

REGISTERED COMPANY NUMBER: 02791788
REGISTERED CHARITY NUMBER: 1032298

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022
FOR
BLACK COUNTRY WOMEN'S AID**

BLACK COUNTRY WOMEN'S AID

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BLACK COUNTRY WOMEN'S AID
REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2022

TRUSTEES	Karen Elizabeth Dowman Bozena Benton Melvena Morton Salma Parween Ali Victoria Rebecca Harris
COMPANY SECRETARY	Sara Jane Ward BSc (Hons) PG Dip Hou
REGISTERED OFFICE	Landchard House Victoria Street West Bromwich B70 8HY
REGISTERED COMPANY NUMBER	02791788
REGISTERED CHARITY NUMBER	1032298
AUDITORS	Copia Wealth & Tax Limited Chartered Accountants Statutory Auditors 8 Pendeford Place Pendeford Business Park Wobaston Road Wolverhampton WV9 5HD

BLACK COUNTRY WOMEN'S AID
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Black Country Women's Aid's (BCWA) objectives are:

- i) to relieve the physical and mental distress of women who are homeless and/or have been gravely or persistently mistreated by their husbands, the men with whom they are living, the fathers of their children or any other members of their family; and
- ii) to relieve the physical and mental distress of children affected by the disruption in the home.

Significant activities

The main objectives and activities of the year have continued to focus on the development of quality support services for victims of violence, abuse and exploitation both in and out of refuge. The strategies employed to assist the charity in meeting these objectives included the following:

- Delivery of high quality services that include emergency accommodation as well as community based support for both adult and child victims of violence and abuse including victims of modern slavery
- Sustaining and further development of services to meet victim's needs across the Black Country area and where necessary further afield.
- Identifying and applying for additional funds to sustain existing services and develop new responses to meet victim's needs.
- Developing systems that capture, cope and recover outcomes for victims. This information is used to demonstrate the effectiveness and impact of support services and evidence the need for additional services via commissioning/tendering.
- Responding to the changing and complex needs of victims, making sure there is greater reach to victims and that BCWA create opportunities to engage through increased partnership work and better coordination.

Public benefit

These essential services provide a valuable public benefit to the citizens of the Black Country, West Midlands and throughout the UK.

The trustees have complied with their duty to have due regard to the commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

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ACHIEVEMENT AND PERFORMANCE

Development, Activities and Achievements for 2021/22

BCWA continues to respond to the needs of victims of violence and abuse in a proactive and dynamic way. This is achieved by both the provision of high quality safe accommodation and excellent connectivity within our communities with partners and people.

Legislative changes

The Domestic Abuse Bill passed both Houses of Parliament during 2020/21 and was signed into law on 29 April 2021. BCWA has been working with statutory partners to meet the requirements of the act and has been involved in each local authority strategic needs assessment. This created a welcomed statutory definition of domestic abuse, now including emotional and economic abuse as well as physical violence despite specialist services considering it had not gone far enough. The Bill would place a duty on local authorities to provide vital places in refuges and safe houses to reduce risks associated with domestic abuse. BCWA has been an active participant in the consultation of the Act directly and with local strategic partners and welcome this legislation that enshrines legal duties and funding to secure services and support for victims of violence and abuse. BCWA and Women's Aid's across the UK have been instrumental in the development of the Act and see this as a step forward in combatting and addressing the complex issues of abuse within society. BCWA has also worked with local partners to interpret and apply the Act to local systems to undertake needs assessments and develop strategy.

The Domestic Abuse Act will:

- create a statutory definition of domestic abuse, emphasising that domestic abuse is not just physical violence, but can also be emotional, coercive or controlling, and economic abuse. As part of this definition, children will be explicitly recognised as victims if they see, hear or otherwise experience the effects of abuse;
- create a new offence of non-fatal strangulation;
- extend the controlling or coercive behaviour offence to cover post-separation abuse;
- extend the 'revenge porn' offence to cover the threat to disclose intimate images with the intention to cause distress;
- clarify the law to further deter claims of "rough sex gone wrong" in cases involving death or serious injury;
- create a statutory presumption that victims of domestic abuse are eligible for special measures in the criminal, civil and family courts (for example, to enable them to give evidence via a video link);
- establish in law the Domestic Abuse Commissioner, to stand up for victims and survivors, raise public awareness, monitor the response of local authorities, the justice system and other statutory agencies and hold them to account in tackling domestic abuse;
- place a duty on local authorities in England to provide support to victims of domestic abuse and their children in refuges and other safe accommodation;
- provide that all eligible homeless victims of domestic abuse automatically have 'priority need' for homelessness assistance;
- place the guidance supporting the Domestic Violence Disclosure Scheme ("Clare's law") on a statutory footing;
- ensure that when local authorities rehouse victims of domestic abuse, they do not lose a secure lifetime or assured tenancy;
- provide that all eligible homeless victims of domestic abuse automatically have 'priority need' for homelessness assistance;
- stop vexatious family proceedings that can further traumatise victims by clarifying the circumstances in which a court may make a barring order under section 91(14) of the Children Act 1989;
- prohibit GPs and other health professionals from charging a victim of domestic abuse for a letter to support an application for legal aid.

The Act will strengthen measures to tackle perpetrators. This will:

- prohibit perpetrators of abuse from cross-examining their victims in person in family and civil courts in England and Wales; bring the case of R vs Brown into legislation, invalidating any courtroom defence of consent where a victim suffers serious harm or is killed;
- enable domestic abuse offenders to be subject to polygraph testing as a condition of their licence following their release from custody;
- extend the extraterritorial jurisdiction of the criminal courts in England and Wales, Scotland and Northern Ireland to further violent and sexual offences;

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- provide for a new Domestic Abuse Protection Notice and Domestic Abuse Protection Order, which will prevent perpetrators from contacting their victims, as well as force them to take positive steps to change their behaviour, e.g. seeking mental health support;
- Extend the extraterritorial jurisdiction of the criminal courts in England and Wales, Scotland and Northern Ireland to further violent and sexual offences;
- Introduce a statutory duty on the Secretary of State to publish a domestic abuse perpetrator strategy (to be published as part of a holistic domestic abuse strategy).

Partnerships

Partnerships remain a vital part of our work as it enables systems to connect, strategies to be aligned and for us all to work towards making the victim's experience better. There are significant changes in the way that partnerships work post-COVID with many providing their services or interacting in different ways. BCWA has worked hard to ensure that quality conversations and contributions are made to influence and shape policy and systems. There is no doubt that there are challenges, however, BCWA works hard to overcome them while keeping the victim's experience and voice heard, especially post-COVID..

Nationally, BCWA contributes to discussions with the Human Trafficking Foundation and the Modern Slavery Strategic Integration Group on victim support as well as discussing with colleagues across England and Wales regarding the national modern slavery contract. BCWA is also a member of the National Stalking Consortium, a policy and operational forum to ensure that victims of Stalking have access to quality services.

