



# Kurdish and Middle Eastern Women's Organisation

## Annual Report 2020-2021

# CHAIRS REPORT

It was not an easy year. The violence against women increased dramatically not only within our KMENA community live in the UK, but worldwide. Women lost their jobs, captured in their own houses and burdened with caring responsibilities. The magnitude of the pandemic attests to how much more work need to be done. The facts show that women disproportionately impacted by repeated lockdowns, in particular women from minotirised ethnic community. More shelters need to be built, more health support need to be provided, more digital work needs to be done. We found ourselves, like the rest of the world, in a new, unpredicted and challenging situation.



Our staff, volunteers and our funders stood side to side, working together, putting their resources, energies and skills to face both the health and social repercussions of the outbreak of corona virus on vulnerable KMENA women.

This report will give an overview of what KMEWO have been doing in this year. Our staff and volunteers brought the work home. They were connected from their own places with more than 700 women to provide help and support. We spoke in six languages to reach out and talk with many women from the minotirised communities. We provided support to groups of women as well as we secured one to one specialist advocacy and support to survivors in particular for those with need to the public fund. We also worked to improve policy and practice responses to our women.

We are grateful to our staff and volunteers who save no time or energy to reach out for those who are most in need. A special thanks to our funders who were there ready, as ever, to intervene and put their resources to support our women and the wider community. We are here to support our sisters from different communities to achieve a better life, a life that they deserve to thrill.

Janan Aljabiri  
The chairperson of KMEWO

# DIRECTORS REPORT

## A Year Like No Other!

We leave behind a difficult year marked with major challenges brought on by the COVID-19 crisis. The consequences of the pandemic continue to impact on all aspects of our lives, with a disproportionate impact on migrant and minoritised women. However, despite these challenges, as we pause to reflect on the past year, I can only share how incredibly proud I am of KMEWO's staff, volunteers and service users, and what they have achieved through incredible resilience and fortitude.

We worked tirelessly to ensure that no one was left behind, increasing our capacity to support more women than ever before. By the end of the financial year, our income increased almost fourfold, allowing us to welcome 4 new staff members to our team. The increased capacity enabled us to support some of the most minoritised, socially isolated and high-risk survivors of violence. We are also delighted to have provided over 500+ counselling sessions in response to increased mental health needs.

Whilst we celebrate the organizational growth and incredible achievements of the last year, there is still a lot of work to do. The multiple and intersectional barriers experienced by Black and minoritised women are likely to deepen as we witness the daily struggles of women against patriarchy and deeply rooted inequalities. Too many women are still struggling to access safe spaces and refuges. Too many women are experiencing destitution and digital exclusion, and too many are unable to access key welfare, health and support services.

However, we draw strength from the incredible outcomes achieved, and the continued positive feedback from our services users, for which we are deeply humbled by. None of this would be possible without the hard work of all our frontline support staff, feedback from our service users, and the vision and direction of trustees and management. Of course, we can never lose sight of the invaluable support from our funders, including multiple emergency funds which was imperative in bringing about meaningful transformations for some of the most destitute and vulnerable women and sustaining most of our core services.

I would like to extend a heartfelt thanks to all our staff, volunteers, service users and partners who we have had the privilege to work alongside and share this journey with.

Sawsan Salim

Director



# About KMEWO



KMEWO have been providing specialist support services for Kurdish, Middle East and North African (KMENA) women for over 21 years. KMEWO is an accredited "led by and for" black and minoritised women that strives for equality, safety, justice and empowerment. KMEWO provides specialist Violence Against Women and Girls (VAWG) services and crisis intervention to some of the most vulnerable minoritised women who are survivors of Domestic Violence (DV) and Harmful Practices (HP), including Female Genital Mutilation (FGM), Forced Marriage and "Honour" Based Violence (HBV).

## MISSION

To ensure that the KMENA women in the UK are supported and empowered, in the hope of helping them to achieve a better standard of life, free from any violence and with legal freedoms intact.

## AIMS

Our aims are to promote KMENA women's human rights and quality of life; help them recover from distress and suffering from past and present experiences of domestic abuse and honour-based violence and increase opportunities for better education, employment and participation.

