

REGISTERED COMPANY NUMBER: 02791788 (England and Wales)
REGISTERED CHARITY NUMBER: 1032298

Report of the Trustees and
Financial Statements for the Year Ended 31 March 2025
for
Black Country Women's Aid

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for the Year Ended 31 March 2025**

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Black Country Women's Aid

**Reference and Administrative Details
for the Year Ended 31 March 2025**

TRUSTEES

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**REGISTERED COMPANY
NUMBER**

02791788 (England and Wales)

**REGISTERED CHARITY
NUMBER**

1032298

AUDITORS

TAG Assurance Services Limited
Chartered Accountants and
Registered Auditors
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**Report of the Trustees
for the Year Ended 31 March 2025**

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 2025. 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:

The Charity's objects, for the public benefit, are to relieve the physical and mental distress of (primarily) women, children and young people and in particular (but not limited to) those who are homeless, are experiencing, have experienced or are affected by violence, abuse or exploitation and/or are in or have been part of the criminal justice system.

Significant activities

BCWA remains committed to the delivery of high-quality services across the West Midlands to victims of violence and abuse. To achieve this BCWA has adopted the following strategies

- Redefining the objectives and activities to ensure that they reflect the work of the charity. These were altered by special resolution on 15 November 2024.
- Delivery of high-quality services; seeking accreditation, external validation evidencing good and effective services that are value for money.
- Maintaining our "tell it once" approach so that victims/survivors can access all the support services they need to rebuild their lives.
- Consulting and involving victims/survivors in service design and delivery to ensure that they meet the needs of victims/survivors.
- Working collaboratively with partners as resources, budgets and services are reduced, to ensure that victim/survivor support is not affected, as we continue to recognise the challenge and difficulties for victims/survivors to disclose their abuse.
- Identifying sources of funding to maintain services through a variety of sources with the aim to reduce reliance on one single source.
- Being data driven. Developing quality systems that capture distance travelled, impact and effectiveness, contributing to statutory partner strategic plans, influencing assessment of need and commissioning of service.

Public benefit

BCWA is a charity that has worked across the Black Country and wider West Midlands for nearly 40 years supporting victims of violence and abuse, providing high quality advice and advocacy as well as emergency accommodation for those wanting to leave violent and abusive homes. We support victims/survivors to rebuild lives after violence and abuse as well as improving their wellbeing and life opportunities to people in our community, regardless of background or circumstance. We do this by providing free access to services, activities and resources, offering guidance and support to those in need, and creating inclusive spaces where individuals can be supported, learn, connect, and thrive. The benefits of our work are open to the public, widely accessible, and designed to create lasting positive change.

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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ACHIEVEMENTS AND PERFORMANCE

Development, Activities and Achievements for 2024/5

Two million women are estimated to be victims of violence perpetrated by men each year, in an epidemic so serious it amounts to a "national emergency", with crimes including stalking, harassment, sexual assault and domestic violence affecting one woman in 12 in England and Wales. The number of recorded offences has grown by 37% in the past five years, and perpetrators getting younger, according to figures are contained in the first national analysis of the scale of violence against women and girls (VAWG) by the National Police Chiefs' Council (NPCC), released in July 2024. The new Labour government has ambitious plans to tackle VAWG, pledging to halve current levels within a decade.

The Labour government said that it will "reform the justice system to put the needs of victims first." They pledged to introduce specialist rape and sexual offences teams in every police force, targeting the most prolific and harmful perpetrators and using tactics normally reserved for terrorists and organised crime; introducing domestic abuse experts in 999 control rooms so that victims can talk directly to a specialist, and ensuring there is a legal advocate in every police force area to advise victims from the moment of report to trial. They have also been committed to ensuring schools address misogyny and teach young people about healthy relationships and consent and providing police forces with the powers they need to track and tackle the problem. Labour have also proposed for six police forces to be given powers to charge domestic abuse suspects without the involvement of the Crown Prosecution Service (CPS). Based on a pilot implemented by West Yorkshire Police which has invested in a cohort of trained police decision-makers, the plan will extend the use of emergency provisions for the police to charge high-risk domestic abuse suspects where the CPS cannot charge in time. The government also plans to introduce a statutory duty on chief constables and chief crown prosecutors to work together to deliver justice for victims, including a requirement to develop new joint justice arrangements in every area and devise an annual joint charging action plan.

NPCC chiefs have warned of young men being "radicalised" online by influencers such as Andrew Tate and have demanded that technology companies act more quickly to take down extreme material. Louisa Rolfe, NPCC Lead for Domestic Abuse and an Assistant Commissioner at the Metropolitan police, has said that the real figure for victims was probably even higher than the two million victims a year identified, with many offences not being reported, arguing that: "I think it is more, more like 4 million." Police privately argue that delays in bringing domestic abuse prosecutions mean that most victims withdraw their support for a prosecution after seven days. Maggie Blyth, NPCC Lead for VAWG sees the justice system is a major problem: "We don't think it is functioning..... We know that we've got significant delays within the court system. We know that victims are waiting far too long for a criminal justice outcome. And we know that some victims fall away through that process."

Whilst we are committed to the changes it is also clear that more needs to be done to keep women and children safe from domestic abuse.