Regionally, BCWA play an active part in the Office of the Police Crime Commissioner Victims Commission, West Midlands Anti-Slavery Network, Domestic Abuse Board, Rape And Serious Offences Strategic Partnership, Human Trafficking Modern Slavery Strategic Board, MARAC Board, Specialist Domestic Violence and Abuse Consortium, Specialist Rape and Sexual Abuse Consortium, Women and Girls in the Criminal Justice System, Women's Justice Partnership, Survivors Trust Regional group, IDVA/ISVA Forum, BAME Women in the CJS, and Sex Work Forum.

BCWA makes a significant contribution to the partnerships across the four Black Country authorities (Sandwell, Dudley, Walsall and Wolverhampton) influencing strategic and operational development. These include vital partnerships such as the Sandwell Crime Reduction Partnership/ Safer Sandwell Partnership, Sandwell Domestic Abuse Strategic Partnership (DASP), Dudley Domestic Abuse Strategic Partnership and Forum (DDAF) and Dudley Safe and Sound, Walsall Domestic Abuse Strategic Group (DASG), Sandwell Domestic Homicide Standing Panel, Sandwell MARAC Governance group, Sandwell and Dudley MASH strategic groups, Sandwell Sexual health forum, Walsall Rape and Sexual Violence Group, Sandwell Homeless Strategic Partnership, Sandwell and Wolverhampton Anti-slavery partnerships, Reducing Reoffending Strategic Group including specialisms for women and girls and Sandwell FGM Working group.

BCWA also recognises the vital partnerships within the community and voluntary sector and takes an active part shaping and influencing the sector.

BCWA continues to expand its partnerships to secure regional commissions. During the year, through the partnership with Changing Lives, BCWA is a delivery partner in the commissioned Ministry of Justice HMPPS Probation Services female offender support service.

Sustaining Services

BCWA works hard to secure funding contracts, identify new areas of funding and work in collaboration with partners to secure regional funds. Services continue to be available through open tender processes however, they are tendered with reduced budgets and often demanding specifications.

Despite this ongoing pressure, BCWA continues to experience success via tendering opportunities, joint bids with partners and funding applications to a variety of sources. We have a good knowledge of external funders' interests and priorities. Funders' commissioners continue to express high levels of satisfaction with the standards of service delivery and, performance. At all times BCWA maintain a meaningful dialogue with clients across all services, ensuring that they remain central to the core values and influence the response.

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Since becoming a sub-regional service BCWA has been embraced by the community. The community are viewed as a vital extension of the organisation who demonstrate not only a financial commitment but also share the responsibility to end violence and abuse. We have always known that this challenge cannot be achieved by us alone. The Black Country community has a big and generous heart. Our supporters' generosity comes in both financial support as well as essential items such as clothing, toiletries, start-up kits for new mothers and any call outs for help when someone we support has very little on arrival into refuge.

BCWA has embraced all new ways to communicate maximising opportunities in social media to ensure wide reach. Ways to connect and communicate with victims were strengthened during COVID with many of them being retained once lockdown eased. Working within all Black Country strategic partnerships, we have worked together to provide a unified approach to promoting services, condoning violence and challenging perpetrators.

BCWA is committed to the delivery of high quality services that assure funders of the standards that BCWA adopt across all services and demonstrates value for money. Regular internal strategic and operational reviews enable all services to remain relevant, victim focused and of high quality. Internal and external performance management and reviews ensure that services are delivered in accordance with contract or funder requirements maximising the resources available. BCWA continues to work within the ISO 9001 for Quality systems with regular external audits providing assurance that high standards are maintained. During the year, BCWA achieved additional certification in cyber security by being awarded the Government backed Cyber Essentials and Cyber Essentials Plus. CE plus is a more in-depth assessment where an independent external certified body scrutinises and assesses the IT/ digital infrastructure.

BCWA had 13,150 cases opened in 2021/22.

This is further broken down into:

- 8640 victims of domestic abuse living within the community (+29%)
- 361 women and their children needing refuge accommodation (+20%)
- 606 victims of stalking (=)
- 346 victims of modern day slavery and international human trafficking (+8%)
- 891 children and young people affected by abuse including domestic abuse, rape and sexual violence and exploitation (+20%)
- 1075 victims of rape and childhood rape and sexual abuse (+33%)
- 518 women who were in the criminal justice system for offences; many who presented with complex needs such as substance misuse, mental health, homelessness and involved in sex work. (+15%)
- Ask MARC 183 men (new data)

Community Services - Domestic Abuse

BCWA remains the commissioned services for Sandwell, Dudley and Walsall local authorities and continues to provide domestic abuse support services to all levels of risk. High risk victims continue to be supported by an Independent Domestic Violence Advocate (IDVA) who provides immediate support and minimise risk linking with the local MARAC. Other victims are supported by a team of community-based Domestic Abuse Advocates (DAA's) who work within local multidisciplinary teams. BCWA has worked closely with Walsall Children's Services and partners on the delivery of the Strengthening Family Safeguarding model, an evidence based multiagency model focusing on a coordinated support to families presenting with serious child protection concerns. BCWA also worked with all local authorities in the Black Country to develop Family Drug and Alcohol Courts providing a coordinated approach to support families at risk of losing their children.

COVID presented many challenges and increased risk and vulnerability of victims. The COVID legacy has resulted in risk for victims of domestic abuse remaining high.

BCWA is now embedded in local operational spaces. This has enabled victims to access services easily and works with partners to advise on identification and referral to our services. BCWA is co-located in:

- Multi agency Safeguarding Hubs (MASH) - this remains at a high volume referral rate as partners share information, jointly risk assess and provide a multi-agency response.
- GP Practices - delivering the national Identification and Referral to Improve Safety (IRIS) programme; a GP practice based model that provides training and education, clinical enquiry, care pathways and an enhanced referral pathway to specialist domestic violence services.

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- Accident and Emergency Departments - based within Russell's Hall Hospital Trust providing specialist advocates who identify victims presenting with multiple injuries as a result of domestic abuse. BCWA continues to triangulate support for victims in both primary and acute services to reduce risk and increase safety
- Substance misuse commissioned services - working particularly within the Sandwell Blue Light Project, BCWA is part of the multi-agency operational group to ensure a joint identification and ownership of the highest impact clients both as victims and perpetrators of domestic abuse.
- Early help hubs - working at a local level with a range of professionals supporting victims and working to keep them safe.
- Schools where children have been identified through police notifications - BCWA has worked with West Midlands Police, Walsall MBC and the Home Office to secure funds to support children and young people.
- Drive & DVPP Drive (Sandwell) and DVPP (Sandwell, Dudley and Walsall) - two projects in which we provide parallel support to victims and children, where the offender is engaging in a perpetrator programme. Our support helps to ensure safeguarding is central, the voices of victims and children are heard, and they receive the emotional and practical support they need.

