



IKWRO

IRANIAN AND KURDISH
WOMEN'S RIGHTS ORGANISATION

Annual Report 2014-2015

IKWRO aims to protect and promote the rights of women and girls, particularly those from the MENAA (Middle Eastern, North African and Afghan) region, to challenge all forms of discrimination, to provide protection and safeguarding from gender-based violence, such as 'honour'-based violence, forced marriage, child marriage, female genital mutilation and domestic violence, and to raise awareness of their rights in the UK

A to Z to Safety partnership meeting



Flashmob organised with YOUTH Create-Net



Contents

Chair's Report.....	5
Director's Report	6
Operations Report.....	10
Advice and Advocacy.....	16
Counselling.....	19
Youth-work and Training.....	20
Journey to Integration	23
Case study; 'Selma'	26
True Honour Awards.....	29
Campaigns and Media	30
Financial Report	34
Our Funders	36
Staff and Volunteers	37

Chair's Report

Guljabeen Rahman

It is with great pleasure that I introduce IKWRO's Annual Report for 2014-2015. As ever, this has been a very busy but incredibly rewarding year for the charity, which has continued to grow and develop in terms of its income and its capacity, enabling us to reach further into the community than before. Foremost amongst our challenges this year was the difficult task of locating office premises in London in order to deliver our vital services.

Our campaign work has reminded policy makers and politicians of issues of violence against women in our communities, and has ensured that it remains at the top of their agendas. Our skilled and committed staff and volunteers work closely with women from Middle Eastern and North African communities and represent these communities in their diversity.

I must acknowledge the commitment and contributions that all the trustees have made during the year. Their direction, strategic thinking and sound judgement have been incredibly useful. Thanks are also due to our funders and our partners, who continue to recognise the value of our work and, therefore, help us provide a voice and much needed support to many vulnerable women across the country.

I look forward to the year ahead and the challenges and successes that it brings. Most of all, I hope that we can continue to improve the lives of the most vulnerable women and girls in our communities.

IKWRO exists to protect women and girls from "honour" based violence, forced marriage, domestic abuse, female genital mutilation and other abhorrent crimes against their gender.

Director's Report

I am hugely privileged to introduce IKWRO's 2015 Annual report to you. It has been another year of many successes.

IKWRO has grown from strength to strength, becoming a leading organisation in fighting for women's human rights and equality and injustice; moving toward elimination of all form of violence against women in particular "honour" based violence, forced and child marriage, female genital mutilations, domestic violence and rape, focussing particularly upon Middle Easter, North African and Afghan communities.

2014-15 was a year that our campaign against forced marriage achieved one of its aims when the Prime Minister announced the formal criminalisation of forced marriage. We need to work harder within the communities and with women and girls to build upon the momentum of this new law, and that all women and men have the right to choose their future partner without any force or duress.

We have to end forced marriage and child marriage in the UK and worldwide. Our Advice and Counselling team have helped hundreds of women and girls, both in the UK and worldwide through providing a holistic advice and advocacy and counselling services. Our Training team have been able to provide trainings to hundreds teachers and students in different level, working closely with education institution and delivered tens of trainings for professionals in London

Diana Nammi Executive Director

and nationally. Though schools we have been able to meet parents with fantastic ideas to tackle violence against women and girls together. My heartfelt thanks to our dedicated volunteers who have been a force in achieving our aims.

It has been a huge privilege to work with many wonderful European partners through our international projects, and also with our UK-based partners, which provide valuable experiences of sharing and learning from each other's experiences.

We had the pleasure to take a very active role in the London Kurdish Film festival through and the Global Summit to End Sexual Violence in Conflict, through running a fringe events for the FCO/DFID. Our exhibition *She Who Emerges Anew* ran throughout the Fringe event. We participated in the UK UNICEF Girl Summit 2014 rally, a global movement to end female genital mutilation (FGM) and child, early and forced marriage on London's Southbank as part of the WOW Women of the World Festival. We formed part of the National Commission for Forced Marriage. I personally provided tens of speeches and lectures both nationally and internationally

It was a huge honour that our work at IKWRO has received recognition through receiving awards from Barclay's Women of the Year, BBC's 100 women, and Migrants Rights Network. These generated huge media coverage. So did our reports on the policing of

violence against women based in Freedom of Information requests.