Charity No:1137055 Company No: 6978454

**KMEWO'S  
VISION  
IS FOR ALL  
WOMEN TO  
HAVE  
EQUAL  
RIGHTS.**

# KMEWO'S ACHIEVEMENTS THIS YEAR

<b>750</b>	women received a range of support services; of those 351 women received VAWG advocacy support.
<b>68</b>	women improved their mental health and started to recover from traumatic experiences.
<b>168</b>	women build their skills , improved their physical and mental wellbeing , overcome isolation and anxiety during Covid-19 pandemic.
<b>30 +</b>	women received tailored employment support, building their skills, and progressing towards further training or sustainable employment.
<b>In response to the 'dual pandemic' of Covid-19 and the disproportionate impact on Black and Minoritised women new services were initiated in 2020 to provide emotional support, emergency needs and access to digital devices and training.</b>	
<b>Keeping staff safe and supported throughout the pandemic regular guidance, 1:1 supervision, wellbeing sessions and external supervision.</b>	

# VAWG Intersectional Advocacy and Support services

## **VAWG Intersectional Advocacy and Support services**

(1st April 2020- 31st March 2021)

KMEWO's Violence Against Women and Girls (VAWG) service supports victims and survivors experiencing all forms of violence, including domestic violence, human trafficking, stalking and harassment, female genital mutilation, forced marriage and so-called 'honour'-based violence. Our services provide tailored intersectional advocacy in a safe and confidential women's only space. Our staff provides tailored safety and support plans, including crisis intervention, accessing safe accommodation, accessing criminal justice systems, obtaining injunction orders, contacting police, and linked in with key legal support such as immigration and child contact issues. In addition, our services strives to reduce social isolation and trauma linked to VAWG, through emotional support, peer support, wellbeing workshops, counselling and other holistic services to support survivors on their journey to recovery.

# THE SAMIRA PROJECT

The Samira Project is a partnership project between IMECE Women's Centre, Kurdish and Middle Eastern Women's Organisation (KMEWO) and Latin American Women's Aid (LAWA), commissioned by Islington Council.

The project provides holistic specialist support to women from Black, Ethnic and Minoritised backgrounds who are subject to Violence Against Women Girls (VAWG), including harmful practices such as Forced Marriage (FM), "Honour" Based Violence (HBV) and Female Genital Mutilation (FGM). The Samira Project established and leads on the Islington Black, Ethnic and Minoritised women's Network to provide key capacity building support and improve policy and practice responses to Black, Ethnic and Minoritised women.

**Over 60% of survivors supported have a disability**

Funded by:  
Islington Council



# P&ACT ENDING HARMFUL PRACTICES PARTNERSHIP

The Prevention and Action through Community engagement and Training (P&ACT) is a Violence Against Women and Girls (VAWG) partnership of 12 specialist services "by and for" Black and Minoritised women and girls across London boroughs of Hackney, Haringey, Islington and Enfield.



The partnership funded by MOPAC, supported over 700 women during the pandemic, providing one to one intensive advocacy, counselling, community engagement and workshops, support groups for young women and specialist training for frontline professionals.

## OUTCOMES

58

survivors provided with intensive advocacy support and crisis intervention including safety planning, resettlement support and access to the criminal justice system

182

specialist counselling sessions in minoritised languages

40+

community engagement and workshops

42

frontline professionals trained in VAWG & Harmful Practices

Funded by:  
MOPAC





# LONDON WIDE VAWG SUPPORT PROJECT

KMEWO is one of the very few organisations that are providing specialist VAWG services to Arabic and Kurdish Sorani speakers across all London Boroughs. Last year, the service was secured through The Pathway to Recovery Partnership (PRP).

The Pathway to Recovery Partnership is a partnership between IMECE, LAWRS and KMEWO that was funded by MOPAC until June 2020 and continued through Emergency Funding and IMKAAN's VAWG COVID-19 Fund that started December 2020 and continued until September 2021.

## MOPAC VCS Fund until June 2020

KMEWO was able to provide crisis interventions and key VAWG support to Black and Minoritised women in London, who are experiencing violence, and who may have otherwise 'fallen through the net' due to lack of specialist services in their local boroughs. The projects include 1:1 advocacy support, multi-lingual specialist counselling service, and the delivery of over 40+ women only workshops and support groups.