BCWA's stalking service continues to promote services. Stalking is an extremely complex area, requiring an in-depth understanding of a perpetrator's behaviour patterns and motivations to make clear the risk victims face. Our team are trained to use a number of specialist tools, including the SRP (Stalking Risk Profile), SASH (Screening Assessment for Stalking and Harassment) and Dr Jane Monckton-Smith's Homicide Timeline to profile perpetrators. This expertise is invaluable in our advocacy with agencies such as police and probation, to help them manage offenders, address stalking behaviour directly and safeguard victims. This service continues to be supported by the Office of the West Midlands Police and Crime Commissioner. The rejected stalker remains the typology most dominant in cases referred into the service (89%). It is vital that both the Stalking Advocate and the Domestic Abuse Advocate work together to assess risk to ensure the safety of the victim.

During the year, BCWA partnered with West Midlands Police in a successful application to manage perpetrators. The EASI project launched in 2020/21, where specialist stalking advocates offered parallel support to victims whose perpetrator has been identified by the police. The advocate uses specialist tools to assess/monitor risk, including the SASH (Screening Assessment for Stalking and Harassment) and SRP (Stalking Risk Profile), and offers safety planning at home, school or work. This work is integrated into BCWA's robust adult and child safeguarding procedures. BCWA has existing strong pathways/integration with MASH (with embedded workers), MARAC and ODOC to escalate safeguarding issues and promote the safety of victims and children. The service strengthened the training offer by developing training to West Midlands Police Offender Domestic Abuse Managers as part of their continuing professional development. This training focused on high risk rejected stalkers, the Homicide timeline and the impact on victims.

Support for children continued to be funded via the Home Office Children Affected by Domestic Abuse funds (CADA). This continued to benefit children within the school environment. The service was remodelled during COVID and, post-lockdown, meant a steady return back into schools. Schools reported the service had positive impacts on the lives of children and young people coping with the challenges of COVID and apprehension about a return to school. For many the service provided a necessary bridge to children and young people living within domestic abuse households.

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Community Services: Rape, Sexual Violence and Exploitation Services

ISVAs play a key role in helping survivors to access and engage with the criminal justice system. Police investigations and case progression can be lengthy. COVID has impacted on cases going to court, court space, and lack of judges to sit and hear cases. This increased pressure on victims and the service has resulted in clients remaining in the service longer than they have previously, in addition to more victims accessing the service. ISVAs ensure that clients are updated on developments, supported with investigation requirements, feel emotionally supported and prepared through pre-court visits for giving evidence. BCWA meets regularly with West Midlands Police to discuss issues affecting survivors, strengthen referral pathways, and gain clarity on police processes to keep survivors informed. Clients who are better informed are less likely to feel helpless or disengage from the criminal justice system. BCWA has a team of ISVAs (Independent Sexual Violence Advisers) who support both male and female survivors of rape and sexual abuse across the Black Country (Sandwell, Dudley, Wolverhampton and Walsall). The service includes specialist advocates who support child and adult victims of childhood sexual abuse. BCWA continues to provide links from the regional Sexual Assault Referrals Centres (SARC) into local services and provides specialist therapeutic interventions. The service welcomes the convening of a Specialist Rape Court, in Wolverhampton in August 2021 where they exclusively heard rape and sexual offence cases. It is vital that victims of rape and sexual offences seek justice. The ISVA continues to support at court and complete the Criminal Injuries Compensation documents with the victim.

BCWA has been working with partners to develop local strategies in line with the NHS Sexual Abuse and Assault Strategy. BCWA continue to strengthen partnership work with the Crown Prosecution Service to further improve victim outcomes. BCWA is represented at a strategic level in Multi-Agency Strategic and Scrutiny Groups implemented by the Regional Crime Commissioners Group. BCWA co-chairs the ISVA Framework Implementation Group (IFIG) CPS and Rape and Serious Sexual Offences (RASSO) Unit.

BCWA is a partner on the ROSA Project for the development and implementation of a Sexual Harassment in the Work Place Training programme for West Midlands Police in partnership with West Midlands Police. This will continue into 2022/23.

Specialist Children's ISVAs (CHISVA) continue to support young people who have experienced rape and sexual violence, child sexual exploitation (CSE) and domestic violence. This area of work continues to increase as partnerships gain a greater understanding of the impact of abuse on children. Working with both adult and child will strengthen relationships and develop resilience and confidence in young people as they progress into adulthood.

In 2021, BCWA worked with West Midlands Police to develop a pilot called Dispatch Car. The pilot aimed to improve victim confidence through the early engagement of a specialist investigator and, therefore, reduce victim attrition. A BCWA ISVA was located at a local Police station working with Specialist Officers responding to calls of rape and sexual assault and abuse. The ISVA would attend reported incidence of rape at the earliest opportunity (the next day) with a police officer. The evaluation will take place during 2022/23.

The service started the preparation for accreditation under Lime Culture standards and will progress this submission during 2022/23.

In November 2021, BCWA launched a specific service targeted at male victims of rape, sexual abuse and other forms of abuse. Ask MARC was a welcome addition to the service offer. Ask MARC has integrated into MARAC, MASH and police referrals. The team deliver briefings to both professionals and organisations with around 1200 participants benefitting from the awareness and training. Ask Marc has established effective support through the domestic abuse team, sexual violence service, stalking team, counselling and wider community development.

Community Services: Women's Justice

BCWA continues to provide the Ministry of Justice HMPPS Probation Services female offender support service called Mariposa. This is a holistic, person centred support to women involved with the criminal justice system and those with complex needs in the Black Country and Birmingham. BCWA offers one to one support as well as an enhanced programme and access to specialist support also provided within BCWA such as IDVAs and ISVAs.

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BCWA, working with Probation colleagues, have developed the Women's Trauma Informed Healthcare Pilot, funded by HMPPS innovation funds. This pilot enabled a specialist sexual health practitioner to be co-located within the women's centre offering treatment, advice and guidance to all BCWA women. The aim of this is to challenge the barriers that prevent women from accessing health care and for the service to be provided in a setting that is more supportive. Early results are positive and allows scope to develop more health-related services in the future.

BCWA continued to work with the Office of the West Midlands Police and Crime Commissioner providing diversionary services for women who have committed an early offence. New Chance provides a service following arrest. Women are referred by police and practical and emotional support is provided. The support is aimed at helping women to move forward in their lives and avoid future offending.

The service has been seen as a model of good practice with many site visits from local and national partners. BCWA is working with the OPCC to explore opportunities around problem solving courts where women experience a revolving door of support and intervention without making sufficient impact. BCWA looks forward to the progress of this court.

Accommodation and Outreach Service

Sandwell MBC continues to commission BCWA to provide a safe house where women and children who are experiencing domestic abuse can stay free from fear. Refuge services remain at the heart of BCWA. Over the years, BCWA has developed a diverse range of accommodation, which enables us to meet individual needs.

