

Charity registration number: 1135541

**P.H.O.E.B.E**

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

**ANNUAL REPORT** 2021 - 2022

ANNUAL REPORT

2021-2022

**P.H.O.E.B.E**

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







PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,  
BENEVOLENCE AND EMPOWERMENT OF BLACK  
AND MINORITISED WOMEN AND CHILDREN



## ABOUT US

Formerly known as the Zimbabwe Women's Resource Centre, P.H.O.E.B.E (Promotion of Health, Opportunity, Equality and Benevolence) is an Ipswich-based registered charity that offers specialist advice, information, casework, advocacy, support and counselling services to black and minoritised women and children.

We assist women fleeing domestic violence and educate them about their rights through free legal advice surgeries for Family Law. We support women to live free from violence by assisting them to access safe temporary accommodation, help applying for visas in their own name with the Home Office, domestic violence counselling, help within the courts and support to resettle and live independent lives. We also offer women-only English classes.

We're an intersectional organisation run by BME women for BME women and children and we're committed to working towards a future free of discrimination, abuse and racism. Join us and be a part of our journey.





# Overview of PHOEBE projects

PHOEBE's work over the last financial year has increased immensely and we have managed to offer a wider service. We supported women and children in the following:

- Domestic abuse support and advocacy: Physical, sexual, emotional, and financial abuse from their partners
- Gender justice and immigration support: insecure visa status, cause many women to fear facing violence, cruel, inhuman, and degrading treatment were they to return to their homes in the UK and abroad in their countries.
- Black Maternity support and casework in partnership with Suffolk and Essex Neonatal NHS Services to address inequalities for women and their babies.
- COVID response in partnership with local authority services
- English as a second language classes, empowering women to seek independence and employment.
- Women's health project which included mental health, peer to peer support groups
- You Can't Break Me – women's prison project
- Strong Black Girls and girls self esteem project in schools.

## OUR INTERSECTIONAL APPROACH

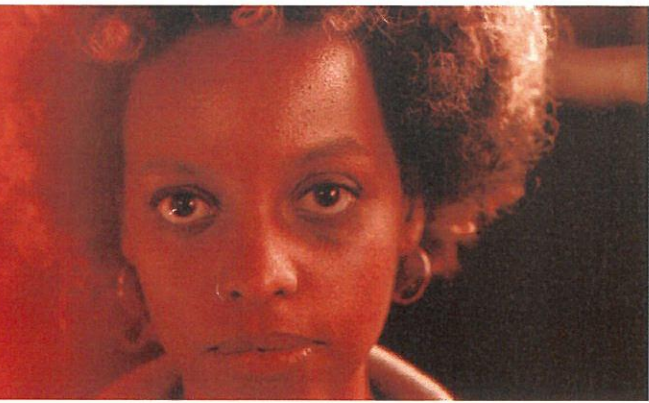
PHOEBE maintains an intersectional approach in its practice because our women face multiple challenges. An "intersectional" approach views individuals as occupying multiple modes of identity — gender, age, ethnicity, sexual orientation, dis/ability, even immigration status — of which intersecting categories may increase their likelihood of experiencing violence and structural discrimination.

When addressing challenges of violence against women and girls (VAWG), we at PHOEBE believe that an intersectional approach is essential to addressing individual and community-wide cases. It is not sufficient to address the concerns of 'women' alone, since women represent such a vast, variegated and multifaceted group, with different needs, concerns and experiences along the privilege/identity axis.

As such, we aim to tackle these problems of violence against women and girls by providing a safe space for survivors and other BME women to disclose domestic abuse and access advocacy, support and legal services in order to break free from abuse.



# Domestic Abuse Project



*"I can't thank PHOEBE enough for all the help. I thought I would never be able to come out of it (domestic abuse)." – AH, PHOEBE service user*

*"I have been granted indefinite leave to remain thanks to your help. They will send my card within 7 working days. I am so grateful, thank you so much for your tireless effort and everything you did for me and A (daughter). I want to thank all of you, everybody at PHOEBE. May God bless you all" – NJ, PHOEBE service user*

The UK Home Office (2013) defines 'domestic violence' to broadly encompass '...any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse...', which can be perpetrated by both intimate partners or family members, '...regardless of gender or sexuality.' It includes within its definition psychological, physical, sexual, financial and emotional abuse, as well as '...honour based violence and Female Genital Mutilation (FGM).'

PHOEBE supported women break free from abuse by offering specialist and culturally appropriate support to survivors. Ensuring that our assessment of their individual needs has in consideration the intersectional factors they face, we provided services and programmes that addressed their needs in a holistic manner and fought for their rights.