The year has been challenging with government changes, both in infrastructure and finances, means the sector continues to face significant challenges at a time when there are more victims than ever being identified. Some of the challenges are:

- In early 2025, ahead of the Spending Review, there remained a lack of clarity on the future of victim funding for many services. In addition, complex commissioning processes are having a detrimental impact on the availability of specialised support. Short term, unsustainable funding is damaging for organisations committed to providing more innovative support for victims of VAWG and fuels issues related to staff retention. However, Refuge reported that the prevalence of short-term contracts (one year or less) increased between 2022/23 and 2023/24.
- The rise in National Insurance has impacted the VAWG sector as we were forced to find additional funding for the additional costs when funding allocations are not increased to accommodate this increase. This represents a real term reduction in funding.
- The rise of the far right over the last year surpassed ideological unrest, spilling into violent acts following the tragic murders of three young girls in Southport: Elsie Dot Stancombe, Bebe King and Alice DaSilva. The far right weaponised their deaths, fuelling racist riots that rippled across the UK, resulting in extreme acts of violence by hordes of people against migrants and minoritised people, including attacks on immigration centres and setting fire to multiple hotels housing migrants, many of whom were women escaping domestic abuse. The link between misogyny and extremism has been formalised by the government's decision to categorise misogyny as extremism. It is currently unclear how misogyny will be addressed under this framework, however the VAWG sector has raised concerns about framing misogyny within the prism of counterterrorism due to the historic over-policing of young men from Black and minoritised communities through the government's Prevent strategy.

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- New figures released by the Ministry of Justice in December 2024 showed that the number of sexual offence cases waiting to go to the Crown Court now stands at 11,574, a new record high. This is a 44.5% increase compared to the number waiting at the same time in 2022. The number of adult rape cases waiting to go to court stands at 3,291.

- Latest estimates from the Office for National Statistics (ONS) Crime Survey for England and Wales (CSEW), for the year ending September 2024, show that 2.2% of people aged 16 years and over had experienced sexual assault (including attempted offences). Although there is year-to-year volatility in these estimates, over the last 10 years there has been an increase in sexual assault. The CSEW for the year ending March 2024 estimated 2.6% of people aged 16 to 59 years had experienced sexual assault (including attempted offences) in the last year compared with 1.5% in March 2014. As set out by the ONS, there have been general increases in police recorded sexual offences over the last decade. In the year ending September 2024, there was a 5% increase to 199,445 offences, compared with the previous year (190,620 offences). Of the 199,445 sexual offences recorded in the 12 months up to September 2024, only 4.1% of cases were charged within the year. Roughly 35% (69,958 offences) of all sexual offences recorded by the police in year ending September 2024 were rape offences. This was a 3% increase compared with the year ending September 2023 (67,746 offences). Police outcomes data sets out that of the 69,958 rapes recorded in the 12 months to September 2024, only 2.7% cases were charged within the year.

- The ONS sets out that the police flagged 827,609 offences as domestic abuse-related in the year ending September 2024, including 646,211 violence against the person offences. This was a 6% decrease from the previous year (882,705 offences), mainly because of fewer violence against the person offences (down from 696,935 offences). This is likely, in part, to reflect recent changes in police recording practices. The proportion of violence against the person offences flagged as domestic abuse-related was 33%, like the previous year's 34%. In contrast to the above decrease, the Women's Aid Annual Audit report found their members experienced higher demand for domestic abuse services this year, including with the quantity of cases, their complexity, as well as case lengths.

- In the year ending June 2024, police recorded stalking increased by 12% (to 132,912 offences) and police recorded harassment also increased by 11% (to 293,493 offences) compared with the previous year. Over the same time, there was a 1% decrease in the number of coercive and controlling behaviour offences (44,816 offences). The NPCC's 2024 VAWG Strategic Threat Risk Assessment (STRA) report showed that 40% of all police recorded VAWG was stalking and harassment, with a large proportion these offences being domestic abuse related (51%). The Domestic Homicide Project year 3 report identified that stalking behaviours are one of the most common risk factors for all suspects in domestic homicide.

- According to the ONS, for the year ending March 2024, 5% of people aged 16 and over reported experiencing at least one of the forms of sexual harassment that the ONS asked about within the last 12 months. Prevalence was approximately three times higher among women (8%) compared with men (3%). The likelihood of experiencing sexual harassment was highest among younger age groups. This was particularly the case for women, with 23% of those aged 16 to 24 and 16% of those aged 25 to 34 experiencing some form of sexual harassment in the previous year compared with 5% of those aged 35 and over..

- 77% of girls and young women aged 7-21 have experienced online harm in the last year, and over 1 in 5 girls aged 7-10 have seen "rude images" online. This has doubled since 2021. The largest comprehensive survey of online harms across England, Wales, Scotland and Northern Ireland, carried out by the Open University, found that women experiencing online violence are significantly more likely to be below the age of 25. Furthermore, in the first six months of 2024, child sexual abuse reports related to sexual extortion were up 19% compared to the same period in 2023, according to the Internet Watch Foundation. Victims are getting younger, with a 25% increase in reports involving 14-15-year-olds compared to the previous year. Whilst boys still make up the majority of victims, there has been a 2,600% increase in reports involving girls..

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- In the year ending March 2024, there were 2,755 Honour-Based Abuse (HBA) related offences recorded by the police in England and Wales, a decrease of 8% compared with the year ending March 2023 (when there were 3,008 offences). This is the first decrease in police-reported offences since the time series began in the year ending March 2020. However, Karma Nirvana, which runs the National Honour Based Abuse Helpline, handled 2,962 cases in the same period, a sharp 13% rise from last year. The decline in police recorded incidents, paired with rising reports to Karma Nirvana, points to potential under-reporting or even misclassification by police forces, rather than a true reduction in HBA incidents, as highlighted in Karma Nirvana's statement on the decline. Of the 2,755 HBA offences recorded in the latest year, 111 were female genital mutilation (FGM) cases and 201 forced marriage offences. The number of FGM offences and forced marriage offences increased slightly (by 25 and 28 offences respectively). Over half (54%; 60 offences) of the FGM offences recorded by the police were reported under the mandatory reporting duty for FGM.

It is vital that BCWA remains highly visible and responsive to victims.