I would like to congratulate the winners of the 4th True Honour Awards in celebration of individuals and organisations who have taken a stand against HBV and also commemorate all victims and survivors of HBV, whose own voices are so often silenced.

I would like to mention that it was a challenging year for IKWRO because we had no official office premises for a prolonged period. Our committed team of staff worked patiently to serve our clients best interests, providing all services that we are committed to deliver. I would like to thank our brilliant, resourceful and dedicated team of staff, and also our clients for their understanding and support during these difficult times.

I would like to send my sincerest thanks to our funders, private donors and supporter whom without them we could not achieve so much, and also our pro bono solicitors who have helped us. Especial thanks go to our Board of Trustees who have been there in supporting me and the team through this challenging year.

Your dedication and support have saved lives. There can be no greater reward. We look forward to the future growth for IKWRO, and more successes in confronting violence against women.



Labour leader Jeremy Corbyn with Diana and True Honour Award winner Dr Neda Barzegar

Operations

We have had another successful, yet the same time very challenging year at IKWRO. Moving into a temporary office while finding a suitable office space in London has been a challenge for us all. This is particularly true in a city where rents are extraordinarily high for even private companies let alone small charities like IKWRO. But through dedication and hard work that has been put in by our staff team and through the understanding of our partner organisations and funders, we have successfully operated our services and met our targets as usual.

Additionally we have managed to raise more funding to lead on two new European projects, and one UK based projects, that focus on enabling women and girls from various backgrounds to live their lives free from violence, discrimination and fear, and equipping front line professionals with understanding and knowledge to intervene effectively in cases of 'honour' based violence (HBV), forced marriage (FM), Female Genital Mutilation (FGM) and domestic violence (DV).

New Services at IKWRO

We have started three new projects at IKWRO during this period:

Nezahat Cihan Director of Operations

A-Z to Safety Project

This is funded by Daphne III European Union programme as a six member partnership that aims to create safe environments for women and girls; to combat and prevent injustice against women and girls from HBV, FM, FGM and DV and to uphold the Charter of Fundamental Rights of the European Union. Project activities include advice, advocacy and counselling services; training to professionals and communities; and adding value to practice at European level. Project partners include Papatya (Germany), Orient Express (Austria), Animus Association (Bulgaria), Refugee Women's Association (UK) and KAMER Foundation (Turkey).

Professionals and Youth in Partnership project

This is funded by Erasmus Plus. This is another partnership project aiming to bring together two groups of people: professionals and youth, through development of complementary training methodologies and creation of new and/or expanded training materials. Project partners include KAMER Foundation (Turkey), Papatya (Germany), Orient Express (Austria) and Refugee Women's Association (UK).

Despite a very challenging year for IKWRO, we have managed to meet all our targets and develop new services.

Partnership for Ending Harmful Practices (PEHP)

This is funded by the Mayor's Office for Policing and Crime (MOPAC). PEHP project is a partnership project of 7 organisations that aims to ensure safety of women and girls who have been and/or at risk of HBV, forced marriages; to create awareness and understanding of harmful practices, to enable women and girls to understand and report the violence, and to create awareness and understanding of harmful practise amongst professionals so that they are able identify and respond effectively. This project is led by IKWRO, and partners include Ashiana Network, Asian Women's Resource Centre, Foundation for Women's Health, Research and Development (FORWARD), IMECE Women's Centre, Latin American Women's Rights Organisation and the Women and Girls Network.

Partnership Work

IKWRO has continued its partnership work on existing projects and developed three new partnerships during this period. We understand the importance of partnership work in ending violence against women and girls in general and HBV, FM and FGM in particular.

Advice for All

IKWRO led on the Advice For All project, funded by the Big Lottery. The project provides advice, information and advocacy for women and girls who are or have been at risk of HBV, FM, FGM and domestic violence.

Journey to Integration

This is a continuation of partnership work led by IKWRO which was set up in 2013-2014.

Life Transformation

This is a new partnership project led IKWRO that offers ESOL language courses, information, advocacy and guidance, volunteering opportunities, mentoring and emotional support to third party nationals (women and spousal visas, partners of refugees etc.). This partnership includes IKWRO, RWA and Barnet Refugee Service.

CREATE Youth Net

Continuing on last year's work, led by FORWARD, CREATE Youth Net project aims to work with a group of young people over three European countries to address the issues of FGM and Forced Marriage. The partners include Family Planning Association in Portugal, FSAN in Holland, and IKWRO and FORWARD in the UK.