PHOEBE continued its commitment to building the capacity of BME female survivors by providing classes, workshops and training that aim to develop their skills as well as increase their independence. Campaigning and outreach were also part of the work, we raised awareness about Violence Against Women and Girls in its various forms and brought attention to the additional risks and barriers BME women face when it comes to VAWG. We worked together to ensure more BME survivors are given the specialised support they need.

## Outcomes

- **Safety and confidence:** Beneficiaries felt safer and confident to talk about domestic abuse and violence and leave abusive relationships.
- **Financial independence and capacity building:** Beneficiaries were financially independent and have necessary livelihood skills after the intervention.
- **Change of immigration status:** The immigration status of beneficiaries supported no longer depend on their abusive partners and were able to remain in the country of their choice.
- **Physical and mental wellbeing:** Beneficiaries increased awareness of their physical and mental well-being. Their physical and mental health needs were addressed properly.
- **Empowerment, participation and public awareness:** Beneficiaries felt empowered and actively participated in the intervention and there is increased public awareness regarding the domestic violence faced by women of BME and migrant backgrounds.



# Welfare Project

*"It is frustrating when you want to communicate, but you can't because you don't know the language. Since I started (PHOEBE's) classes, I have learnt vocabulary to start communicating with others. I can now ask where to find the things I am looking for in the supermarket"*

— MD, PHOEBE service user

BME women and their children supported by PHOEBE tend to be disproportionately affected by poverty and lack of access to essential resources. At PHOEBE, our welfare project bridged this gap. Within this project, we helped ease the financial burdens migrant women and children face and ensured that their vulnerability was not used as a tool for abuse by partners. Through this project we supported families to access local systems, food vouchers, bus passes and food parcels to ease their financial burdens.

As part of this project, we also offer surgeries/drop-in sessions to support women practically as well as emotionally. These took place three times per week.

## ESOL Classes

As part of PHOEBE support we continued to offer ESOL (English for speakers of other Languages) classes. These classes helped improve women's communication skills and consequently created greater prospects for employment and a more independent life. We provided childcare free of charge for the women that have children under the school age to enable them to attend.

## Outcomes

- **Access to food and basic essentials during a crisis:** particularly for vulnerable families.
- **Language skills:** Vulnerable migrant women feel empowered and more independent through developing their language skills with our weekly ESOL classes and free training.
- **Advocacy and support:** Women receive advocacy on various issues pertaining to their health, employment, housing and immigration.





# Girls Self Esteem Workshops

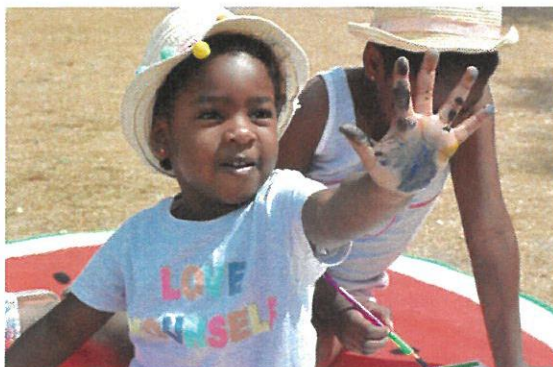
*"Thank you for teaching me that I am not alone. You taught me how to see myself differently. Differently by being confident and proud of myself". – GS, PHOEBE service user*

The body image dilemma for girls has continued and is worsening the mental health crisis in Suffolk. Schools, youth communities, and online platforms continue to be places where girls experience bullying/cyber-bullying, harassment, negative self-image from exposure to social media. At PHOBE, we've been working to tackle low self-esteem and promote body confidence and personal development in five schools this year, from primary to high school. We delivered girls self-esteem workshops across five schools in Suffolk. Our workshops are based upon the "Dove Campaign for Real Beauty" which was launched in 2004 and gave rise to the subsequent Dove Self-Esteem Programme.

We want our young people to grow into confident and capable adults. This year we have tried to incorporate modern themes that our young girls currently face such as Bullying, Forming friendships and Mental wellbeing. We deliver these workshops over 10 weeks with each session lasting an hour and these are ongoing. They allow girls to develop many key skills through a range of activities which are engaging, insightful, and practical, and which gives them a chance to express their feelings and emotions in a safe space surrounded by other girls of a similar age – facilitated by trained and supportive volunteers and staff.

## Outcomes:

- **Activities and events:** High participation of girls engaging in activities, events, workshops, and volunteering in peer to peer programs.
- **Improved mental health:** Girls reporting and showing improved mental and body positivity from participating in the self-esteem workshops and counselling sessions.
- **Improved social skills:** Girls experiencing an increase in social skills and a reduction in anti-social behaviour.
- **Responsible social media usage:** Girls reporting improved ability to use social media safely and responsibly
- **Teacher training:** Guiding teachers and key personnel in handling self-esteem issues of BAME young students.