During the year BCWA had 12,493 cases opened and recorded on the BCWA database. We are mindful that this does not represent the total number of victims supported/ referred into service as the data from our multi-agency partnerships is retained on their systems. The cases opened refer to the following services:

- Domestic abuse community services: 8,128
- Rape and sexual violence services: 1,224
- Children's services: 389
- Stalking services: 981
- Therapeutic services: 321
- Modern slavery services: 507
- DA accommodation services: 357 (requests for refuge, of which 61 new clients were accommodated. 50 children/ dependents were also accommodated)
- Women's justice services: 586

In addition, support services were busy:

- 266,390 entries recorded into our case management system
- 53,204 calls made to agencies and clients
- 35,345 emails and texts to clients
- 23,250 calls and texts from clients and agencies
- 92 calls or texts per day to our helpline, or 12 per hour

Please note that this data does not include MDS Services or Women's Justice Mariposa Project.

Trustees, senior management and all staff worked together to devise operational plans. These plans included:

Accessible and Available - BCWA ensures that the public know how to make contact for help, advice and support. Each BCWA centre is in areas with good transport links, discreet locations and accessible for victims needing help and support. We respond when they are ready to talk. Key messaging to victims is vital to let them know that they are not alone, even though they are often made to feel that they are. BCWA knows that a victim making the choice to pick up the phone or make the decision to leave is at significant risk of serious hurt and harm. We respond swiftly and confidently. BCWA works with local councils, strategic partnerships and the business community to promote the services offered. Social media and investment in quality communications ensures that we reach people living in our communities who may be living with abuse. BCWA regularly features on local radio and maintains a high social media presence for greater reach.

BCWA listens and hears the voices of those that we provide services to. This is done in ways that enable a dialogue, feedback and impact; their voice is vital to the future direction of services. Where gaps in service are identified, BCWA aim to respond. The integrated abuse support vision aims to offer help and support to anyone who has experienced abuse and for that service to be under one roof and easily accessible.

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Keeping information safe and secure- BCWA continues to develop its technological systems and resources for accurate record keeping and data capture. During 2024/25, trustees were committed to the development of a new case management system (CMS). A small development team was formed to develop a specification, and a selective tender process was undertaken with industry CMS providers. Improved case records, data and analysis were built into the specification to ensure that BCWA services continue to contribute to local needs assessments. Phase 1 of the new CMS will be launched in April 2026. Achieving Cyber Security standards remains a high priority as victims in services need to be confident that BCWA can store and keep safe information about their abuse. BCWA has achieved the Cyber Security standards both self-assessment and Cyber Essential for the 4th year running.

Making every contact count - BCWA continues to invest time and resources to ensure that there are effective and connected operational systems to identify and support victims of abuse wherever they are living within the West Midlands. The use of social media, promotional campaigns, weekly updates and messaging, as well as joint work with partners, ensures that we reach as many people as possible. Communicating with victims has changed over the years and we need to make sure that we change and respond to in a way victims can engage and access services. BCWA is pleased to be able to offer a range of options for people who need us. Making every contact count means that from the 1st call or conversation victims are given resources and support to enable them to make informed decisions. Feedback from victims/survivors was extremely positive and many commented on the positive engagement they maintain with their support worker.

Positive partnerships - BCWA is a valued partner with both statutory and non-statutory partners. BCWA has made significant contributions to local strategic plans and play an active role in providing information, data, and access to victims to enable strategies and commissions to be developed. BCWA also takes its responsibility seriously to seek additional funds to support local funding strengthening service offers. BCWA acknowledges that it is vital to receive funding from a variety of funders to avoid reliance on statutory funding but also to lever additional funding to support local strategies.

BCWA continues to make a significant contribution to the partnerships across the 4 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, Sandwell Domestic Abuse Strategic Partnership (DASP) Dudley Domestic Board and Dudley Safe and Sound, Walsall Domestic Abuse Board as well as operation groups focusing on young people at risk of exploitation, Youth Justice Board, local multiagency safeguarding arrangements, West Midlands Rape and Serious Sexual Offences (RASSO) Board, Sexual Assault Referral Centre (SARC) Board and local Multi-Agency Risk Assessment Conferencing (MARAC) and Multi Agency Safeguarding Hubs (MASH) and Stalking Triage Clinics. In addition, the service leads on themes such as domestic abuse, modern slavery and stalking at the Office of the Police Crime Commissioner's Victim's Commission. The Victim's Commission is the PCC's advisory body on the provision of specialist services. The role of the Victim's Commission is to ensure that services have a positive impact on victims, improving the circumstances of individuals affected by crime, to cope with the effects of their experiences and recover from the harm they have experienced.

In addition to the above multi agency partnerships BCWA works with specialist services nationally and across the region to ensure that services are coordinated and meet the highest standards. The organisation has continued its partnerships work with the following: National Stalking Consortium, Specialist Domestic Violence and Abuse Consortium, Rape and Sexual Violence Consortium and the Women's Justice Partnership supporting vulnerable people. This approach continues to demonstrate that agencies cannot work in isolation but are always stronger together.

BCWA continues to work with the Salvation Army and the England and Wales delivery partners on challenging local responses, improving systems and services for victims of modern slavery within the National Referral Mechanism.

BCWA is committed to ensuring that victims have access to food, clothing and shelter and has established positive and committed links with local people, communities and businesses. BCWA supporter's generosity comes in both financial support, essential items such as clothing, toiletries, start-up kits for new mothers. Our links with local foodbanks, other charities and the community voluntary organisations enabled food, clothing and essentials for distribution as families told us how they continue to struggle with meeting the basic needs of their children/family.