## IMKAAN VAWG COVID-19 response Fund December 2020 - March 2021

London wide services resumed to full capacity by January 2021 due to IMKAAN VAWG COVID-19 response fund

By April 2021, 40 women were supported across London areas.



# COMMUNITY ADVICE - ISLINGTON IBAA PARTNERSHIP

The Islington BAMER Advice Alliance (IBAA) Provides a wide range of community-based advice and information services around destitution, digital exclusion, inaccessibility to key support services, Covid-19 related awareness raising, mental health needs, homelessness and immigration. All of which have a disproportionate impact on Black and Minoritised women.

With over 200 women accessing the project KMEWO addresses their complex and intersecting issues by providing: 1:1 Specialist advice and advocacy, signposting to key local services, outreach, community engagement events, wellbeing workshops, digital inclusion, skills based courses and employability support.

Funded by:  
Islington Council (VCS)

## OUTCOMES

39

Women were supported within the first 3 months of the project

17

Women received advice on housing and safe accommodation

13

Women were supported in maximising their income

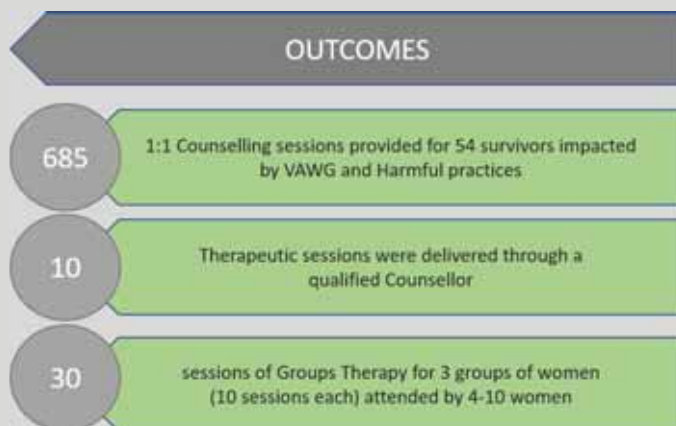


# 1:1 COUNSELLING & THERAPEUTIC GROUPS

KMEWO's counselling service provides individually tailored and culturally sensitive counselling in wide range of minoritised languages. These include Arabic, Amharic, English, Farsi, Kurdish Sorani and Tigrinya. We have a team of BACP accredited counsellors, trained in supporting victims and survivors experiencing psychological and emotional problems and ensuring there is a safe space for women to voice and explore experiences of trauma and loss. Often this includes trauma linked to VAWG and harmful practices, sexual violence and exploitation, experiences of war, torture and persecution..

The service provides an opportunity for victims and survivors to receive between 12-20 one-to-one counselling sessions in a wide range of mother tongue languages

The group sessions are facilitated by a qualified therapist who develops the course plan along with the group based on an assessment of their collective needs. These may include self-care strategies, coping mechanisms, building social support and networks, engaging in wellbeing and social activities.



# Empowering women

## EMPLOYMENT SUPPORT & SKILLS DEVELOPMENT

The Employment Support and Skills Development services have enabled women to build their work and vocational skills through attending ESOL, IT, Employment classes and workshops, as well as accessing to 1:1 employment support.

Many of the attendees have moved on to volunteering, higher education and/or employment.

Women have built their digital knowledge and have accessed safe internet and online services. In addition the women have gained the necessary skills to navigate the social, health and education systems.

Despite Covid-19 pandemic; in 2020, vulnerable women continued to access classes and services online, helping them to combat social isolation, reduce emotional distress and enable reconnection within their community.

The knowledge and awareness gained about their rights and entitlements to access employment opportunities, welfare support and adequate housing will help to reduce poverty for participants and their families in the longer term.

Funded by:

**EQUIP**

**Paddington Development Trust**



# BREAKING BARRIERS TO EMPLOYMENT PROJECT

The Breaking Barriers to Employment project provided advice, guidance and support to 20 Black and Minoritised women to work towards achieving their personal goals and aspirations.

Each of the women were supported towards their chosen course or employment. This involved CV building, online job-searches, support to complete job applications and interview preparation. Women also engaged in a 4 weeks Career Coaching and Confidence Building workshop. Where necessary a digital device was provided for employment support.



Funded by:

**EQUIP**

**Paddington Development Trust**



# WOMEN BREAKING BARRIERS TO DIGITAL EXCLUSION

The Women Breaking Barriers to Digital Exclusion project provided Confidence Building workshops, career guidance and access to digital devices for women aged 16–55 living in London.