# Strong Black Girls

*"I have faced racism in school, it made me feel that I didn't belong anywhere. This group made me feel that I do belong anywhere and learn to appreciate myself." — FD, PHOEBE service user*



PHOEBE hosted weekly interactive workshops that cover topics around self-esteem such as self image, self love, bullying, influence of peers etc. Many young black girls may feel insecure about their cultural identity and may face issues with self-acceptance and self-love. We want to make our girls feel confident in who they are by teaching them that all languages, cultures, hair types and skin colours are beautiful and worth celebrating. For example, our session on "Celebrating Diversity" included activities like flag making, country colouring and teaching each other new facts and words from our countries.

## Outcomes:

- **Improved mental health:** Increased self-confidence and self-awareness of participants through education and awareness issues pertaining to reframing racial bias and cultural identity, body image and hair.
- **Leadership development:** Nurture, educate and offer opportunities for the girls to demonstrate leadership qualities through involvement in planning of events such as peer to peer activities.
- **Advocacy:** Amplification of our Strong Black Girls Movement through advocacy, awareness raising, lobbying and partnership building.
- **Career guidance:** Provided career guidance and support through arranged internships for girls aged 16 and over.



# Suffolk Black Maternity Project

*"I have no friends or family in Ipswich and feel lonely, that's why I love coming to the mothers' and babies' groups because my son gets to play with other children and has access to a variety of toys for play. I also get to meet and talk with other mothers." — AK, PHOEBE service user*

As a result of deeply-entrenched structural biases, national research reports noted that black women are five times more likely to die during child birth than their counterparts. They often experience difficulties when seeking social support, experience challenges in seeking employment, reduced accessibility to healthcare (including the availability of HIV/AIDS treatment), and risk of destitution without recourse to public services.

In partnership with Suffolk and North East Essex Maternity and Neonatal services, our project offered support to Black, Asian, and migrant pregnant women and new mothers by offering practical help, counselling, guidance, and activities meant to improve their mental health, safe birthing and well-being and reduce social isolation.

## Outcomes:

- **Improved mental health:** Women report that they are experiencing a reduction in stress and an improvement in general well-being after using services.
- **Improved maternity outcomes:** Women reporting positive birthing experiences and better maternity outcomes, as well as improved accessibility to services and support.
- **Professional training:** Professionals reporting more engagement with BAME women.





# Our year in numbers

PHOEBE was able to support BAME survivors by providing specialist advocacy and information, counselling, helping women to identify abuse and know where to get further support from.

On average, PHOEBE supported

# 305

BAME survivors  
with domestic abuse  
advocacy per month.

# 250

children  
attended  
activities  
and  
self esteem  
workshops

# 67 Women

ATTENDED WEEKLY ESOL PROVISION THROUGH THE ACADEMIC YEAR.

# 300

Over vulnerable families  
accessed our welfare support programmes to receive  
support with food and other essentials.

Over **380 FOLLOWERS** on Instagram

Nearly **850 followers** on Twitter 



# Achievements and Performance

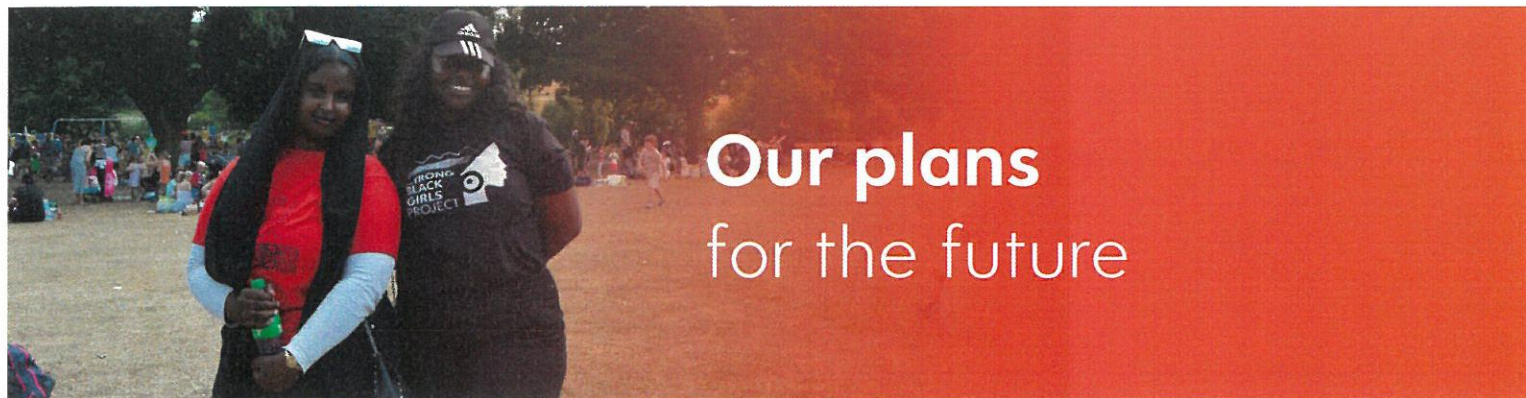
PHOEBE has maintained its deeply-committed mission towards bringing to the fore the voices of the most vulnerable and marginalised, who often face violence with no recourse to institutional, community or even individual support.