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Funding challenges - During 2024/25 many of our statutory partners were awaiting financial settlements to then commission services in line with their needs assessments. This resulted in short term allocations of funding only covering a 12-month period with a view that longer term commissions would materialise from 2025/26. Some commissioners halved the allocation available resulting in a significant reduction in service whilst others carried over the funding with a view to remodel the following year once financial settlements have been agreed. Short term funding creates great instability and service impact for example the loss of the Dudley MASH IDVA not only resulted in redundancy for the employee, but the start of the system for victims to access help and support to be dismantled. The lack of an impact assessment because of this reduction in funding and loss of essential support positions has been to the detriment of the authority's strategy to support victims of abuse. The lack of impact assessments is concerning as funding determines the service rather than the needs assessments and high volumes of victims.

Quality and Performance - Evidencing quality is important to BCWA to ensure that, not only are the values and principles of the charity being adhered to, but the charity demonstrates good value for money against "industry" standards. BCWA is regularly assessed by the Care Quality Commission (CQC) for quality of service and safeguarding, International Standards Organisation (ISO) related to Environmental, business continuity, Information Security and quality standards. Whilst these are conditions of the modern-day slavery support contract, BCWA continues to adopt the standards across all services. During the year BCWA was also preparing for the Women's Aid Federation of England and Wales standards covering all domestic abuse, rape and sexual violence, male services and children and young people services and Lime Culture covering rape and sexual violence services for both adult, males and children and young people. Assessments will take place during the early part of 2025/26. Targets and KPI's are set for all contracts and BCWA has been able to evidence through high quality performance reporting the delivery of service against the specifications. Feedback from both commissioners and services users is positive. Supporting analysis against volumes, trends and patterns informs local strategic needs assessments.

Meeting funder/ commissioners' targets/KPI's - BCWA continues to receive commendations for its professionalism, standards of service and commitment to the Violence Against Women and Girls agenda. BCWA can create solutions to often complex problems and is responsive, innovative and dynamic in its solutions for victims. 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.

Service details

Community Services - Domestic Abuse

BCWA continues to provide commissioned services for Sandwell, Dudley and Walsall local strategic partnerships and continue to provide domestic abuse support services. High risk victims continue to be supported by an Independent Domestic Violence Advocate (IDVA), who provides immediate support and minimises risk linking with local Multi Agency Risk Assessment Conference (MARAC). BCWA is integral to the Walsall and Dudley Strengthening Families model, the Black Country Family Drug and Alcohol Court (FDAC) where highly vulnerable children are identified and support around the family is provided. Both specialist areas will be independently evaluated.

High risk victims continue to be supported by an independent domestic abuse adviser (IDVA). Volumes are increasing and further support has been made available by the West Midlands Office of the Police Crime Commissioner (OPCC) to support this increase and strengthen the regional Multiagency Risk Assessment Conferences (MARAC) that take place across the Black Country.

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 continues to operate within the following structures:

- Multi agency Safeguarding Hubs (MASH) - many referrals are received through this route 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.
- Accident and Emergency Departments - Based within Russell's Hall Hospital Trust, specialist advocates identify victims presenting with multiple injuries as a result of abuse. BCWA continue to triangulate support for victims in both primary and acute services to reduce risk and increase safety.

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- 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 and all 4 LAs in the Black Country supporting children and young people.

Stalking Services

BCWA continues to develop its Stalking service. The team uses several 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 OPCC was successful in obtaining further Home Office funding for supporting perpetrators of abuse; BCWA provides continued and ongoing support to the victim. The Early Awareness Stalking Intervention ("EASI") pilot is in partnership with HMPPS Psychology Services Group, West Midlands Police and focuses on improving how they identify and address stalking. The vision for Psychology Services Group and West Midlands Police is to trial a cost- and time-efficient, targeted, and evidence-informed intervention for those who are known to have engaged in stalking delivered at the earliest stage possible. Police training is being supported by the Alice Ruggles Trust. The project is being evaluated by the University of Derby in their Faculties of Criminology and Forensic.

The service remains a member of the National Stalking Consortium, chaired by Suzy Lamplugh's Trust. BCWA provides updates of the positive work they continue to achieve locally and, together, plan for National Stalking Week Conference.

During the year the service was instrumental in setting up the first stalking clinic for the region, strengthening the partnership's response and valuing all contributions. This is an ambition realised since the start of the stalking service developed by BCWA.

The stalking clinic:

- holds bespoke multi-agency meetings where high risk referrals are assessed and where the team look at stalking behaviours, the motivations behind them and the history and mental health of the offender.
- identifies and shares organisational learning and feeding back into the partnership for future training and development for partners.
- discusses the profiles and risk of stalkers with all parties sharing intelligence and information - provides feedback and advice to officers to ensure robust management of stalking.
- provides referrals to the independent stalking advocacy caseworker (ISAC) and partner agencies for high risk stalking.
- facilitates case discussions with the ISAC, Crown Prosecution Service (CPS) and force stalking tactical lead ensuring victim support and safeguarding dedicated legal advisor to support the application of SPOs and advocating for their use.
- co-ordinates cross-border support to stalking cases as required.

Rape, Sexual Violence and Abuse Services

Ensuring that all victims get access to the valuable services of an ISVA remains a priority. BCWA's team of ISVAs (independent sexual violence advisers) support both male and female survivors of rape and sexual abuse across the Black Country. 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 Independent Sexual Violence Advisers (ISVA) continue to play a key role in helping survivors to access and engage with the criminal justice system, both support and court applications for Criminal Injuries Compensation administration.

BCWA continues to play an active role in the following partnerships:

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- Regional Rape and Sexual Assault strategic group. The vision of this strategy is to reduce and prevent all forms of sexual assault and abuse. The Sexual Assault and Abuse (SAA) Board will work to ensure the West Midlands offers a multi-agency, holistic and seamless service to victims of sexual assault and abuse; to enhance the services provided to those affected through the criminal justice pathway; to provide therapeutic support to victims to help them rebuild their lives and to hold offenders to account for their behaviour.