During the year, additional properties were added as demand increased. COVID had a significant impact on victims and demand increased as lockdown eased. Managing domestic abuse during COVID was extremely challenging for victims and their children. The Sandwell Strategic Needs Assessment identified that the service BCWA provided were both comprehensive and dynamic. The needs assessment identified gaps and as a result Sandwell MBC allocated additional funds to meet the needs identified. In addition, funds for counselling and therapeutic services were received to provide therapeutic support within refuge for children and young people. Whilst refuge offers a space of peace, respite and safety, this can be a challenging time. Children may struggle with grief and loss at leaving schools and/or family and friends; trauma from living with abuse; stress and anxiety from upheaval/change; complex family dynamics including parental alienation by the abuser against the victim-parent; anger or victim-blaming at their mother for either exposing them to abuse or uprooting them from home. Many children are unable to verbalize emotional states, particularly in the face of trauma or abuse, so a range of creative techniques are being used such as:

- Parent-Child Art Therapy Sessions. This is reparative work for adult and child together, to build relationships to increase family resilience and protective factors for children.
- Therapy Dog Sessions. These are children only sessions, providing a safe space to work through feelings building children's confidence and communication. Children can speak to a counsellor 'through' the dog, or project their feelings onto the dog to talk about them safely. Early indications show a positive and welcome addition to the refuge services as families are rebuilt through BCWA support.

BCWA awaits the details of the future tendering of the refuge service expected in 2022.

Modern Slavery Support Services

The new Modern Slavery Victim Care Contract (MSVCC) with the Salvation Army started on the 4th January 2021. Although this is an adult contract, where the child is a dependent of an adult victim, the service supports the whole family working with statutory services, where required, to ensure the child is appropriately supported and safeguarded. BCWA continues to provide units of accommodation and outreach services spanning the West Midlands for victims of Modern Day Slavery (MDS) in partnership with the Salvation Army who holds the national contract with the Home Office. Volumes increase year on year as BCWA continues to support potential victims of MSHT (modern slavery/human trafficking) with a positive RG (reasonable grounds) decision. Clients are supported through the recovery and reflection period and, upon receipt of a positive CG (Conclusive grounds) decision, clients enter the move on stage. This is when a RNA (Risk and Needs Assessment) is completed looking at outstanding needs. Further support is then provided dependent on need. After the RNA process has ended, clients are exited but can return via the new Reach-in Service. Risks remain high for the victims as often the traffickers will make significant attempts to find them. Therefore, security needs to be high for both victims and staff providing this vital service.

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BCWA needed to remain vigilant to control the spread of COVID and, therefore, implemented strict safety measures before conducting face to face visits for all clients in the outreach service by ensuring additional risk assessments are completed. Regular reporting to BCWA, The Salvation Army and the Home Office gave details of COVID within the service.

Reach-In is a new aspect of this contract where victims who have left the service can re- access for help and support, when needed, reducing the risk of re-trafficking. Reach-In provides a smooth transition for the client into independent living outside of the Service. This offer gives the client the reassurance that they can still access a specialist advocate for advice, information and support, if required.

The service takes part in national policy discussions such as the proposed Financial Support Policy, changing the way that clients receive financial subsidy to assist their independent living. We have continued to be part of sub groups meetings with the Human Trafficking Foundation and have advocated for concerns about, and amendments to, the Nationality and Borders Act in relation to Part 5 on Modern Slavery that affect victims of modern slavery.

The MSVCC intensive reporting framework monitors the standards and volumes of this work. BCWA is strengthening its wider engagement with partners across the contract area to ensure synergy between this national work and local service provision. The service was externally assessed by The Care Quality Commission and highly rated.

The service works with the media highlighting the plight of victims and works with victims in a safe way to tell their story to enable greater understanding and insight into this appalling crime. Disappointingly, but unsurprisingly, criminal convictions remain low in comparison to the number of people identified as victims of modern slavery. The service will continue to work with criminal justice partners to ensure that victims, where possible, get justice.

BCWA is working within local strategic partnerships as they increase their awareness of modern slavery and acknowledge the vital role that they play in identifying and coordinating rescue. BCWA received tremendous support for the capital project to provide a dedicated space for women, once rescued. This trauma informed space was built during 2020/21, despite the challenges of COVID and officially opened at the end of the year with our community partners, The Heart of England Community Trust. This will be a welcome addition to the safe house providing space to learn, develop and feel safe.

BCWA continues to work with strategic partners nationally and locally developing intelligence and profiles of potential victims. Work with the National Crime Agency and the West Midlands Police Specialist team is positive with the BCWA service focusing on the support to victims.

Counselling and Therapeutic Services

Counselling and specialist therapeutic interventions underpin the support services and are an essential component of a holistic approach to addressing trauma. The service works with sessional counsellors with a range of specialisms and therapeutic approaches appropriate to the client's needs. The funding for the counselling is from a variety of sources and the service is reliant upon volunteer/placement counsellors. The Ministry of Justice and the Office of the Police Crime Commission has supported this area of service during the year making available funds for therapeutic intervention as an essential part of the victim's journey to cope and recover.

Business development and finance

Strategic and partnership working remains a vital part of our work. The corporate centre continues to strengthen following investment into key positions in finance, human resources, business development and communications. BCWA produces regular newsletters, uses social media, and articles in national press on related issues, to highlight the plight of victims of abuse and the impact of national policy on victim's lives.

Quality, Learning and Enterprise

BCWA has robust internal audit functions auditing the standards and quality of service against national standards. Reports, analysis and trends to strategic partnerships, funders and commissioners are available on a regular basis, outlining the performance of the service against specification/commission. Training and development of employees have all increased in the last 12 months and employees recognise the impact of training on their practice. BCWA continues to improve links with the universities resulting in an increase of student placements across the service, however, COVID challenged the spaces that BCWA could offer.

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Employees are developed through an organisational training plan and encouraged to pursue external qualifications as part of their Professional Development Plan (PDP). The organisation continues to support the Home Office standards in Independent domestic violence and sexual violence advocacy service as defined by SafeLives, Lime Culture and BCWA will deliver services against these standards. BCWA is further strengthening its workforce by the development of a competency framework that ensures high standards of knowledge and application is evidenced. BCWA will advance its training provision with the development of e-learning packages as it works to introduce improved communications mechanisms. Towards the end of this year, BCWA introduced the Intranet encouraging employees to participate in communicating with all staff as well as making available all up to date documentation, policies and procedures. This will be further developed in 2022/23.

BCWA remains an organisation recognised for its expertise in both policy and practice. The senior management team has been involved in the development of national policy, national accredited training courses and the continuing professional development of health and other professionals. During 2020/21 BCWA was identified as lead trainer within the Local strategic partnership.

BCWA continues to work within the National Women's Aid England and Wales Standards and the Cyber Essentials certification. BCWA is working within the quality standards ISO 9001 and will seek accreditation from Lime Culture for Rape and Sexual Assault Services. BCWA will also work with national leads within Respect to ensure that services for male victims meets required standards.

The organisation continues to receive gifts in kind, including toys, food and toiletries from a variety of women's organisations, religious groups, and individuals and other organisations, as well as hours of volunteer time amounting to over 850 hours.

FINANCIAL REVIEW

Our income increased from £6,207,209 to £7,511,649, an increase of 21%, whilst expenditure rose from £5,135,979 to £5,686,956. The increased income is a reflection of the increase in funds to support the direct service delivery. The organisation continues to realise its longer-term plan to diversify funds away from the statutory funding and has been able to attract new funding streams to support existing services and take on new projects.