Learners were supported in identifying the barriers that affected their learning and the achievement of personal goals.

Learners were supported through activities such as enrolling on online courses, training and accessing resources. They were also able to improve communication skills and assertiveness, develop effective CV's, master job interview techniques and experience team work.

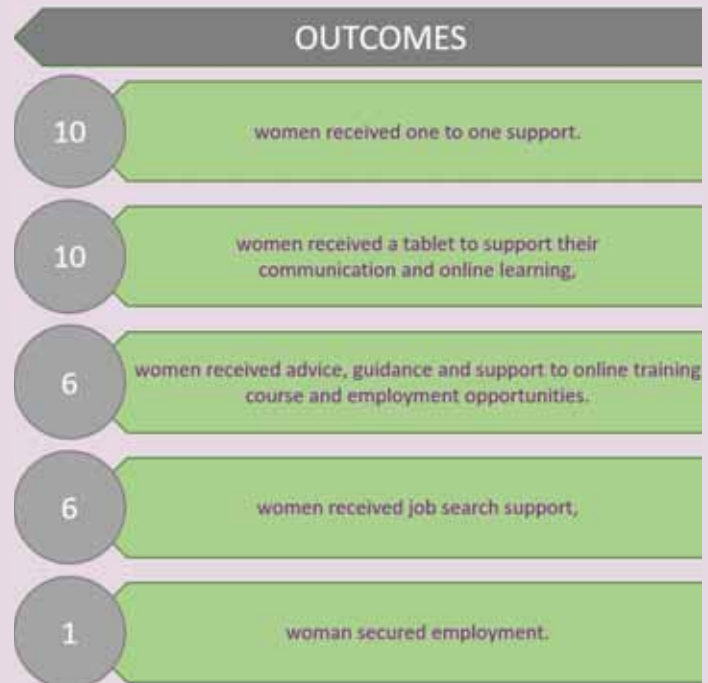
Tablets or laptops were provided along with and one-to-one support for accessing Apps.

On achieving their personal goals, the learners were able to keep the device as a gift, to enable them to continue to improve their quality of life.

Funded by:

**EQUIP**

**Paddington Development Trust**



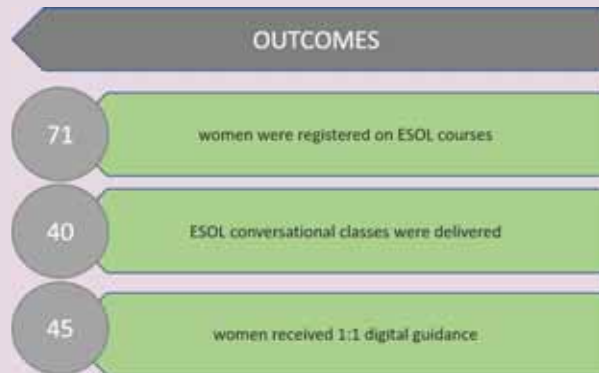
# COMMUNITY LEARNING ESOL & IT SKILLS

The Community Learning ESOL & IT project aimed to provide long term learning opportunities to harness existing skills, increase engagement in education, build confidence, access employment, and reduce social isolation.

KMEWO held a wide range of community learning courses over the last year. There was a high uptake for ESOL courses from service users and survivors both in Islington and pan-London, despite transferring classes to online platforms due to Covid-19.

However delivering IT classes online to groups of women during Covid-19 pandemic proved to be significantly more challenging. This was due to the complex multiple barriers women faced in isolation at home. Some women had no access to devices or to the internet, others did not know or lacked confidence on how to use their devices without the presence of a supporting tutor.

As a result KMEWO delivered 1:1 digital guidance to women who were identified through support workers, or to those who needed guidance to access employment or training opportunities.



Funded by:

**Islington Local Initiatives Fund (LIF)**

**London Council (NRPF)**

**P&ACT project fund by MOPAC**



# ACCREDITED PARENTING PROJECT

KMEWO's Accredited Parenting Course was aimed at supporting parents to improve understanding of child development, explore new parenting strategies to promote positive behavior, and building positive relationships between parents and their children. The sessions also provided a shared learning space for parents to exchange their experiences and ideas, in a culturally sensitive safe environment.