Women on dependency visas often find themselves trapped in abusive relationships, unaware of, or misinformed about, their rights

Ascent Partnership

London Violence Against Women and Girls Consortium (London VAWG)

Ascent is a partnership of 22 organisations that have come together under London VAWG consortium to provide a range of services to survivors of violence against women and girls including domestic violence, sexual violence, HBV, FM and FGM, funded by London Councils.

Young Peoples' Programme

Led by CAADA (Coordinated Action Against Domestic Abuse) and funded by Department for Education, Young Peoples' Programme supports local areas to develop a consistent local response to young people 13 years and older, who are experiencing a range of violence. Partners of the programme include, IKWRO, Barnardo's, Leap Confronting Conflict and Marie Collins Foundation.

Training services

We have provided a number of training sessions with an aim of ending violence against women through creating awareness among professionals, women, girls and communities.

IKWRO has been providing specialist training on HBV and FM as part of Continuous Professional Development (CPD) to Young People's Independent Domestic Violence Advocates that are trained under CAADA led Young Peoples' Programme.

IKWRO also delivered HBV and FM training to some of CAADA's Independent Domestic Violence Advocates (IDVA)s training. This is an accredited training course for advisers who work within the field of violence against women and girls.

Advice and advocacy

IWRO provide advice and support on “honour” based violence, forced marriage, domestic violence, immigration matters, welfare benefits and housing. We do this via telephone, face-to-face in the office and at outreach surgeries. We also travel to meet with women and girls who are unable to visit our office or surgeries because of disability, ill-health or concerns about their personal safety.

Although we have faced many challenges this year, we continue to fulfil our goals by empowering women to take steps towards a life that is free from abuse. By receiving one-to-one, confidential advice and advocacy, our clients have a better understanding of their rights and options and are better able to consider what right for them. Clients also report improved health and general well-being. We have received referrals from many volunteer organisations as well as from local government, the police and health departments.

We have received over 2,000 calls via our landline and mobile lines. We have achieved 30 positive immigration outcomes. We have secured refuge and safe housing for 60 women and girls. We also had successful court cases (child contact /custody, injunctions and prohibited steps orders).

Demands for IKWRO’s services have increased greatly in the past year, both from women and girls as well as from professionals, researchers, and the

Nazira Mehmari Advice Coordinator

media who request our expert input and perspectives. Significantly, many solicitors praise IKWRO’s work and have identified our organisation as a crucial and credible source for supporting evidence in ‘honour’-based violence and domestic violence cases.

Between April 2014 and March 2015, IKWRO’s advice team have provided 728 women and girls with one-to-one support and in depth advice, advocacy and referrals. Our advice team has delivered 33 DV awareness sessions for the women and girls during the past year.

FGM

IKWRO continued to raise awareness of the harmful practice of FGM through organising women’s discussion groups and training sessions. Between April 2014 and March 2015, IKWRO has provided 15 training and workshop on FGM for both women and girls and professionals. We have delivered many informative, thorough and engaging presentations and workshops on FGM and HBV to NHS staff and front-line local government staff. These were highly attended by relevant employees, mostly maternity /community midwives, paediatric nurses and doctors, general nurses, women’s health counsellors, safeguarding advisors and social workers.

Advice team members

- Nazira Mehmari**
Advice Coordinator

- Kharman Adhim**
Kurdish and Arabic
Speaking IDVA

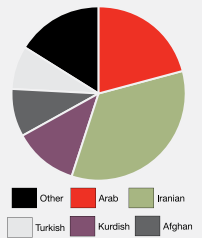
- Zahra Rasouli**
Dari Speaking Advisor

- Selma Bayou**
FGM Specialist
Advisor

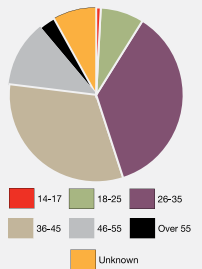
- Sibel Balci**
Farsi and Turkish
Speaking Advisor

- Lina Amir**
Pashto Speaking
Advisor

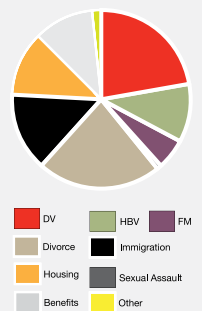
Ethnicity of service users



Age of service users



Reason for service use



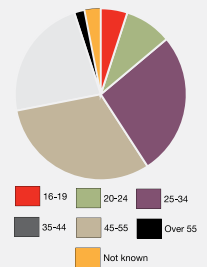
Counselling

IKWRO also raised awareness in the community by providing workshops and training to women and girls from Middle Eastern and North African communities. The participants were very engaged in the topic and feedback showed that many wanted further and more extensive training as they appreciated it was important to learn even more about the issues. Our FGM project officer Selma Bayou continued to provide training, workshops and outreach visits in our target boroughs under London Councils, as well as in other areas.