- Voice of the Victim Forum -This focuses discussions with agencies to discuss how to best ensure that victims remain engaged and their voices heard through the police investigation. Advocating for the consistent use of the victim's code and improve communication between victim and officer via the ISVA is promoted.

- VAWG Local Scrutiny and Involvement Panel (West Midlands) - This meeting provides the opportunity for BCWA to provide an insight into the landscape of support for victims of SV.

BCWA will be working for reaccreditation against the Lime Culture Quality standards for its Adult ISVA service, Ask Marc and children's service towards the end of 2024/25. Through the Independent Accreditation Programme, services are assessed against nationally recognised Quality Standards, supporting continuous improvement, accountability, and consistency across the sector. Services that meet these standards are awarded the Lime Culture Quality Mark - a trusted sign of high-quality, safe, and survivor-focused service delivery.

Specialist Children's independent Sexual violence advisors (CHISVA) continue to support children and young people who have experienced rape and sexual violence. Our specialist children and young people's services support young victims of rape, sexual assault and child sexual exploitation (CSE). This area of work continues to work 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.

Women's Justice

BCWA continues to provide a specialist early-intervention project, commissioned by the Office of the West Midlands Police and Crime Commissioner via New Chance, through national contracting, where BCWA is a subcontractor of the main contract held by Anawim. These services both provide diversion from custody or from conviction for women in Sandwell, Dudley and Birmingham. Women access this service following arrest or conviction; they are referred by police or via probation to the service. BCWA also remains a vital partner in the West Midlands Women's justice partnership, providing specialist support for women who have offended. Probation officers are co-located within the Women's Justice Centre providing a trauma informed space for women to address their offending behaviour. This is part of the MOJ contracting and lead for this work is Changing Lives, BCWA is a sub-contractor of this contract. The service offers practical and emotional support aimed at helping them to move forward in their lives and avoid future offending. BCWA women's justice workers facilitate relationships with other agencies and rebuild confidence in women that service is there to help. Reductions in other services has meant that there is an increased pressure on this service. Women presenting with mental health challenges and PTSD is increasing.

During the year BCWA worked with the OPCC and partners to develop the Intensive Supervision Court (ISC) in Birmingham (previously names Problem Solving Court). The ISC will be for women serving community orders, for low level offences in Birmingham and will be closely monitored by judges, as part of a new pilot scheme. It forms part of a new community sentencing approach, to tackle the root causes of offenders' behaviour, help them change their ways and cut reoffending. Through the pilot launched in Birmingham Magistrates' Court, when a woman is sentenced, the judge will order them to attend regular review meetings in BCWA women's justice centres, to check they are abiding by the requirements of their community sentence. Women will also have access to specialist drug and alcohol treatment, to help them tackle any substance misuse, which could be driving their behaviour. At the same time, they will receive intensive supervision from the Probation Service, which could include frequent and random drug testing.

Phil Bowen, Director for the Centre of Justice Innovation said: "The evidence suggests that, by combining wraparound supervision with regular judicial oversight which holds people and services to account, we can make a material difference to offending. These pilots allow us to test the effectiveness of these approaches to inform decisions on any potential wider roll-out."

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Accommodation and Outreach Service

BCWA continues to provide a safe accommodation for victims of violence and abuse needing to leave their homes as a result of domestic abuse. Demand for services remain high with demand always outstripping available resources. Families continue to experience financial hardship, the refuge team has built good relationships with the Local Welfare Provision, and a range of charities e.g. The Buttle Trust, to apply for individual grants for families who need help including when they leave and establish their own home. BCWA also raises funds for its appeal "Make a house a home" helping families with basics and essentials when they move out such as household goods, flooring, school supplies and toys for individual children has been particularly supportive of our clients. Parents have expressed their thanks and gratitude for this additional support.

BCWA also aims to make the stay in refuge as supportive but also as fun as possible. Supported by many corporate and individual donors, they support positive activities for the women and children such as fun days out to the seaside and cultural events such as Diwali, Eid and Christmas.

Supporting children living within the safe accommodation provision is vital. Counselling and support for children and young people has been vital. BCWA continues to receive generous gifts and donations to support women and children living in safe accommodation.

BCWA continues to provide units of accommodation as part of the contracted safe house provision and outreach services spanning the West Midlands for victims of Modern-Day Slavery (MDS), in partnership with the Salvation Army, who hold the national contract with the Home Office. Numbers of victims identified and accessing the National Referral Mechanism (NRM) remains steady with over 17,000 victims identified. Demand for accommodation has increased during the year, with BCWA responding with a strategic investment fund, identifying accommodation suitable for purchase or development that meet the needs of victims.

The service works with a range of stakeholders to gather intelligence on locations and vulnerabilities where exploitation operates and takes an active part in the media highlighting the plight of victims. BCWA also contributes to national discussions, legislative changes and acts as expert consultants to the West Midlands Modern Slavery Strategy and West Midlands Police Multi Agency Policy and Procedures. We represent survivors on the West Midlands Anti-Slavery Network, Human Trafficking Advisory Foundation Forum, and PAN West Midlands Multi-Agency Group. During 2024/25 and beyond, BCWA will be working with partners to review the 2015 modern Slavery Act in light of significant changes since its launch.

BCWA continues to work 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 is also committed to identifying victims that have not accessed the NRM but operate in many of our towns and cities. The centre for Analysis of Exploitation (CeAnEx) is gaining an excellent reputation for its field work and analytical research, focusing on sex work from specific communities both on and offline. Funding from the Foreign and Commonwealth Office has meant that detailed field work can be undertaken to identify trends and patterns of activity. This essential information informs regional organised crime units (ROCU) and has influenced and shaped activity such as Operation Sandstar across the West Midlands. This is innovative research highlighting exploitative activity with highly vulnerable women and girls and influencing local and national responses.

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 offer continues to combine both face to face and the use of technology to counsel victims.