The program was delivered across 13 sessions, 6 of which were face to face and 7 were delivered online due to the Covid-19 lock down measures. The course was accredited by the Race Equality Foundation.

Learners were provided with a parenting manual book which covered key tools and guidance. All participants were awarded with certificates on completion of course, at a celebration event.

## OUTCOMES

13

accredited parenting sessions were delivered

24

service users registered on the courses



Funded by:  
**Big Lottery Award for All**

# FREE TABLET SCHEME & TABLET LOAN SCHEME

Tablets were loaned to Black and Minoitsed women to provide enable access to the internet.

The women reported utilising the tablets for a variety of activities, such as:

- access Support services
- employment opportunities
- connection within their community
- book appointments
- meet online with counsellors
- engage in online health and well-being activities
- access online courses such as ESOL
- internet search for support groups within their community
- communicate electronically via emails
- make online applications for housing

Once the loan period of the tablet ended, the tablet was given to other women to benefit from the same service.

Funded by:  
**London Community Fund**

## OUTCOMES

73

Tablets were distributed to survivors of VAWG, women with NRPF status/ destitute, on benefits and unemployed in 2020.

**Women reported that access to a digital device helped them to combat social isolation, reduce emotional distress and enable reconnection within their community.**



# WOMEN TOGETHER PARTNERSHIP

Women Together was a partnership of six women and community organisations in Islington working together with local leisure centers to engage women in healthy activities, build their confidence and social support networks.

The partnership was funded by Comic Relief since November 2018 until November 2020; and supplemented with a COVID-19 Recovery funding to continue the project until end of January 2021.

In 2020, despite the challenges brought on by the Covid-19 pandemic and lockdown restrictions, the partnership has continued delivering services across 6 different online platforms, including Zoom and YouTube.

All women participants were also supported to access key services through advice and signposting surgeries. This helped them with a range of issues including Violence Against Women and Girls (VAWG), welfare benefits and housing.

Over the last year KMEWO has delivered 32 online Zumba and Yoga classes reaching out to over 50 women.

Many of these women may otherwise have had no opportunities to break free from isolation.



Funded by:  
**Comic Relief**

# WOMEN INTEGRATION THROUGH SPORT MODEL CITY HARINGEY EAST

The Women Integration Through Sport project was part of Model City Haringey East. The project was designed to work with other service providers in the area to bring together communities and increase their engagement in sport and healthy exercises.

KMEWO worked within primary schools and connected women to local leisure facilities resulting in 52 women attending Zumba and Yoga

Despite the impact of Covid-19, the project was successful in supporting women.

Many of the women now regularly attend weekly sessions

Funded by:  
**Laureus Sport for Good**

## OUTCOMES

100%

enjoyed the sport and exercise classes.

100%

felt less lonely and Were able to form new friendships.

100%

improved wellbeing and increased confidence to join exercise classes available locally.



# SERVICE USERS' TESTIMONIALS

"I am writing just a quick note to thank you for the opportunity and to express that I thoroughly enjoyed your Career Coaching Workshop. I have learned so much about bouncing back stronger with a greater plan. This whole course experience together with the generous and insightful personal sessions have definitely reminded me of the main important thing, achieving my goal and thriving for success no matter what happened, I could say that it was a very necessary uplifting message. I appreciate your efforts and the tools you have provided to help me achieve my goals and vision by boosting my confidence and directing me to the right career path. Once again, my sincere thanks for your encouragement and professionalism."

RK

I am single mother of 1 girl, she is 10 years old. Being a victim of domestic violence caused me a severe depression and I was not able to manage my relationship with my daughter as I was not thinking right. I did not have motherhood experience, and my daughter was growing and it was not easy to cope with her challenges. Participating in the parenting course provided me with a huge number of healthy methods and information about how to deal with my child's issues and build a pace of mind and a peaceful house for both of us and we both become so happier. After each session, I was discussing it with my daughter and practicing what I had learned from the sessions, it was mostly working and made me able to get back more into controlling my life and my relationship with my child.

Miss A

"I was unable to enroll on a course, as I did not meet the course requirement by not having a digital device. Now I have a tablet. I am now on my ESOL course. Thank you KMEWO" .