Beyond merely numbers, we seek to assess the tangible impact of our activities and the feedback we've received from our service users. Our experiences have led us to conclude that BME women and children and especially those from disadvantaged communities experience have improved levels of general wellbeing and an improved quality of life after accessing PHOEBE services.

Our service users also experience greater independence, self-development, confidence, and improved mental health as a result of engagement with our services. In the past year, we have also contributed to the tangible stability and safety of women by enabling their access to financial support and services.





## Our plans for the future

The specific experiences of ethnic minority and immigrant women are often not perceived in a coordinated and intersectional manner. This effectively invisibilizes the multiple intersecting forms of discrimination they face. As such, they are greatly at risk of and experience a complete lack of legal and social protection on part of safeguarding agencies, such as law enforcement and social services. These services themselves might lack the political will to engage fully with such communities and include such learnings regarding their cultural specificities within their policy-making (Lovatt et al., 2020).

Our approach will take into account the pressures faced by women when migrating and settling into a new environment. These can include shifts in gender roles and family responsibilities, which can in turn potentially intensify the kinds of violence they face within families, hence we aim to raise awareness of this.

Similarly, insecure immigration status, the presence of institutional discriminatory practices, structural barriers to social services and recourse to legal protection can prevent women from seeking help. Other practices, such as the criminalization of female genital mutilation (FGM) and compelling of doctors to mandatorily report all such cases to law enforcement, can actually deter immigrant women and girls from accessing essential healthcare services. Thus, their specific concerns remain underrepresented within national figures.

PHOEBE will continue to advocate for the rights and lived realities of BME women and girls of all ages and backgrounds and ensure their concerns do not go unheard. We will continue providing services for women and children of primarily BME and immigrant communities, including:

- **Domestic violence support**
- **ESOL classes**
- **Self Esteem Workshops**
- **Counselling**
- **Legal advice**
- **Practical support**

In the coming year, we aim to increase availability of mental health counselling sessions and to engage more with the community through outreach work.

Organisations fighting for the rights of ethnic minority and immigrant women — like ours — need more resources and funding in order to address the needs of their own communities and cultures. We will continue to fundraise to continue our work.



# Zimbabwe Project

Our work in Zimbabwe has gone from strength to strength. We managed to work with 5 Schools in Harare, namely Mabvuku Primary, Mabvuku High School, Mwanandishe Primary school. Tafara High School and Sumudzai. We manage to recruit 500 girls and some schools in Kuwadzana and Dzivarasekwa, Which Kuwadzana 1 Primary, Fundo Primary and Kuwadzana 2 high. We had sessions about,

- Mental health
- Substance Abuse
- Gender bases violence awareness
- Bullying
- Self Esteem
- Counselling services
- Soccer teams

We managed to recruit 60 new caregivers at Annex that we are working with and we recruit new 20 peer Educators in Mabvuku and Dzivarasekwa.. In the community we manage to do community outreach on mental health awareness ycompaigns, gender based violence awareness and substance Abuse. We also managed to do homevisits to our caregivers and patients.

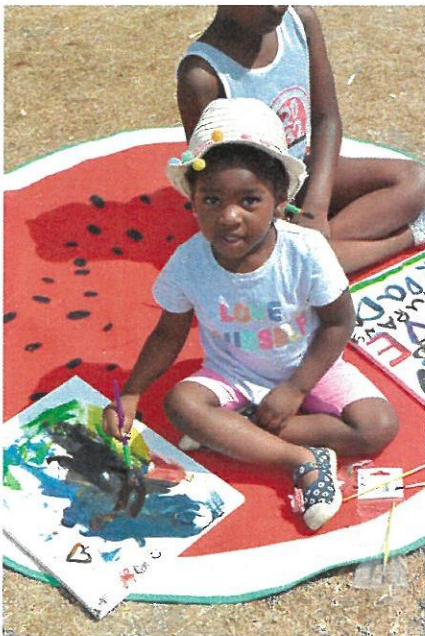
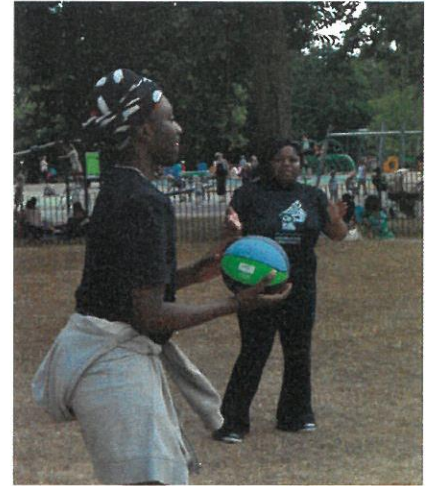