IKWRO provides confidential, independent advice and information to women and girls from Middle East and Afghanistan. IKWRO's counselling services aims to help women and girls either through individual or group therapy to feel they are in control of their own lives, able to make choices and decisions and to implement those.

Individuals attending counselling will be offered the opportunity to talk and be heard in a safe, non-judgemental environment. The counsellor's role in this process is to facilitate the client's personal development in ways which respects their values and capacity for self-determination.

Counselling service users



Counselling team

Savin Bapir Tardy
Kurdish Speaking
Counsellor

Maryam Shadmani
Farsi Speaking
Counsellor

Rana Fahmy
Arabic Speaking
Counsellor

Parvaneh Davoudi
Farsi Speaking
Counsellor

Youth-work and training

CREATE Youth-Net project - The aim of the project is to safeguard young people from harmful practices, in particular FM and FGM, through empowering young people to be confident advocates for change, and peer mentors within their communities, and also to improve collaboration at a European level, working alongside three partnering organisations; FORWARD (London), APF (Lisbon), FSAN (Amsterdam).

This year, through this project we were able to organise an arts workshop for young people aged 13-18 at a youth centre in North London. The work created by the young people was displayed at an exhibition which ran over the course of a week and was also separately exhibited at the CREATE Youth end of year conference where all the young people who had participated in the project over the two years were able to present their work to an audience at Amnesty International.

We were also able to hold a simultaneous flash mob in London, Amsterdam and Lisbon. Through this we were able to reach hundreds of people in each city to collect petitions to send to the European parliament. A short film on the flash mob is available on our Facebook page.

We have held numerous training sessions for young people on harmful practices such as HBV, FM and FGM. Along with this we have also run 'train the trainer' sessions, which allowed the young people to

Tara Behnam Training Officer

present information on the harmful practices in secondary schools in London.

We also worked with young people aged 18-30 on becoming peer mentors within their communities. We trained ten young people on how to become peer mentors working on harmful practices. From this each young person went on to having ten mentoring sessions with someone from the community, helping with a range of issues such as university applications, job interviews as well as training their mentee on the issues of harmful practices and other issues facing women and girls.

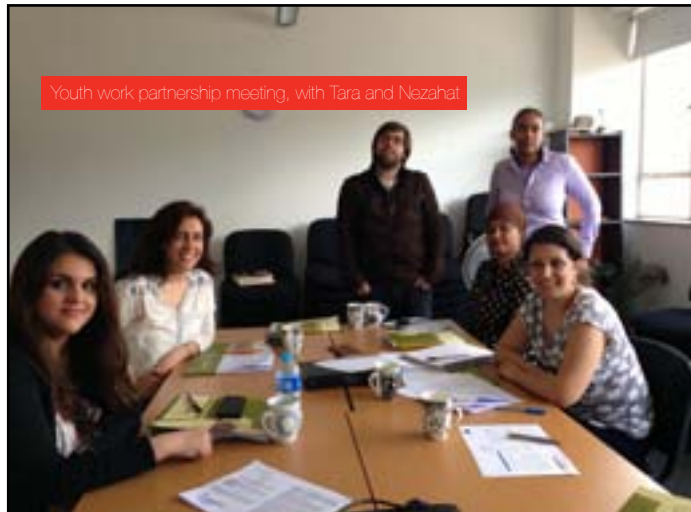
Most of the young people who took part in the mentoring continued further than the ten sessions as they felt it had been very beneficial to themselves and their mentees. One of the mentors is also in the process of organising a conference on harmful practices at her university.

TENDER School Training

We have also had a few projects in secondary schools working on healthy relationships and focusing on HBV, FM and FGM. Working with years nine and ten, we explore what makes healthy and unhealthy relationships, early warning signs, and where to go to for help. Each school project ends in a performance from the class where they can role play different types of

relationships and present their learning to the rest of their year groups.