Expenses and overheads have been tightly controlled and new contracts reflect the savings shown. The increase in expenditure is due to a response to service increase, where new office premises were obtained and staff costs increased in line with our provision of extra services.

The Statement of Financial Activities shows an increase in funds of £1,824,693. Our reserves now stand at £5,189,828 of which £1,318,238 is restricted and £3,871,590 is unrestricted. The balance of unrestricted reserves includes £1,871,022 which is designated to meet future commitments. Therefore, the balance of free reserves is £2,000,568.

Reserves Policy

The Board of Trustees has examined the charity's requirements for reserves in light of the main risks to the organisation.

The Board of Trustees has agreed to support a 3-year strategy that includes:

- Strategic Development Fund - where the organisation undertakes research and development to inform future service provision and secure additional funds for longer term service delivery costs of £175,000.
- Service Continuity Fund - where the organisation maintains costs for closure as well as 6 months' running costs of £496,022.
- Property Contingency Fund - where the organisation has to ensure sufficient funds to maintain the properties to a high standard, ensure routine repairs and maintenance and be prepared in the event of major structural damage - £100,000.
- Redundancy Reserve - where the organisation will pay the redundancy over the capped limit to long term employees - £100,000.
- Capital Reserve - where the organisation will invest in property to meet the demand of the services - £1,000,000.

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FUTURE PLANS

Future plans include:

1. Development of regional working opportunities for joint working and tender opportunities.
2. Implementation of new policies ensuring that the systems are fit for purpose.
3. Securing work currently provided via tendering and commissioning.
4. Improving integration across all services addressing the increasing complexities of victims presenting into service.
5. Identifying new opportunities for funding to sustain and continue essential work.
6. Contributing to strategic and operational plans with a range of partners to create a "whole systems approach" to supporting victims wherever they present ensuring that victims remain supported, risks identified and protected.
7. Continuing to influence strategy at a local, regional and national level.
8. Ensuring consistency and quality of services for victims.
9. Reviewing services; evaluating cost effectiveness, efficiency and operational delivery. Reviewing governance arrangements and strengthening corporate services meeting the needs of a growing organisation.
10. Further development of the training and educational programmes and developments working within local educational partnerships and academic institutions.
11. Establishing improved solutions to victims of violence and abuse that have little or no access to public funds and ensure that this issue remains high on the strategic agenda.
12. Ensuring that all services meet nationally recognised quality standards.
13. Creating different and new strategic partnerships and joint working to meet the needs of vulnerable people with complex and diverse issues.

STRUCTURE, GOVERNANCE AND MANAGEMENT

This is a company limited by guarantee and its operations include:

- The provision of supported accommodation for individuals leaving violence, abuse and exploitation.
- Outreach and resettlement support services for children, young people and adult victims living in the community.
- The provision of a community-based support and advocacy service for victims of abuse in and out of the criminal justice system.
- Community engagement/involvement and peer support for victims of violence and abuse.
- Delivery of training and awareness raising to both statutory and non-statutory agencies, work with schools, colleges and other educational establishments outlining the effects/ impact of abuse explaining models of interventions.
- Working in partnership both at a strategic and operational level with the statutory and voluntary sector to develop a co-ordinated response to tackling domestic abuse.

Governing Document

The organisation is a charitable company limited by guarantee, registered in England and Wales, incorporated in 1993 and registered as a charity in 1994. The company was established under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

Recruitment and Appointment of Management Committee

The Directors of the Company are also Charity Trustees for the purpose of charity law and under the Articles are known as the members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, the members of the management committee must be re-elected each year.

The Management Committee, where possible, seeks to ensure that the needs of victims of abuse whether adults, children or young people are appropriately reflected through the diversity of the Trustee body. To enhance the potential pool of Trustees, promotions take place to attract skilled individuals from all sectors to contribute their skill, knowledge and commitment. This is regularly discussed at Board meetings to ensure good representation.

BLACK COUNTRY WOMEN'S AID
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

Trustee Induction and training

Trustees are familiar with the operational work of the charity and are supported by the CEO through a Trustee information pack and the opportunity to visit the various services, as part of an optional induction.

Risk management

The management committee has conducted a review of the major risks to which the charity is exposed and this is outlined in its Strategic Plan. A risk register has been developed and will be updated annually to assess the risks to services and funds and any other changes that the charity faces.

Financial procedures are adhered to and regularly reviewed with regard to authorisation of transactions for all project expenditure.

All contracted services work within relevant contractual timescales, quality standards and are monitored externally on a quarterly basis and internally on a monthly basis, in accordance with the organisation's performance framework. This ensures a consistent quality of service for all operational aspects of services.

All Service Level Agreements (SLAs) have agreed targets and outcomes and are performance monitored on a quarterly basis. Services aim to work within nationally recognised standards of practice and seek external accreditation, e.g. Women's Aid Federation of England and Wales, Safe Lives, The Survivors Trust, Rape Crisis England and Wales and the British Association of Counsellors and Psychotherapists (BACP).

All grants/funds/contracts awarded are for specific time periods and have project plans and milestones to ensure work is monitored and meeting required standards. Regular contact with commissioners ensures that the work is on target and achieving its expected outcomes.

Board meetings take place every 8 weeks as part of an annual plan supported by a subcommittee structure that enables ongoing reporting and risk management across the organisation.

Organisational Structure

Black Country Women's Aid has a Management Committee/Board of 6 members who meet as a full Board every 8 weeks. The meeting dates are set as part of an annual calendar agreed at the start of each new reporting year.

In addition, there is a sub-committee structure that enables detailed operational and strategic reports to be presented and discussed. Each committee has its own Terms of Reference and an agreed work plan and assigned policies and procedures to ensure regular review and relevance. Meetings are scheduled to take place in between Board meetings to ensure necessary discussion and ratification. All minutes and decision making is circulated and presented to the full board for recommendation, further discussion and final approval. These include:

- Finance subcommittee that reports specifically around the finances and budgets and infrastructure assets of the organisation.
- Facilities Management sub committee that oversees property management and health and safety.
- Quality sub committee that reports on standards and quality of services.
- Workforce Development subcommittee that focuses on human resource standards and practice and employee development.

Legal personnel advice is outsourced to Peninsula Business services and available for managers 24 hours a day. All personnel matters are reported to the Board and, where necessary, a special committee is called.

The Chief Executive Officer (CEO) holds regular meetings with the senior management team consisting of all corporate and operational managers. This enables connectivity with the Trustees and throughout the organisation. Information is cascaded to employees to ensure they are kept up to date. The CEO also produces regular bulletins for all staff outlining key organisational messages. This was vital during COVID and enabled direct communication channels with staff.

BLACK COUNTRY WOMEN'S AID
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

Where necessary, E-reports are provided and extraordinary meetings are called. Papers are reported to the next Board meeting for full ratification.