GS

During the lockdown, I joined the online You Tube Yoga class with my children as school were closed. We all enjoyed the class and had fun. I really liked the Yoga instructor and joining the class helped me.

DD

"The tablet saved my life. Thank you KMEWO. I have been a victim of domestic violence for a number of years. I was anxious, scared and feeling alone during the lockdown. With the help of VAWG team, I am now accessing online counselling, and I have received £150 fund to help me with my children. I received all this information on my tablet".

JD

# COVID-19 IMPACT ON SERVICE USERS

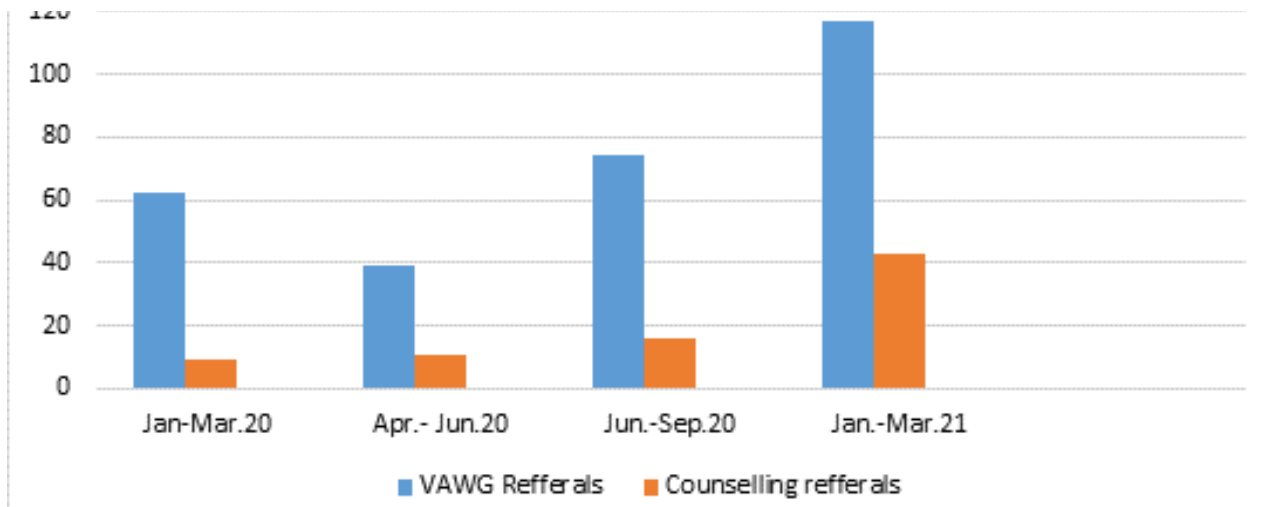
**200% for VAWG referrals and almost  
500% for counselling referrals.**

*January - March 2020 (prior to COVID-19):*

*KMEWO received 62 new referrals for VAWG support and 9 referrals to counselling support.*

*January - March 2021:*

*KMEWO received 117 new referrals for VAWG support and 43 women to counselling support.*



In 2020, a KMEWO survey of 78 service users exploring their needs during Covid-19 revealed feelings of extreme isolation, high level of anxiety, digital exclusion and lack of access to emergency support.

When the mainstream services transferred online, a lack of digital skills and access to digital devices disproportionately pushed many minoritised women into destitution and in need of emergency financial help. This includes food and sanitary products, loss of employment and difficulty in accessing Universal credit system.

# KMEWO'S COVID-19 RESPONSES:

Throughout the past months of unprecedented challenges due to COVID-19, the uniqueness of KMEWO's story of resilience and survival remains exemplary.

In accordance with COVID-19 government guidelines, KMEWO's offices had to close. Staff started working from home, adapting quickly to ensure that the most vulnerable service users received continued support and that all vital services were maintained.

All usual face-to-face services was provided via mobile phones, social media, video calls and WhatsApp. These included general advice and VAWG advocacy support, casework, counselling, one-to-one, and group's employability support

Group activities such as wellbeing, educational classes and support groups were initially postponed. However, by end of April 2020 they were being delivered via Zoom.