It has been a pleasure for me to work with these enthusiastic young people. The groups have worked extremely hard to raise awareness and to tackle the harmful practices facing women and girls. I have learnt so much working within these groups and very much look forward to further youth work.



Journey to Integration and Life Transformation

Over the past year as part of the Journey to Integration Project we have worked with women from countries as diverse as Thailand, Chile and Russia to Turkey, Kosovo and Iran. They have come from all walks of life, and from a variety of professional backgrounds.

Some of the women have PhDs, while others struggle with literacy in their own language. Some women have come to the UK fleeing persecution in their home countries, others have had to flee violence in their own homes while here in the UK. Some of the women we have worked with have faced uncertainty regarding their immigration status and faced homelessness and the prospect of not being able to provide for their children.

ESOL classes

IKWRO provided three ESOL classes and 12 women were recruited for each. Classes catered for all levels and were taught by three tutors whom the students liked and respected. The ESOL classes were a forum in which the students were able to meet other women like themselves learning English. New friendships were forged, breaking social isolation.

Integration team

Chloe Malaki
Integration and
Capacity Building
Officer

Lina Amir
Integration and
Capacity Building
Officer

Firmesk Abdullahi
Integration and
Capacity Building
Officer

Volunteering

We were able to offer and support 13 women in volunteering placements. We found that the concept of volunteering for some of our beneficiaries was quite novel. Some didn't understand and some didn't like the idea of 'doing something for free'. We endeavoured to address this obstacle by talking about volunteering and its many benefits. Three of these women have now gone into full time employment.

One of the beneficiaries told me that before she embarked on the project her time was totally empty. Now she said that she has no time at all during the week. She has moved on from ESOL classes and volunteering and is now using her legal skills as a caseworker for an education charity working with young people from refugee backgrounds.

Trips

Many of our students have never experienced visits to the museum or even a journey on the underground. We were able to expose them to new and valuable experiences, such as opportunity to partake in a musical show, to visit a museum and to learn about the culture and history of this country. The beneficiaries took part in trips to the Natural History Museum, the Victoria and Albert Museum, to Greenwich and to a local farm.

Workshops

The workshops were well attended and the workshop on money matters in particular was appreciated by the students. During these workshops we explored the emotional issues around spending money and many of the women identified with that.

For some of the women, especially those who were now in refuges, it was the first time that they were dealing with money. Before that money matters had been dealt with by their partners.

Celebration

On Tuesday 9th June 2015 we celebrated all the achievements of our beneficiaries and students. We had dancers from Colombia and a musician from Bolivia. Several of the beneficiaries spoke and one of our students who had very limited English when she joined our class spoke in front of about 80 people about how she wished to become a lawyer! It was a fantastic day and it was all crowned with marvellous food from different areas of the world.

Case study: 'Selma'

Journey to Integration

Staff comment

Whenever I went to the classes it was a real pleasure and quite heart-warming to see women from all over the world with different religions, political opinions etc actually getting to know each other. Friendships were forged and some of these still endure today. We supported many women to feel more integrated into life here in the UK but I do feel that the women gave us so much as well.

Selma was referred to IKWRO by a legal project. She had very recently left her husband who had behaved towards her in a very abusive way. She had been placed in a hostel with her two very young children and was being cared for by Social Services. She was surviving on vouchers and her assigned social worker was very unhelpful. Selma spoke little English when she first attended our classes. She was struggling on all fronts and told us how often she had no way of obtaining nappies for her children and how the cots in the room she was in were broken. She described to me how she would put her two children to sleep in the double bed and how she would sleep at the bottom of the bed along the width. She told us that her social worker would tell her to return to her home country, or to her abusive husband.

Selma was thankful to be able to attend the class and for her children to be able to attend the nursery and for her travel expenses to be reimbursed. She rarely missed any classes and when she did, it was due to appointments with her solicitor or her social worker. Through the integration project Selma's English improved and we were able to give her advice and also to refer her for specialised legal advice.

She accessed counselling in her own language at IKWRO through the JTI project to help with her emotional state. Soon, she also started volunteering! There was an ESOL class at a community centre

which provided a crèche for the ESOL learners. The level of English in the class was at a very elementary level so Selma was actually able to help. She was able to assist the teacher by photocopying worksheets, helping to set up the room and tidy up afterwards. She was able to help ESOL students whose English was at an elementary level and she told me that this gave her a feeling of 'purpose' and 'usefulness'.