Members come from a variety of related professional backgrounds and are responsible for the strategic direction and policy of the Charity. A skills audit takes place of Board members to ensure that the organisation is equipped with the right skills to reach its full potential. Where practicable, the Trustees undertake an annual business planning event to discuss organisational progress, strategic direction and agree future projections.

The Trustees delegate responsibility to the CEO who also acts as Company Secretary. In addition, the CEO holds the lead responsibility for policy and performance, financial management, employee recruitment and management, as well as operational service delivery. The CEO delegates tasks to lead personnel - Deputy Chief Executive/ Director of Finance on all financial matters and the appointed service leads on operational matters who report back on a regular basis.

The CEO, working with her team of Heads of Service, managers and corporate colleagues, takes the lead for developing employees, apprentices and volunteers ensuring that their learning experience is translated into operational practice in line with good practice.

Senior Management Structure

BCWA is led by a senior management structure comprising of the Chief Executive Officer, Deputy Chief Executive/ Director of Finance, Regional Head of Domestic Abuse Community Services, Head of Refuge Accommodation, Head of Rape and Sexual Violence and Abuse support services incorporating Therapeutic services, Head of Modern Slavery (x2), Head of Workforce Development and the Executive Officer. The total salaries of the Senior Management team were £387,003, (2020/21 £346,314). This represents 11% of the total salary cost to the organisation.

The senior management remuneration approach is to adopt the following principles:

- Internal job evaluation taking into account the distinct elements of the role
- Internal job evaluation against comparative positions within the organisation
- External benchmarking based on market factors

Related Parties

The work of the organisation sits within a number of strategic frameworks both locally, regionally and nationally. The CEO and managers play a significant role across all areas of business including developing and influencing strategy, continuous improvement of services and developing new opportunities to support victims, ensuring financial plans are sustainable and guaranteeing that the victim's voice remains at the centre of all decision making.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Black Country Women's Aid for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

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

BLACK COUNTRY WOMEN'S AID
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

In so far as the trustees are aware:

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

AUDITORS

The auditors, Copia Wealth & Tax Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 13 December 2022 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Karen Elizabeth Dowman', written in a cursive style.

Karen Elizabeth Dowman - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BLACK COUNTRY WOMEN'S AID

Opinion

We have audited the financial statements of Black Country Women's Aid (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BLACK COUNTRY WOMEN'S AID

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

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

- We gained an understanding of the legal and regulatory frameworks within which the charitable company is required to operate and focussed on those that have a direct effect on the determination of material amounts and disclosures within the financial statements - primarily these were the Companies Act 2006, the Charities Act 2011 and the Charities SORP (FRS102). We assessed compliance with these laws and regulations as part of our audit procedures in respect of related items within the financial statements. Our audit procedures in this regard were limited to enquiry of Trustees and other management and inspection of any regulatory and legal correspondence, if any.
- We identified items within the financial statements at greatest risk of a material impact from irregularities, including fraud, which were considered to be the recognition of grant income and overriding of controls by management. We undertook audit procedures to respond to these risks, including enquiries of management, sample testing on the posting of journals, review of the basis of accounting estimates and a review of the timing of recognition of grant income.
- Due to the inherent limitations of an audit, there is a risk that we may not have detected some material misstatements within the financial statements despite properly planning and performing our audit in line with auditing standards. This could be due to a number of factors such as collusion, forgery, intentional omissions, misrepresentations or the over-ride of controls. We point out that we are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
BLACK COUNTRY WOMEN'S AID**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Shaun Philpott (Senior Statutory Auditor)
for and on behalf of Copia Wealth & Tax Limited
Chartered Accountants
Statutory Auditors
8 Pendeford Place
Pendeford Business Park
Wobaston Road
Wolverhampton
WV9 5HD

13 December 2022

BLACK COUNTRY WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	91,994	-	91,994	107,115
Charitable activities					
Refuge based support		755,201	119,428	874,629	891,031
Community based support		1,099,480	2,581,000	3,680,480	3,569,581
Modern day slavery		2,724,260	-	2,724,260	1,292,703
Capital projects		-	60,519	60,519	284,255
Other trading activities	3	79,767	-	79,767	34,672
Other income	5	-	-	-	27,852
Total		4,750,702	2,760,947	7,511,649	6,207,209
EXPENDITURE ON					
Raising funds	6	-	-	-	438
Charitable activities	7				
Refuge based support		792,366	101,268	893,634	991,307
Community based support		572,701	2,335,352	2,908,053	3,197,779
Modern day slavery		1,868,179	17,090	1,885,269	946,455
Total		3,233,246	2,453,710	5,686,956	5,135,979
NET INCOME		1,517,456	307,237	1,824,693	1,071,230
Transfers between funds	19	(29,018)	29,018	-	-
Net movement in funds		1,488,438	336,255	1,824,693	1,071,230
RECONCILIATION OF FUNDS					
Total funds brought forward		2,383,152	981,983	3,365,135	2,293,905
TOTAL FUNDS CARRIED FORWARD		3,871,590	1,318,238	5,189,828	3,365,135

The notes form part of these financial statements


BLACK COUNTRY WOMEN'S AID

BALANCE SHEET 31 MARCH 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	14	1,204,023	1,145,331
CURRENT ASSETS			
Debtors	15	2,088,076	1,367,719
Cash at bank and in hand		2,094,072	1,466,839
		<u>4,182,148</u>	<u>2,834,558</u>
CREDITORS			
Amounts falling due within one year	16	(196,343)	(614,754)
NET CURRENT ASSETS		<u>3,985,805</u>	<u>2,219,804</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>5,189,828</u>	<u>3,365,135</u>
NET ASSETS		<u>5,189,828</u>	<u>3,365,135</u>
FUNDS	19		
Unrestricted funds		3,871,590	2,383,152
Restricted funds		1,318,238	981,983
TOTAL FUNDS		<u>5,189,828</u>	<u>3,365,135</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 13 December 2022 and were signed on its behalf by:



Karen Elizabeth Dowman - Trustee

BLACK COUNTRY WOMEN'S AID
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	<u>718,945</u>	<u>1,075,262</u>
Net cash provided by operating activities		<u>718,945</u>	<u>1,075,262</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(91,712)</u>	<u>(306,379)</u>
Net cash used in investing activities		<u>(91,712)</u>	<u>(306,379)</u>
 Change in cash and cash equivalents in the reporting period		<u>627,233</u>	<u>768,883</u>
Cash and cash equivalents at the beginning of the reporting period		<u>1,466,839</u>	<u>697,956</u>
 Cash and cash equivalents at the end of the reporting period		<u><u>2,094,072</u></u>	<u><u>1,466,839</u></u>

The notes form part of these financial statements

BLACK COUNTRY WOMEN'S AID

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	1,824,693	1,071,230
Adjustments for:		
Depreciation charges	33,020	36,141
Loss on disposal of fixed assets	-	530
Increase in debtors	(720,357)	(371,689)
(Decrease)/increase in creditors	(418,411)	339,050
Net cash provided by operations	<u>718,945</u>	<u>1,075,262</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank and in hand	<u>1,466,839</u>	<u>627,233</u>	<u>2,094,072</u>
	<u>1,466,839</u>	<u>627,233</u>	<u>2,094,072</u>
Total	<u>1,466,839</u>	<u>627,233</u>	<u>2,094,072</u>

The notes form part of these financial statements

BLACK COUNTRY WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Charitable activities

Charitable activities are as follows:

Refuge based support
Community based support
Modern slavery
Equipment grants

Resources expended

Staff costs and overhead expenses are allocated to activities on the basis of staff time spent on those activities.

