	(68,266)	-	14,891

PHOEBE

STATEMENT OF ASSETS AND LIABILITIES

AS AT 31 MARCH 2020

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Unrestricted Funds	Restricted Funds	Total Funds 2019
	£	£	£	£	£	£
Fixed Assets:						
Office furniture and equipment	650	1,775	2,425	-	1,434	1,434
Current Assets:						
Debtors	-	-	-	906	-	906
Cash at bank and in hand	(254)	14,890	14,636	(706)	8,223	7,527
Total assets:	396	16,665	17,061	200	9,667	9,867
Creditors and accruals	5,443	-	5,443	6,657	-	6,657
Total Liabilities:	5,443	-	5,443	6,657	-	6,657

These financial statements were approved by the Trustees on 21/12/20 and are signed on their behalf by:

S Layne
Trustee



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

PHOEBE

I report to the Charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2020 which are set out on the afore mentioned pages of these financial statements.

Responsibilities and basis of report

As the Charity's Trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act;
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



L Thurston FCCA
Independent examiner
Lovewell Blake LLP
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IP32 7EA

11 / 12 / 20