## P.H.O.E.B.E. Projects In Pictures...













ANNUAL REPORT 2021-2022

P.H.♀.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,  
BENEVOLENCE AND EMPOWERMENT OF BLACK  
AND MINORITISED WOMEN AND CHILDREN



[www.phoebecentre.co.uk](http://www.phoebecentre.co.uk)





# **PHOEBE**

## **Financial statements**

**Year ended 31 March 2022**

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Independent examiner's report to the trustees	<b>6</b>
Statement of financial activities	<b>7</b>
Balance sheet	<b>8</b>
Statement of cash flows	<b>9</b>
Notes to the financial statements	<b>10 to 18</b>



# PHOEBE

## Trustees' annual report

### Year ended 31 March 2022

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The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published in October 2019.

#### Reference and administrative details

Registered charity name	PHOEBE
Charity registration number	1135541
Principal office	6 Great Colman Street Ipswich Suffolk IP4 2AD

#### The trustees

The trustees who served during the year and at the date of approval were as follows:

S Layne (Chair)  
S Chinenyanga (Treasurer)  
S Aezad  
F Camara (Appointed 15/12/2021)  
J Oyelahan (Appointed 12/04/2021)  
M Walker (Appointed 15/12/2021)  
Y Zekarias (Appointed 15/12/2021)  
V Mushati (Resigned 09/07/2021)  
M Rodrigues (Resigned in the year)

Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
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# **PHOEBE**

## **Trustees' annual report *(continued)***

**Year ended 31 March 2022**

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### **Objectives and activities**

#### **About PHOEBE**

PHOEBE, sometimes marketed as P.H.O.E.B.E (Promotion of Health, Opportunity, Equality, Benevolence, and Empowerment) with either term used throughout these accounts, 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 object of the charity is set out in the charity's constitution as the relief of poverty, sickness and distress for women, particularly (but not exclusively) those coming from black and minority ethnic communities in Suffolk.

PHOEBE offers specialist advice, information, casework, advocacy, counselling, freedom programme and ESOL classes for women. PHOEBE helps BME women find safe temporary accommodation when fleeing domestic violence. We signpost women for immigration advice. PHOEBE has weekly children's activities promoting confidence and building self esteem of all girls in Suffolk. PHOEBE works with vulnerable women in Zimbabwe.

#### **Public benefit**

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).



# PHOEBE

## Trustees' annual report *(continued)*

### Year ended 31 March 2022

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#### **Achievements and performance**

PHOEBE has maintained its deeply-committed mission towards bringing to the fore the voices of the most vulnerable and marginalised, who often face violence with no recourse to institutional, community or even individual support.

If you wish to read more please see page 10 of the annual report preceding these accounts.

#### **Girls Self Esteem Workshops**

At PHOEBE, we've been working to tackle low self-esteem and promote body confidence and personal development in five schools this year, from primary to high school.

If you wish to read more regarding our Girls Self Esteem Workshops please see page 6 of the annual report preceding these accounts.

#### **Domestic Abuse**

PHOEBE supported women break free from abuse by offering specialist and culturally appropriate support to survivors. Ensuring that our assessment of their individual needs has in consideration the intersectional factors they face, we provided services and programmes that addressed their needs in a holistic manner and fought for their rights.

If you wish to read more regarding our Domestic Abuse project please see page 4 of the annual report preceding these accounts.

#### **Welfare**

BME women and their children supported by PHOEBE tend to be disproportionately affected by poverty and lack of access to essential resources. At PHOEBE, our welfare project bridged this gap.

If you wish to read more regarding our Welfare project please see page 5 of the annual report preceding these accounts.

#### **ESOL**

As part of PHOEBE support we continued to offer ESOL (English for speakers of other Languages) classes.

If you wish to read more regarding our ESOL project please see page 5 of the annual report preceding these accounts.

#### **Strong Black Girls**

Many young black girls may feel insecure about their cultural identity and may face issues with self-acceptance and self-love. We want to make our girls feel confident in who they are by teaching them that all languages, cultures, hair types and skin colours are beautiful and worth celebrating.

If you wish to read more regarding our Strong Black Girls project please see page 7 of the annual report preceding these accounts.

#### **Suffolk Black Maternity Project**

In partnership with Suffolk and North East Essex Maternity and Neonatal services, our project offered support to Black, Asian, and migrant pregnant women and new mothers by offering practical help, counselling, guidance, and activities meant to improve their mental health, safe birthing and well-being and reduce social isolation.