Value added tax is not recoverable by the charity and as such is included in the relevant costs in the Statement of Financial Activities.

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

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 2% on cost
Fixtures and fittings	- 33% on cost

Taxation

As a charity, Black Country Women's Aid is exempt from tax on income and gains falling within section 466 to 493 of the Corporation Tax Act 2010 to the extent that these are applicable to its charitable objects. No tax charges have arisen in the charity.

Fund accounting

Unrestricted funds are donations and other income received or generated for the objects of the charity without specified purposes and are available as general funds.

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

Expenditure which meets these criteria is identified to the fund, together with a fair allocation of management and support costs.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

BLACK COUNTRY WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES - continued

Fund accounting

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

Donated goods and services

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

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Hire purchase and leasing commitments

Assets obtained under hire purchase contracts or finance leases are capitalised in the balance sheet. Those held under hire purchase contracts are depreciated over their estimated useful lives. Those held under finance leases are depreciated over their estimated useful lives or the lease term whichever is shorter.

Rentals paid under operating leases are charged to the statement of financial activity on a straight line basis over the period of the lease.

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	91,994	107,115

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Management and training fees	79,767	34,672

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Grants and contracts	Refuge based support	425,407	471,967
Accommodation charges	Refuge based support	449,222	419,064
Grants and contracts	Community based support	3,680,480	3,569,581
Grants and contracts	Modern day slavery	2,724,260	1,292,703
Grants and contracts	Capital projects	60,519	284,255
		7,339,888	6,037,570

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

	2022	2021
	£	£
Refuge: Sandwell MBC - Supporting People	305,979	305,979
Refuge: Sandwell MBC - DCLG	119,428	59,378
Refuge: MHCLG COVID-19	-	106,610
Community: Sandwell MBC - Specialist DV and SV Support	328,143	321,297
Community: Sandwell MBC - Safer Sandwell Partnership	40,000	40,000
Carried forward	793,550	833,264

BLACK COUNTRY WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

4. INCOME FROM CHARITABLE ACTIVITIES - continued

	2022	2021
	£	£
Brought forward	793,550	833,264
Community: Dudley MBC - DA Support Service	123,424	123,424
Community: Dudley MBC - ED Advocacy Project	57,135	58,848
Community: Walsall MBC - DV/ Children	359,957	335,403
Community: West Midlands Police and Crime Commissioner	1,391,652	863,075
Community: West Midlands Police and Crime Commissioner - DVPP	-	108,455
Community: West Midlands Police and Crime Commissioner - New Chance	44,109	45,000
Community: West Midlands Police and Crime Commissioner - COVID	-	240,095
Community: West Midlands Police - VRU	6,915	12,664
Community: West Midlands Police - Secondment	-	33,520
Community: SWM Probation Trust - Female Service Users	73,902	291,657
Community: Changing Lives - Female Service Users	170,792	-
Community: Home Office - CSE and Our Future	363,055	358,183
Community: Ministry of Justice - Rape and SA Support Fund	385,542	226,486
Community: Ministry of Justice - COVID	-	46,228
Community: NHS Sandwell and West Birmingham - ED Advocacy Project	19,156	88,622
Community: NHS Sandwell and West Birmingham CCG - IRIS	-	73,843
Community: NHS Dudley CCG - IRIS	-	76,113
Community: NHS Walsall CCG - IRIS	-	76,113
Community: Change, Grow, Live (CGL) - Early Help Service	-	40,516
Community: Children in Need - Young People's Advocate	11,123	30,757
Community: Homeless Link	24,761	74,282
Community: SCVO	50,881	5,000
Community: RSVP	3,262	-
Community: Eveson Charitable Trust	29,000	-
Modern Day Slavery: Salvation Army	2,724,260	1,292,703
Modern Day Slavery: Capital Projects: Heart of England - Building Better Lives	60,519	284,255
Community: NHS IRIS Combined Authority	197,671	-
	<u>6,890,666</u>	<u>5,618,506</u>

5. OTHER INCOME

	2022	2021
	£	£
Coronavirus Job Retention Scheme	-	27,852

BLACK COUNTRY WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

6. RAISING FUNDS

Raising donations and legacies

	2022	2021
	£	£
Fundraising	-	438

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8) £	Support costs (see note 9) £	Totals £
Refuge based support	828,533	65,101	893,634
Community based support	2,484,887	423,166	2,908,053
Modern day slavery	1,705,422	179,847	1,885,269
	<u>5,018,842</u>	<u>668,114</u>	<u>5,686,956</u>

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Staff costs	4,035,041	3,462,063
Activity costs	180,526	206,517
Office costs	157,315	246,183
Property costs	645,960	549,029
	<u>5,018,842</u>	<u>4,463,792</u>

9. SUPPORT COSTS

	Depreciation £	Office costs £	Property costs £
Refuge based support	-	25,484	15,432
Community based support	-	165,647	100,313
Modern day slavery	17,090	63,711	38,582
	<u>17,090</u>	<u>254,842</u>	<u>154,327</u>
	Staff costs, travel etc £	Governance costs £	Totals £
Refuge based support	23,189	996	65,101
Community based support	150,732	6,474	423,166
Modern day slavery	57,974	2,490	179,847
	<u>231,895</u>	<u>9,960</u>	<u>668,114</u>

BLACK COUNTRY WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

9. SUPPORT COSTS - continued

Activity	Basis of allocation
Depreciation	Usage
Office costs	Usage
Property costs	Usage
Staff costs, travel etc	Usage
Governance costs	Usage

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

				2022	2021
	Refuge based support £	Community based support £	Modern day slavery £	Total activities £	Total activities £
Depreciation of tangible fixed assets	-	-	17,090	17,090	36,671
Office costs	25,484	165,647	63,711	254,842	209,085
Property costs	15,432	100,313	38,582	154,327	65,920
Staff costs & travel etc	23,189	150,732	57,974	231,895	349,313
Auditors' remuneration	996	6,474	2,490	9,960	10,760
	<u>65,101</u>	<u>423,166</u>	<u>179,847</u>	<u>668,114</u>	<u>671,749</u>

10. NET INCOME/(EXPENDITURE)

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

	2022 £	2021 £
Auditors' remuneration	9,960	10,760
Depreciation - owned assets	<u>33,020</u>	<u>36,142</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

BLACK COUNTRY WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

12. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	3,178,022	2,853,015
Social security	270,630	239,654
Pension	124,527	103,682
	<u>3,573,179</u>	<u>3,196,351</u>

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

	2022	2021
Direct charitable work	141	135
Administration	18	17
	<u>159</u>	<u>152</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£80,001 - £90,000	<u>1</u>	<u>1</u>

Black Country Women's Aid considers its key management personnel to be the Chief Executive Officer. The total employment benefits including employer pension contributions of the key management personnel were £84,181 (2021: £84,389).