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 and operational development and communications. BCWA produces regular newsletters, use 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.

**Report of the Trustees
for the Year Ended 31 March 2025**

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 all increased in the last 12 months and employees recognise the impact of training on their practice.

BCWA has continued to strengthen the Workforce development team, focusing on the continual professional development of all its workforce, matching national standards against practice.

Employees are developed through an organisational training plan and encouraged to pursue external qualifications as part of their Professional Development Plan (PDP). This is further strengthened by Employment Competency Frameworks that further develop employee skills and talents. The organisation continues to support the Home Office standards for Independent domestic violence and sexual violence advocacy services as defined by SafeLives, Lime Culture, Women's Aid Federation of England and Wales and Respect and the Care Quality Commission.

BCWA remains an organisation recognised for its expertise in both policy and practice. The senior management team have been involved in the development of national policy, national accredited training courses and the continuing professional development of health and other professionals. During 2024/25 BCWA remained lead trainers within local strategic partners providing expertise on interpersonal violence, abuse and exploitation.

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 450 hrs.

**Report of the Trustees
for the Year Ended 31 March 2025**

FINANCIAL REVIEW

Income increased overall by 2.5% to £10.28m (2024: £10.02m). Growth was driven by community based support, up 10.45% to £5.10m, and refuge based support, up 8.51% to £1.11m. Modern day slavery income decreased by 2.69% to £3.83m. Donations and legacies fell to £0.2m (2024: £0.37m), reflecting the inherent volatility of this income stream and specific appeals in those years. Charitable activities accounted for 97.8% of total income (2024: 95.6%), with community based support now representing 49.6% of total income (2024: 46.1%). 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.

Expenditure increased by 9.0% to £8.97m (2024: £8.22m). The rise was primarily attributable to Community services, where costs grew by £0.45m (+9.8%) to £5.02m, reflecting the scale and complexity of demand across community based programmes. Modern Day Slavery (MDS) expenditure rose by £0.10m (+4.31%) to £2.49m and refuge expenditure was unchanged at £1.26m. The charity also incurred additional revenue expenditure on capital projects of £0.18m (2024: nil), primarily relating to improvements to essential assets to sustain service delivery.

Overall, Community accounts for 56.0% of total expenditure (2024: 55.6%), MDS for 27.8% (2024: 29.0%) and Refuge for 14.0% (2024: 15.4%).

Expenses and overheads have been tightly controlled. The increase in expenditure is predominantly due to a response to service increase and the related increase in staff costs in line with our provision of extra services.

The Statement of Financial activities show an increase in funds of £1.32m. Our reserves now stand at £9.83m of which £1.57m is restricted and £8.26m is unrestricted. The balance of unrestricted reserves includes £2.85m related to fixed assets and £3.80m is designated to meet the future commitments. Therefore the balance of free reserves is £1.6m.

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:

- Service Continuity Fund - where the organisation maintains costs for closure as well as 6 months' running costs of £1.23m.
- 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 £0.39m.
- 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 of £0.29m.
- Redundancy Reserve - to cover the potential costs of redundancy over the capped limit to long term employees of £0.18m
- Capital Reserve - comprises funds set aside for the organisation to invest in property in order to meet future demand for its services of £1.69m.

**Report of the Trustees
for the Year Ended 31 March 2025**

FUTURE PLANS

Future plans include:

1. Development of regional working opportunities for joint working.
2. Implementation of new policies ensuring that the systems/services are fit for purpose and are high quality and meet nationally recognised quality standards.
3. Development of a new case management system
4. Development of a strategic investment plan for increasing BCWA assets
5. Seeking opportunities for funding new opportunities
6. Preparing services for future tendering
7. 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.
8. Continuing to influence strategy at a local, regional and national level.
9. Reviewing services; evaluate cost effectiveness, efficiency and operational delivery. Review governance arrangements and strengthen corporate services meeting the need of a growing organisation.
10. Further developing the training and educational programmes and developments working within local educational partnerships and academic institutions
11. Developing a "Women's Centre" approach, widening the opportunities for women
12. 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.
13. Exploring the implementation of gendered spaces in line with national standards

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 women moving back into the community after leaving refuge and/or within a safe home.
- 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 as amended on 15 November 2024. 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 Committee. The number of Trustees shall not be less than five and shall not be more than twelve.

Every Trustee will be appointed by the Trustees for a term of five years by a resolution passed at a properly convened Board Meeting.

The Committee, where possible, seek to ensure that the needs of victims of abuse both adults, children and 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.

**Report of the Trustees
for the Year Ended 31 March 2025**

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 Board of Trustees has conducted a review of the major risks to which the charity is exposed and this is outlined in its Strategic Plan. A risk management policy has been developed with supporting documents of risk appetite and risk register and are updated annually to assess the risks to services and funds and any other changes that the charity faces. The internal governance framework enables risk to be identified at all levels and provides an open, transparent and inclusive culture of information exchange throughout the organisation. All employees have the opportunity to share and express their thoughts and views regarding risk. Risk assessments are maintained and updated regularly across all service areas and summarised within the Executive team discussions who hold and share risk on a day to day basis. Risk is shared within the subcommittee reporting structures with trustees.