# **PHOEBE**

## **Trustees' annual report** *(continued)*

### **Year ended 31 March 2022**

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If you wish to read more regarding our Suffolk Black Maternity Project project please see page 8 of the annual report preceding these accounts.

#### **Zimbabwe**

Our work in Zimbabwe has gone from strength to strength. We managed to work with 5 Schools in Harare, namely Mabvuku Primary, Mabvuku High School, Mwanandishe Primary school, Tafara High School and Sumudzai.

If you wish to read more regarding our Zimbabwe Project project please see page 12 of the annual report preceding these accounts.

#### **Financial review**

The charity's financial activities for the year are shown in the statement of financial activities within these financial statements. These show principal 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 trustees report.

#### **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.

As at the year end date, the unrestricted reserves amounted to £242,025 (2021: £64,394) which remains to be carried forward. The charity continues to seek additional funding to ensure that it can maintain and extend its vital work.

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

#### **Plans for future periods**

PHOEBE will continue to advocate for the rights and lived realities of BME women and girls of all ages and backgrounds and ensure their concerns do not go unheard. We will continue providing services for women and children of primarily BME and immigrant communities.

If you wish to read more regarding our plans for the future please see page 11 of the annual report preceding these accounts.



# PHOEBE

## Trustees' annual report *(continued)*

Year ended 31 March 2022

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### Structure, governance and management

PHOEBE 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 in the reference and administrative details to these accounts.

### Recruitment and appointment of Trustees

The trustees who are also directors of the charitable company are elected at the Annual General Meeting. One third of the directors retire at the Annual General Meeting and are eligible for immediate re-election.

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.

### True and fair override

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the 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 issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

### 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 14/12/22 and signed on behalf of the board of trustees by:



S Layne (Chair)  
Trustee



# PHOEBE

## Independent examiner's report to the trustees of PHOEBE

Year ended 31 March 2022

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I report to the charity trustees on my examination of the financial statements of the charity for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes.

### Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements 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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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 financial statements do not accord with those records; or
3. the financial statements 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.

Your attention is drawn to the fact that the Charity has prepared the accounts (financial statements) in accordance with 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.



L Thurston FCCA  
Independent Examiner

Lovewell Blake LLP  
Chartered accountants  
First Floor Suite  
2 Hillside Business Park  
Bury St Edmunds  
IP32 7EA

10 January 2023



# PHOEBE

## Statement of financial activities

Year ended 31 March 2022

		Unrestricted funds £	2022 Restricted funds £	Total funds £	2021 Total funds £
	Note				
<b>Income and endowments</b>					
Donations and legacies	4	195,077	367,105	562,182	396,262
<b>Total income</b>		<u>195,077</u>	<u>367,105</u>	<u>562,182</u>	<u>396,262</u>
<b>Expenditure</b>					
Charitable activities	5	10,459	294,427	304,886	163,107
<b>Total expenditure</b>		<u>10,459</u>	<u>294,427</u>	<u>304,886</u>	<u>163,107</u>
<b>Net income before transfer of funds</b>		184,618	72,678	257,296	233,155
Transfers between funds		(6,987)	6,987	—	—
<b>Net movement in funds</b>		<u>177,631</u>	<u>79,665</u>	<u>257,296</u>	<u>233,155</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		64,394	180,379	244,773	11,618
<b>Total funds carried forward</b>		<u>242,025</u>	<u>260,044</u>	<u>502,069</u>	<u>244,773</u>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

The notes on pages 10 to 18 form part of these financial statements.




# PHOEBE

## Balance sheet

31 March 2022

	Note	2022 £	£	2021 £	£
<b>Fixed assets</b>					
Tangible fixed assets	8		271,752		7,643
<b>Current assets</b>					
Debtors	9	51,418		34,903	
Cash at bank and in hand		<u>183,483</u>		<u>211,872</u>	
		234,901		246,775	
<b>Creditors: Amounts falling due within one year</b>	10	<u>(4,584)</u>		<u>(9,645)</u>	
<b>Net current assets</b>			<u>230,317</u>		<u>237,130</u>
<b>Total assets less current liabilities</b>			<u>502,069</u>		<u>244,773</u>
<b>Net assets</b>			<u>502,069</u>		<u>244,773</u>
<b>Funds of the charity</b>					
Restricted funds			260,044		180,379
Unrestricted funds			<u>242,025</u>		<u>64,394</u>
<b>Total charity funds</b>	11		<u>502,069</u>		<u>244,773</u>

These financial statements were approved by the board of trustees and authorised for issue on 14/12/22 and are signed on behalf of the board by:



S Layne (Chair)  
Trustee

The notes on pages 10 to 18 form part of these financial statements.