The company operates a Group Personal Pension Plan to which the charitable company contributes 5% and employees contribute 3%.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	107,115	-	107,115
Charitable activities			
Refuge based support	772,697	118,334	891,031
Community based support	1,145,301	2,424,280	3,569,581
Modern day slavery	1,292,703	-	1,292,703
Capital projects	-	284,255	284,255
Other trading activities	34,673	(1)	34,672
Other income	27,852	-	27,852
Total	<u>3,380,341</u>	<u>2,826,868</u>	<u>6,207,209</u>
EXPENDITURE ON			
Raising funds	438	-	438
Charitable activities			
Refuge based support	870,712	120,595	991,307
Community based support	866,318	2,331,461	3,197,779

BLACK COUNTRY WOMEN'S AID

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Modern day slavery	936,901	9,554	946,455
Total	2,674,369	2,461,610	5,135,979
NET INCOME	705,972	365,258	1,071,230
Transfers between funds	42,070	(42,070)	-
Net movement in funds	748,042	323,188	1,071,230
RECONCILIATION OF FUNDS			
Total funds brought forward	1,635,110	658,795	2,293,905
TOTAL FUNDS CARRIED FORWARD	2,383,152	981,983	3,365,135

14. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2021	1,204,812	138,123	1,342,935
Additions	91,712	-	91,712
At 31 March 2022	1,296,524	138,123	1,434,647
DEPRECIATION			
At 1 April 2021	73,663	123,941	197,604
Charge for year	25,929	7,091	33,020
At 31 March 2022	99,592	131,032	230,624
NET BOOK VALUE			
At 31 March 2022	1,196,932	7,091	1,204,023
At 31 March 2021	1,131,149	14,182	1,145,331

BLACK COUNTRY WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	1,132,321	901,266
Rent Receivable	-	18,211
Other debtors	882,508	356,409
Prepayments	73,247	91,833
	<u>2,088,076</u>	<u>1,367,719</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	41,192	261,677
Social security and other taxes	72,652	156,518
Other creditors	29,935	-
Deferred income	18,901	160,011
Accrued expenses	33,663	36,548
	<u>196,343</u>	<u>614,754</u>

17. SECURED DEBTS

A charge has been secured on the freehold property known as Karen House on 16 March 2020, in favour of the Heart of England Community Foundation, by way of a legal mortgage.

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2022 Total funds	2021 Total funds
	£	£	£	£
Fixed assets	385,702	818,321	1,204,023	1,145,331
Current assets	3,682,231	499,917	4,182,148	2,834,558
Current liabilities	(196,343)	-	(196,343)	(614,754)
	<u>3,871,590</u>	<u>1,318,238</u>	<u>5,189,828</u>	<u>3,365,135</u>

BLACK COUNTRY WOMEN'S AID

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

19. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	1,684,134	1,517,456	(1,201,022)	2,000,568
Service Continuity Fund	522,018	-	(25,996)	496,022
Strategic Development Fund	102,000	-	73,000	175,000
Property Contingency Fund	75,000	-	25,000	100,000
Redundancy reserve	-	-	100,000	100,000
Capital reserve	-	-	1,000,000	1,000,000
	<u>2,383,152</u>	<u>1,517,456</u>	<u>(29,018)</u>	<u>3,871,590</u>
Restricted funds				
Refuge Based Support	-	18,160	-	18,160
Community Based Support	238,285	245,648	(2,176)	481,757
Heart of England Capital Grant	743,698	43,429	31,194	818,321
	<u>981,983</u>	<u>307,237</u>	<u>29,018</u>	<u>1,318,238</u>
TOTAL FUNDS	<u>3,365,135</u>	<u>1,824,693</u>	<u>-</u>	<u>5,189,828</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	4,750,702	(3,233,246)	1,517,456
Restricted funds			
Refuge Based Support	119,428	(101,268)	18,160
Community Based Support	2,581,000	(2,335,352)	245,648
Heart of England Capital Grant	60,519	(17,090)	43,429
	<u>2,760,947</u>	<u>(2,453,710)</u>	<u>307,237</u>
TOTAL FUNDS	<u>7,511,649</u>	<u>(5,686,956)</u>	<u>1,824,693</u>

BLACK COUNTRY WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	1,004,088	705,972	(25,926)	1,684,134
Service Continuity Fund	493,022	-	28,996	522,018
Strategic Development Fund	88,000	-	14,000	102,000
Property Contingency Fund	50,000	-	25,000	75,000
	<u>1,635,110</u>	<u>705,972</u>	<u>42,070</u>	<u>2,383,152</u>
Restricted funds				
Refuge Based Support	1,742	(2,261)	519	-
Community Based Support	179,351	92,819	(33,885)	238,285
Heart of England Capital Grant	477,702	274,700	(8,704)	743,698
	<u>658,795</u>	<u>365,258</u>	<u>(42,070)</u>	<u>981,983</u>
TOTAL FUNDS	<u>2,293,905</u>	<u>1,071,230</u>	<u>-</u>	<u>3,365,135</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,380,341	(2,674,369)	705,972
Restricted funds			
Refuge Based Support	118,334	(120,595)	(2,261)
Community Based Support	2,424,280	(2,331,461)	92,819
Heart of England Capital Grant	284,254	(9,554)	274,700
	<u>2,826,868</u>	<u>(2,461,610)</u>	<u>365,258</u>
TOTAL FUNDS	<u>6,207,209</u>	<u>(5,135,979)</u>	<u>1,071,230</u>

The General Fund is to meet the day to day cash flow requirements of the charity.

The Service Continuity Fund provides for the costs of closure as well as 6 months running costs in the event of withdrawal of funding.

The Strategic Development Fund provides for the organisation to undertake research and development to inform future service provision and secure additional funds for long term service delivery.

The Property Contingency Fund provides sufficient funds to maintain the Charity's properties to a high standard and to ensure routine repairs and maintenance are carried out.

The Redundancy Reserve is to cover the potential costs of redundancy over the capped limit to long term employees.

The Capital Reserve comprises funds set aside for the organisation to invest in property in order to meet future demand for its services.

BLACK COUNTRY WOMEN'S AID

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

19. MOVEMENT IN FUNDS - continued

The Refuge Based Support Fund provides welfare and activities for women and children residing in our refuges.

Community Based Support provides home based support, including support and counselling to women and children who are victims of sexual violence and a helpline for Asian women. Part of this service was previously treated separately as 'Rape Support Service' but as services have changed over the years, it is now more appropriate to encompass these services under one umbrella.

Heart of England Capital Grant is a restricted fund for a capital project, the balance represents the net book value of the assets relating to that fund.

20. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.