Eventually Selma's Indefinite Leave to Remain came through and her efforts to improve her life continued. The last contact I had with her she was enrolled on a course in beauty and therapy and was telling me how she hoped to open her own salon or beauty business! She was re-housed in more suitable accommodation which helped her to integrate since she was able to socialise and create a support network for herself.

The JTI project helped Selma on all fronts. We were able to offer her practical help through advice with on one of our experienced advisors who advocated on her behalf with the social worker and ensured that all immigration procedures had been followed and by attending our ESOL classes as well as providing childcare and reimbursing travel expenses. We supported her emotionally by offering her counselling in her mother tongue and then supported her to move on as she decided to volunteer and then find a field in which she may later find work.

True Honour Awards



IKWRO held the 4th True Honour Awards on 12th February 2015 to celebrate individuals and organisations who have taken a stand against HBV in their personal lives or their work. By recognising and publicising their outstanding courage and commitment, we hope others will be inspired to act. The awards also commemorate all victims and survivors of HBV, whose own voices are so often silenced.

We celebrated each of the outstanding nominations and four women were selected as winners of Special Recognition. They are **Sulema Jahangir**; Winner of Special Recognition of a Professional Working to End “Honour” Based Violence, **Alimatu Dimonekene**, Winner of Special Recognition for Work to End Female Genital Mutilation, **Sara Mohammad**, Winner of Special Recognition for International Work to End “Honour” Based Violence and **Sawsan Salim**, Winner of Special Recognition for Lifetime Activism to End “Honour” Based Violence.

The overall winner of the True Honour Awards 2015 is **Dr Neda Barzegar** who has bravely inspired many by speaking out about her own experiences of “honour” based violence. As a teenager Neda had to take drastic action protect her younger sisters from forced and child marriage, raising them herself whilst studying to become a doctor. Neda has recently completed her PHD and is an invaluable supporter and spokeswoman for IKWRO’s campaigns.



Campaigns and media

We had a strong start to the year. Following conversation with Her Majesty's Chief Inspector of Constabulary, Sir Tom Winsor, he responded to IKWRO's campaign for a national inspection into policing by announcing the first thematic inspection into the "honour" based violence. We were appointed to the Expert Reference Group to oversee the process.

Expert Advice

IKWRO gave expert advice on forced marriage to the Children's Commission and presented evidence on "honour" based violence and the criminal justice system to the Parliamentary Joint Human Rights Committee. Diana was invited by Justine Greening, the Secretary of State for International Development, to join the Expert Ministerial Expert Advisory Group on girl's rights.

Campaign against 'sharia law'

IKWRO played a leading role in successfully challenging the Law Society when they overstepped their secular remit and issued guidance to lawyers on 'sharia law' on inheritance, thereby legitimising parallel legal systems and endorsing discrimination against women and children. Following demonstrations, a petition and letters to politicians the Law Society issued a public apology and withdrew the guidance.

Sara Browne Campaigns Officer

Global Summit to End Sexual Violence

IKWRO played a major role in this landmark international summit on violence against women and girls organised by Angelina Jolie and William Hague. We shone a spotlight on HBV by displaying artwork by supporters and Survivors and running events about the issue.

Forced marriage became a criminal offence

IKWRO's decade-long campaign to criminalise forced marriage has succeeded! Forcing a person into a marriage became a criminal offence in England and Wales on 16th June 2014 and in Scotland on 31st September 2014 meaning that the law is now clearly on the side of victims.

'Right To Know' Campaign

We launched our Right To Know campaign demanding that every school is be made HBV, FM and FGM safe. We met with the NUT and trained 700 trainee teachers through the Institute of Education.

Our Survivor Ambassador Neda endorsed the campaign in her Huffington Post blog and we ran a popular letter campaign supporting Caroline Lucas MP's PSHE Bill.

IKWRO in the Media

IKWRO achieved wide coverage in mainstream UK and international media, in print, TV and online including from the BBC, CNN and The Independent. Diana gave a TEDx talk to a standing ovation and ***Catch Me Daddy*** a feature film on 'honour' killing, for which IKWRO was closely consulted, aired in cinemas across the country.