BCWA has also faced the following challenges:

- **Political uncertainty** - Future funding priorities remain unclear despite the election. VAWG policy direction is still evolving, and recent Budget changes (including the employer NI rise to 15%) will increase staffing costs, adding pressure to financial sustainability.
- **Financial and economic factors** - Rising or stagnating inflation and the ongoing risk of potential recession could see charitable donations reduce. BCWA will need to closely monitor funding sources as there will be greater competition for donations.
- **Reduction in statutory sector funding** - Local government continue to experience financial pressures. With many taking services "in-house", this may result in a reduction in future commissions. BCWA are actively involved in local strategic needs assessments that will influence and shape future commissions.
- **Increasing costs** - ongoing inflation continues to drive up operating costs BCWA will continue to analyse costs to ensure that all equipment, resources and expenses are good value for money.
- **Public health issues** - COVID, influenza and other public health concerns could further impact charity operations by sickness absence, client access to onsite services, and may spread quickly affecting both staff and clients and/or events planned e.g. in refuge. BCWA will continue to monitor sickness absence, site health issues and client contact/ DNA's. BCWA will aim to reduce risk in events held by considering the time of year and locations and build in some flexibility in the planning stages.
- **Natural disasters** - Climate change is having a global effect on seasons, property and agencies' response. As a result charitable funds may be diverted for disaster relief. In addition BCWA will monitor the Property Management Plan to assess whether damage is being caused to BCWA property and planned maintenance brought forward.
- **Cybersecurity threats** - BCWA are aware that these are increasing and have put measures in place to protect the IT infrastructure. In addition BCWA maintain the Cyber essentials accreditation and works with Hubtel the IT provider to minimise risk. Regular training and IT reports on attempts inform strategy and action.
- **Recruitment and retention** - There have been many challenges to recruit competent employees and subsequently retain competent skilled employees. The market is fast changing and highly competitive. BCWA regularly reviews and benchmarks against its industry comparators and aims to be an employer of choice not exclusively for its salaries but for welfare, social responsibility and opportunity. Succession planning and employee development is crucial.
- **Compliance and standards** - BCWA provides services linked to national contracting that requires more stringent regulatory requirements. BCWA is working to maintain high level standards such as ISO's, professional standards and accreditations, whilst remaining compliant and up to date with charity and company law. Financial procedures are adhered to and regularly reviewed with regard to authorisation of transactions for all project expenditure.

**Report of the Trustees
for the Year Ended 31 March 2025**

- **Reputational risks** - BCWA has maintained an excellent track record of service provision and high quality staff however it acknowledges that any controversy or scandal could damage its reputation and impact supporter trust. This in turn may affect future contracting, funding, partnerships and donations. BCWA emphasises across the organisation the responsibility each and every employee has in maintaining and upholding the reputation and values.

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 sub-committee structure that enables ongoing reporting and risk management across the organisation.

Organisational Structure

Black Country Women's Aid has a Management Committee/Board of 5 members who meet as a full Board every 8 weeks. The meeting dates are set as part of an annual calendar and the Annual General Meeting is scheduled in advance.

In addition there are sub committees that feed into the main Board. These include;

- Finance Sub Committee
- Quality Sub Committee
- Workforce Development Sub Committee
- Facilities Management Sub Committee

Each Committee has its own Terms of Reference and all work to achieve the main objectives of the organisation. Each meeting is organised to discuss new policies, procedures, issues identified and quality standards. Each subcommittee feeds into the main board for final discussion and ratification. During the year, many of the meetings have been held via the Microsoft Teams platform. This has proven an effective ways to hold business meetings and as the organisation works toward new models of working such as hybrid working, will look towards this being included in its planning. All minutes and decision making are circulated and presented to the full board for recommendation, further discussion and final approval.

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. Co-opted members have no voting rights but are considered an important part of the discussion and debate.

The Trustees delegate responsibility to the Chief Executive who also acts as Company Secretary. In addition, the Chief Executive holds the lead responsibility for policy and performance, financial management, employee recruitment and management, as well as operational service delivery. The Chief Executive delegates tasks to the senior management team who report back on a regular basis.

The Chief Executive,, working with her team of Directors, 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.

**Report of the Trustees
for the Year Ended 31 March 2025**

Senior Management Structure

BCWA is led by a senior management structure comprising of the Chief Executive Officer, Deputy Chief Executive/ Director of Finance, Director of Community Services, Interim Director of Accommodation Services and Executive Officer.

They are supported by specialist managers assigned to each directorate.

The total salaries of the Management team were £320,600. This represents 6.8% of the total salary cost to the organisation.

The senior management remuneration approach is contained within Pay Policy located within the Financial Regulations - this applies to all positions within the organisation.

Related Parties

The work of the organisation sits within a number of strategic frameworks both locally, regionally and nationally. The Chief Executive, Directors 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. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 Charities 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.

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.

Black Country Women's Aid (Registered number: 02791788)

**Report of the Trustees
for the Year Ended 31 March 2025**

AUDITORS

The auditors, TAG Assurance Services 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 11 December 2025 and signed on its behalf by:

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 2025 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 2025 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 (FRS 102). 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 TAG Assurance Services Limited
Chartered Accountants and
Registered Auditors
8 Pendeford Place
Pendeford Business Park
Wolverhampton
West Midlands
WV9 5HD

11 December 2025

Black Country Women's Aid

Statement of Financial Activities (Incorporating an Income and Expenditure Account) for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	196,145	1,000	197,145	372,305
Charitable activities	4				
Refuge based support		1,121,134	-	1,121,134	1,024,017
Community based support		2,513,006	2,584,060	5,097,066	4,614,952
Modern day slavery		3,834,025	-	3,834,025	3,940,124
Other trading activities	3	34,147	2	34,149	65,327
Total		<u>7,698,457</u>	<u>2,585,062</u>	<u>10,283,519</u>	<u>10,016,725</u>
EXPENDITURE ON					
Raising funds	5	18,630	-	18,630	-
Charitable activities	6				
Refuge based support		1,258,769	-	1,258,769	1,264,674
Community based support		2,338,885	2,682,464	5,021,349	4,571,842
Modern day slavery		2,472,380	17,120	2,489,500	2,386,603
Capital projects		178,998	-	178,998	-
Total		<u>6,267,662</u>	<u>2,699,584</u>	<u>8,967,246</u>	<u>8,223,119</u>
NET INCOME/(EXPENDITURE)		1,430,795	(114,522)	1,316,273	1,793,606
Transfers between funds	18	<u>33,552</u>	<u>(33,552)</u>	<u>-</u>	<u>-</u>
Net movement in funds		1,464,347	(148,074)	1,316,273	1,793,606
RECONCILIATION OF FUNDS					
Total funds brought forward		6,795,850	1,722,813	8,518,663	6,725,057
TOTAL FUNDS CARRIED FORWARD		<u>8,260,197</u>	<u>1,574,739</u>	<u>9,834,936</u>	<u>8,518,663</u>