**COVID-19**  
**EMERGENCY**  
**RESPONSES**

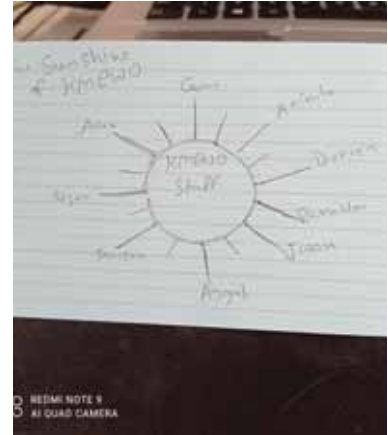
A number of small and medium sized emergency grants, enabled KMEWO to initiate a number of service responses such as:

- Connecting service users to local emergency.
- Providing emergency support to over 50 women with NRPF for essentials, including food, sanitary products and digital equipment.
- Distributing 124 digital Tablets and Laptops to women to ensuring vulnerable women have access to digital devices and online support services.
- Providing 1:1 guidance on how to use digital devices and online services.
- Increasing the one-to-one counselling.
- Increasing regular phone calls and the capacity for emotional support to hundreds of service users.
- Creating a WebChat line, as an additional safe online portal for women to access support, operated in several languages.



# KMEWO Staff Home Offices

Staff started working from home, adapting quickly to ensure that the most vulnerable service users received continued support and that all vital services were maintained.



The staff at KMEWO stepped up to support around 750 service users during the first 12 months of the pandemic.



# A few words from our Staff

Delivering the EQUIP project had its challenges. All which I faced positively. I became more creative. I explored different techniques of meeting the project milestones. I established online links with Employment forums, Adult Learning, Job centres and supportive community organisations. Practicing social distance, I conducted face to face meetings in open space, parks, train stations, doorsteps of homes, as well as shopping centres. Observing, I noticed women felt less anxious when meeting in person than having discussions over the phone. It was a forum where women can discuss their battles with the pandemic in person.



I set half of my dining table to be my working station. It was very stressful time and couldn't differentiate between working and relaxing for long time. I felt I am at work all the time. Once I had Annual Leave and I was at home, I phoned my family back home. They asked me how is my job, I said I am on Annual leave and they asked where do you go. I replied I am on leave from my dining table to my sofa. They all laughed and that was the reality.

Sazan

# Thanks To Our Funders

Without the continued support of our incredible funders, KMEWO could not do the life-changing work we do.



We would like to say a big thank you to every single funder, big and small.  
Every penny really does make a difference!

THANK YOU!



## OUR PARTNERSHIPS

### THANK YOU FOR YOUR PARTNERSHIP AND COLLABORATIONS

**The Samira Project:** a partnership project between IMECE, KMEWO and LAWA, commissioned by Islington Council.

**The P&ACT EHP Partnership project:** a partnership project funded by the MOPAC, providing intense one-to-one support to black and minoritised women and girls across all 32 London Boroughs.

**The Survivors 2 Thrivers:** a MOPAC funded specialist Violence Against Women and Girls (VAWG) partnership, between KMEWO and MEWSO. The project provides services in the boroughs of Barnet, Hackney, Haringey and Westminster .

**Women Together in Finsbury Park:** a project for the health and wellbeing engagement of women in Islington funded by Comic relief.

**The Islington BAMER Advice Alliance (IBAA):** a consortium established by six specialist advice service providers to improve the economic and social wellbeing of Black and Minoritised communities living in Islington.

**Supporting women with NRPF Partnership:** a London wide partnership with 11 other women organisation as part of London VAWG consortium. funded by MOPAC Trench4.

**Haringey East Model City:** funded by Laureus Sport for Good , residents of Haringey east were engaged in exercises and sport activities .

# Staff & Trustee's

## Trustee Board:

Dr. Janan Aljabiri	Chair
Tanya Ahmad	Treasurer
Dr. K. Rashid	Member
Tina Saeed	Member
Gilda Partoandaz	Member
Naz Jamal	Member
Tara Ahmed	Member
Suham Karim	Member

## Staff Members

Sawsan Salim	Director
Gona Saed	Sustainability & Development Manager
Aygun Ozdemir	VWAG services and Training Manager
Arinola Oladejo	Employment Support Coordinator
Avan Dawood	Senior VAWG Advices & Case Allocation coordinator
Sazan Saleh	VWAG Adviser & counselling service coordinator
Jwan Faris	Community Advice Worker
Parastoo Nakshbandi	VWAG Advisor
Doreen Duckoo	Digital Engagement Officer