# PHOEBE

## Statement of cash flows

Year ended 31 March 2022

	2022 £	2021 £
<b>Cash flows from operating activities</b>		
Net income	257,296	233,155
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	3,941	1,732
Accrued income	(19,925)	(27,455)
<i>Changes in:</i>		
Trade and other debtors	2,510	(5,403)
Trade and other creditors	(4,161)	2,157
Cash generated from operations	239,661	204,186
Net cash from operating activities	<u>239,661</u>	<u>204,186</u>
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	(268,050)	(6,950)
Net cash used in investing activities	<u>(268,050)</u>	<u>(6,950)</u>
<b>Net (decrease)/increase in cash and cash equivalents</b>	(28,389)	197,236
<b>Cash and cash equivalents at beginning of year</b>	211,872	14,636
<b>Cash and cash equivalents at end of year</b>	<u>183,483</u>	<u>211,872</u>

The notes on pages 10 to 18 form part of these financial statements.



# PHOEBE

## Notes to the financial statements

Year ended 31 March 2022

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### 1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 6 Great Colman Street, Ipswich, Suffolk, IP4 2AD.

### 2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

### 3. Accounting policies

#### Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

#### Going concern

The accounts have been prepared on the going concern basis and the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected income and expenditure for the next 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

#### Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds where necessary are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

# PHOEBE

## Notes to the financial statements *(continued)*

### Year ended 31 March 2022

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#### 3. Accounting policies *(continued)*

##### Income

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

Voluntary income is received in the way of grants, legacies, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the charity, are recognised when it is considered probable that the income will be received.

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

Investment income where necessary consists of bank interest and is accounted for when receivable.

##### Expenditure

All expenditure is accounted for on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise of the costs associated with attracting voluntary income and the cost of trading for fundraising purposes.

Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are included within charitable expenditure. These are costs associated with the constitutional and statutory requirement of the charity and include the accountants fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources.

##### Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

##### Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.



# PHOEBE

## Notes to the financial statements *(continued)*

Year ended 31 March 2022

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### 3. Accounting policies *(continued)*

#### Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	2% straight line
Office Equipment	-	25% or 33% Straight Line

#### Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

#### Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

### 4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
<b>Donations</b>			
Donations	10,250	9,870	20,120
<b>Grants</b>			
Grants receivable	184,827	357,235	542,062
	<u>195,077</u>	<u>367,105</u>	<u>562,182</u>

# PHOEBE

## Notes to the financial statements *(continued)*

Year ended 31 March 2022

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### 4. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>Donations</b>			
Donations	3,034	7,605	10,639
<b>Grants</b>			
Grants receivable	119,518	266,105	385,623
	<u>122,552</u>	<u>273,710</u>	<u>396,262</u>



# PHOEBE

## Notes to the financial statements *(continued)*

Year ended 31 March 2022

### 5. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Wages and salaries	3,169	168,274	171,443
Telephone	308	2,855	3,163
Staff training and welfare	962	13,376	14,338
Project activity costs and events	3,513	63,465	66,978
Other office costs	124	1,443	1,567
Rent and rates	—	9,561	9,561
Insurance	—	419	419
Post and stationery	989	1,328	2,317
Software and systems	200	18,890	19,090
Small equipment	274	493	767
Support costs	920	14,323	15,243
	<u>10,459</u>	<u>294,427</u>	<u>304,886</u>

	Unrestricted funds £	Restricted funds £	Total funds 2021 £
Wages and salaries	36,462	56,933	93,395
Telephone	1,017	1,130	2,147
Staff training and welfare	88	950	1,038
Project activity costs and events	6,863	33,356	40,219
Other office costs	725	6,340	7,065
Rent and rates	3,862	2,547	6,409
Insurance	97	419	516
Post and stationery	267	308	575
Small equipment	345	3,934	4,279
Support costs	5,159	2,305	7,464
	<u>54,885</u>	<u>108,222</u>	<u>163,107</u>

### Analysis of support costs

	2022 £	2021 £
Independent examiners fee	1,350	1,710
Legal and professional	9,952	4,022
Depreciation	3,941	1,732
	<u>15,243</u>	<u>7,464</u>

# PHOEBE

## Notes to the financial statements *(continued)*

### Year ended 31 March 2022

#### 6. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	159,978	85,831
Social security	8,934	6,700
Pension	2,531	864
	<u>171,443</u>	<u>93,395</u>

The average head count of employees during the year was 10 (2021: 5).

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

#### 7. Trustee remuneration and expenses

The key management personnel of the charity comprise the trustees and the charity manager. The total amount of employee benefits (including employer pension contributions) received in respect of key management personnel for non trustee related services amounted £43,418 (2021: £36,957). Trustees were reimbursed expenses amounting to £102 (2021: £60) during the year.