IKWRO abroad

It was an international year for IKWRO. Diana and I shared learning from the UK on tackling HBV at the Diverse Voices conference in Canada, Diana delivered the keynote speech at the Women Who Change the World conference in Spain and addressed the Human Rights in Practice conference in Sweden.

Awards

Diana won the Woman of the Year award and was named as one of 'BBC's 100 Women'.

Coercive Control

IKWRO held a focus group with survivors of domestic abuse and "honour" based violence to seek their views on proposals for a new criminal offence for coercive control. Our women supported the changes and informed our representations to the government.

Sex Selective Abortion

IKWRO successfully campaigned against proposed amendments to Serious Crime Bill to criminalise sex selective abortion, which if passed would have put vulnerable pregnant women at risk. The changes would have pushed women victims towards unsafe abortions in the UK or abroad. Vital safeguarding opportunities provided by legal, regulated clinics, including the interviewing of every woman alone, so that she can make her own free choice and be provided with the support that she needs to support her choice, would have been lost.

Financial report

These tables express IKWRO's financial situation for the year 2014-2015.

Balance sheet at 31 March 2015

	2014-15		2013-14	
Fixed assets				
Tangible assets		11,864		10,840
Current assets				
Debtors	150,732		50,951	
Cash at hand and in the bank	617,491		174, 565	
Total	768,223		225,516	
Creditors: amount falling due withing one year	-557,844		-90,900	
Net current assets		210,379		134,616
Net assets		222,243		145,456
Income funds				
Restricted funds		93,978		44,407
Unrestricted funds		76,401		50,209
Designated funds		51,864		50,840
TOTAL FUNDS		222,243		145,456

	Restricted Reserves	Designated Reserves	Unrestricted Reserves	Total 2014-15	Total 2013-14
Incoming resources					
Grants recievable	999,302			999,302	589,674
Fundraising and other income	25,000		66,489	91,489	11,512
Interest receivable			45	45	663
TOTAL INCOMING RESOURCES	1,024,302	0	66,534	1,090,836	601,849
Resources expended					
Direct charitable expenditure	964,961	4,133	40,342	1,009,436	
Management and administration	4,163	0	0	4,613	4,856
Total resources expended	969,574	4,133	40,342	1,014,049	623,998
Net in/outcoming resources before transfers	52,728	-4,133	26,192	76,787	-22,149
Total funds brought forward	44,407	50,840	50,209	145,456	167,605
Interfund transfers	-5,157	-5,157	0	0	0
TOTAL FUNDS CARRIED FORWARD	93,978	51,864	76,401	222,243	145,456

Statement of financial activities

Our funders

IKWRO expresses heartfelt thanks to our funders:

Trust for London

The Henry Smith Charity

The Tudor Trust

Big Lottery Fund Grant

Department for Education (through CAADA)

Comic Relief

European Commission - Daphne III

ERASMUS PLUS

Esmee Fairbairn Foundation

EIF - Home Office (Life Transformation)

EIF - JTI

Home Office

Joseph Rowntree Charitable Trust

Mayor's Office for Policing and Crime

London Councils

Especially thanks to

All the individual donors who supported us over 2014-2015 through donations and bequests

Staff and volunteers

Diana Nammi

Executive Director

Nezahat Cihan

Director of Operations

Nazira Mehvari

Advice Coordinator

Sara Browne

Campaigns Officer

Tara Behnam

Training and Marketing Officer

Kharman Adhim

Kurdish and Arabic

Speaking IDVA

Zahra Rasouli

Dari Speaking Advisor

Selma Bayou

FGM Specialist Advisor

Sibel Balci

Farsi and Turkish

Speaking Advisor

Lina Amir

Pashto Speaking

Advisor

Chloe Malaki

Integration and Capacity Building Officer

Lina Amir

Integration and Capacity

Building Officer

Firmesk Abdullahi

Integration and Capacity

Building Officer

Savin Bapir Tardy

Kurdish Speaking

Counsellor

Maryam Shadmani

Farsi Speaking

Counsellor

Rana Fahmy

Arabic Speaking

Counsellor

Parvaneh Davoudi

Farsi Speaking

Counsellor

Volunteers

Joanne Payton

Anne Gold

Nosrt Fata

Ayten Abraham

Management Committee

Simin Azimi

Sue Stevenson

Teresa Woodcraft

Guljabeen Rahman

Serva Sayedi

Avin Mirawdeli

Azadeh Mohammadi

Maryam Samimi

KWRO's Staff Away-day





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