## Sessional Staff:

### BACP Accredited Counsellors:

Sega Habtom	Counsellor
Soraya Mohammadi	Counsellor
Zekiye Kertall	Counsellor
Monika Schwartz	Clinical Supervision

### Tutors:

Shahnaz Kinoo	ESOL
Farah Dualeh	Employment Skills
F. Arselanturk	Yoga Tutor
Tuyce Ozgelen	Zumba Tutor

# Accounts

<b>KURDISH AND MIDDLE EASTERN WOMEN'S ORGANISATION LIMITED</b>				
<b>DETAILED INCOME</b>				
<b>FOR THE YEAR ENDED 31ST MARCH 2021</b>				
	<b>Unrestricted</b>	<b>Restricted</b>	<b>2021</b>	<b>2020</b>
	<b>Fund</b>	<b>Fund</b>	<b>Total</b>	<b>Total</b>
<b>INCOMING RESOURCES</b>				
<b>Grant, Donations and Legacies</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Big Lottery	0	0	0	0
Henry Smith Charity	0	34,000	34,000	33,000
Islington Council / VCS	0	16,250	16,250	15,000
City Bridge Trust	0	28,650	28,650	16,950
Islington Council- VAWG	0	29,838	29,838	0
London Council	31,459	0	31,459	0
Award For All	0	0	0	9,599
Islington -SP	0	0	0	7,490
Islington IBAA	3,038	0	3,038	3850
Islington - GTG	0	0	0	500
Sport for Good	0	9,014	9,014	13,522
Hackney FO	0	0	0	1,991
CCG Healthwatch Project	5,878	0	5,878	2816
MOPAC/ PACT	0	37,385	37,385	27,611
Tampon Tax	0	0	0	14556
LIT/ LIF	0	3951	3,951	4643
IMKAAN	0	20000	20,000	0
LLOYDS B F	25,000	0	25,000	0
Barrow Cadbury	6,000	31600	37,600	0
Grass root- Partnership	0	29,548	29,548	0
LCF/W2/	0	9,261	9,261	0
LCF/W4/	0	18,750	18,750	0
EQUIP	0	24,819	24,819	5,570
Comic Relief	0	39,248	39,248	5,940
Donations/Other Income	609	0	609	1,458
<b>TOTAL INCOMING RESOURCES</b>	<b>71,983</b>	<b>332,314</b>	<b>404,297</b>	<b>164,496</b>

# Accounts

<b>KURDISH AND MIDDLE EASTERN WOMEN'S ORGANISATION LIMITED</b>				
<b>DETAILED EXPENDITURE</b>				
<b>FOR THE YEAR ENDED 31ST MARCH 2021</b>				
<b>Outgoing Resources</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>2021</b>	<b>2020</b>
<b>Charitable Expenditure</b>	<b>Fund</b>	<b>Fund</b>	<b>Total</b>	<b>Total</b>
Salaries	0	124,722	124,722	94,932
Taxes and NI	0	31,442	31,442	20,853
Teachers/Tutors	0	6,083	6,083	6,999
Partnership- Grassroot	0	11,912	11,912	0
Rent/Rates	6000	4,020	10,020	8,075
Counselling	0	18,763	18,763	7,905
Office Need	0	1,960	1,960	1,036
Volunteer Expenses	0	92	92	715
Travel	0	33	33	763
Refreshment	0	580	580	2,168
Telephone	0	2,223	2,223	1,611
Publicity/Photocopy/Photographs	0	251	251	1,728
Training	0	561	561	500
Stationery	0	6,944	6,944	1,113
IT Support	0	3,215	3,215	1,345
Stamps/Postage	0	347	347	55
Membership Fees	0	273	273	40
Creche	0	0	0	573
Capacity Building	0	12,660	12,660	0
Evaluation	0	2,324	2,324	0
Sundry Expenses	0	1,806	1,806	346
Accountancy Fee	800	0	800	700
Payroll Services	0	839	839	504
Web/Soc Media	0	348	348	0
Insurance	0	890	890	1,862
Subscriptions	0	13	13	13
<b>Total Resources Expended</b>	<b>6,800</b>	<b>232,300</b>	<b>239,100</b>	<b>153,836</b>





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