#### 8. Tangible fixed assets

	Freehold property £	Office Equipment £	Total £
<b>Cost</b>			
At 1 April 2021	–	16,772	16,772
Additions	241,291	26,759	268,050
<b>At 31 March 2022</b>	<u>241,291</u>	<u>43,531</u>	<u>284,822</u>
<b>Depreciation</b>			
At 1 April 2021	–	9,129	9,129
Charge for the year	402	3,539	3,941
<b>At 31 March 2022</b>	<u>402</u>	<u>12,668</u>	<u>13,070</u>
<b>Carrying amount</b>			
<b>At 31 March 2022</b>	<u>240,889</u>	<u>30,863</u>	<u>271,752</u>
At 31 March 2021	<u>–</u>	<u>7,643</u>	<u>7,643</u>

#### 9. Debtors

	2022	2021
	£	£
Prepayments and accrued income	48,525	34,750
Other debtors	2,893	153
	<u>51,418</u>	<u>34,903</u>



# PHOEBE

## Notes to the financial statements *(continued)*

### Year ended 31 March 2022

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#### 10. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	300	—
Accruals and deferred income	2,520	3,420
Social security and other taxes	456	286
Wages payable	1,308	5,939
	<u>4,584</u>	<u>9,645</u>

# PHOEBE

## Notes to the financial statements (continued)

### Year ended 31 March 2022

#### 11. Analysis of charitable funds

Year ended 31 March 2022

	1 Apr 2021 £	Income £	Expenditure £	Transfers £	31 Mar 2022 £
<b>Restricted funds</b>					
Domestic violence project	141,259	257,807	(184,424)	–	214,643
Self esteem project	37,718	90,078	(86,230)	–	41,566
ESOL project	3,071	4,000	(3,236)	–	3,835
PHOEBE Zimbabwe	(1,669)	15,220	(20,538)	(6,987)	–
	<u>180,379</u>	<u>367,105</u>	<u>(294,428)</u>	<u>(6,987)</u>	<u>260,044</u>
<b>Unrestricted funds</b>					
General funds	64,394	195,077	(10,459)	6,987	242,025
Total funds	<u>244,773</u>	<u>562,182</u>	<u>(304,886)</u>	<u>–</u>	<u>502,069</u>

Year ended 31 March 2021

	1 Apr 2020 £	Income £	Expenditure £	Transfers £	31 Mar 2021 £
<b>Restricted funds</b>					
Domestic violence project	5,193	195,430	(59,364)	–	141,259
Self esteem project	16,547	42,475	(21,304)	–	37,718
ESOL project	3,198	3,040	(3,167)	–	3,071
PHOEBE Zimbabwe	(10,047)	32,765	(24,387)	–	(1,669)
	<u>14,891</u>	<u>273,710</u>	<u>(108,222)</u>	<u>–</u>	<u>180,379</u>
<b>Unrestricted funds</b>					
General funds	(3,273)	122,552	(54,885)	–	64,394
Total funds	<u>11,618</u>	<u>396,262</u>	<u>(163,107)</u>	<u>–</u>	<u>244,773</u>

#### Purpose of restricted funds

Domestic violence project - This represents funding towards women of the BAME community fleeing domestic violence.

Self esteem project - This represents funding towards self-esteem workshops to young girls in schools and the local community.

ESOL project - This represents funding towards 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



# PHOEBE

## Notes to the financial statements *(continued)*

### Year ended 31 March 2022

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.

PHOEBE Zimbabwe - This represents funding towards women and girls facing issues such as domestic violence and mental health, primarily from black and minority ethnic communities in Zimbabwe. Any overspend is made up from general reserves in each accounting year.

#### 12. Analysis of net assets between funds

Year ended 31 March 2022

	Fixed Assets £	Net current assets £	Total £
Restricted funds	136,176	123,868	260,044
Unrestricted funds	135,576	106,449	242,025
	<u>271,752</u>	<u>230,317</u>	<u>502,069</u>

Year ended 31 March 2021

	Fixed Assets £	Net current assets £	Total £
Restricted funds	6,281	174,098	180,379
Unrestricted funds	1,362	63,032	64,394
	<u>7,643</u>	<u>237,130</u>	<u>244,773</u>

#### 13. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	<u>211,872</u>	<u>(28,389)</u>	<u>183,483</u>

#### 14. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	<u>—</u>	<u>3,000</u>

#### 15. Related parties

During the year the charity incurred costs of £20,538 (2021: £24,387) received income of £15,420 (2021: £32,765) and made net expenditure after payments of £5,118 (2021: net receipts after payments of £8,378) from PHOEBE Zimbabwe, a related party charity which has an independent trustee board but has key management personnel in common with PHOEBE. At the year end there was a deficit of £6,787 (2021: £1,669) in the restricted fund which relates to PHOEBE Zimbabwe.