The notes form part of these financial statements

Black Country Women's Aid (Registered number: 02791788)

Balance Sheet
31 March 2025

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Tangible assets	13	3,808,110	2,779,653
CURRENT ASSETS			
Debtors	14	2,393,969	2,311,407
Cash at bank and in hand		<u>4,056,844</u>	<u>3,809,834</u>
		6,450,813	6,121,241
CREDITORS			
Amounts falling due within one year	15	(423,987)	(382,231)
NET CURRENT ASSETS		<u>6,026,826</u>	<u>5,739,010</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		9,834,936	8,518,663
NET ASSETS		<u>9,834,936</u>	<u>8,518,663</u>
FUNDS	18		
Unrestricted funds		8,260,197	6,795,850
Restricted funds		<u>1,574,739</u>	<u>1,722,813</u>
TOTAL FUNDS		<u>9,834,936</u>	<u>8,518,663</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 11 December 2025 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 2025**

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities			
Cash generated from operations	1	<u>1,344,690</u>	<u>1,282,492</u>
Net cash provided by operating activities		<u>1,344,690</u>	<u>1,282,492</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(1,097,680)</u>	<u>(435,525)</u>
Net cash used in investing activities		<u>(1,097,680)</u>	<u>(435,525)</u>
Change in cash and cash equivalents in the reporting period		<u>247,010</u>	<u>846,967</u>
Cash and cash equivalents at the beginning of the reporting period		<u>3,809,834</u>	<u>2,962,867</u>
Cash and cash equivalents at the end of the reporting period		<u>4,056,844</u>	<u>3,809,834</u>

The notes form part of these financial statements

**Notes to the Cash Flow Statement
for the Year Ended 31 March 2025**

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

	31.3.25 £	31.3.24 £
Net income for the reporting period (as per the Statement of Financial Activities)	1,316,273	1,793,606
Adjustments for:		
Depreciation charges	69,223	67,079
Increase in debtors	(82,562)	(473,001)
Increase/(decrease) in creditors	41,756	(105,192)
Net cash provided by operations	<u>1,344,690</u>	<u>1,282,492</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank and in hand	<u>3,809,834</u>	<u>247,010</u>	<u>4,056,844</u>
	<u>3,809,834</u>	<u>247,010</u>	<u>4,056,844</u>
Total	<u>3,809,834</u>	<u>247,010</u>	<u>4,056,844</u>

**Notes to the Financial Statements
for the Year Ended 31 March 2025**

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	- 4% 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.

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

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

	31.3.25	31.3.24
	£	£
Donations	<u>197,145</u>	<u>372,305</u>

3. OTHER TRADING ACTIVITIES

	31.3.25	31.3.24
	£	£
Management and training fees	<u>34,149</u>	<u>65,327</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.25	31.3.24
		£	£
Grants and contracts	Refuge based support	459,408	468,331
Accommodation charges	Refuge based support	661,726	555,686
Grants and contracts	Community based support	5,097,066	4,614,952
Grants and contracts	Modern day slavery	<u>3,834,025</u>	<u>3,940,124</u>
		<u>10,052,225</u>	<u>9,579,093</u>

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

	31.3.25	31.3.24
	£	£
Refuge: Sandwell MBC - Supporting People	459,408	458,331
Refuge: Sandwell MBC - DCLG	-	10,000
Community: Sandwell MBC - Specialist DV and SV Support	678,628	681,928
Community: Sandwell MBC - Safer Sandwell Partnership	40,000	40,000
Community: Dudley MBC - DA Support Service	406,616	349,021
Community: Walsall MBC - DV/ Children	<u>602,000</u>	<u>602,000</u>
Carried forward	2,186,652	2,141,280

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

4. INCOME FROM CHARITABLE ACTIVITIES - continued

	31.3.25	31.3.24
	£	£
Brought forward	2,186,652	2,141,280
Community: West Midlands Police and Crime Commissioner	1,460,015	1,365,291
Community: West Midlands Police and Crime Commissioner - DVPP	381,682	266,525
Community: West Midlands Police and Crime Commissioner - New Chance	51,629	45,304
Community: West Midlands Police	-	15,000
Community: Changing Lives - Female Service Users	350,146	326,050
Community: Wolverhampton City Council - Our Future	75,000	75,000
Community: Ministry of Justice - Rape and SA Support Fund	300,000	331,957
Community: Ministry of Justice - Female Offenders	99,614	98,208
Community: Home Office Ceanex	63,660	35,483
Community: NHS IRIS Combined Authority	229,428	223,274
Community: SCVO	74,019	64,542
Community: RSVP	53,907	8,043
Community : Big Lottery Community Fund	168,593	87,326
Community: HSBC Funded Therapy Project	23,627	-
Community: Pathfinder IDVA Service	35,000	-
Community: Wodensborough Ormiston Academy	3,502	-
Modern Day Slavery: Salvation Army	3,834,025	3,940,124
	<u>9,390,499</u>	<u>9,023,407</u>

5. RAISING FUNDS

Raising donations and legacies

	31.3.25	31.3.24
	£	£
Fundraising	<u>18,630</u>	<u>-</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Refuge based support	1,119,460	139,309	1,258,769
Community based support	4,115,839	905,510	5,021,349
Modern day slavery	2,124,106	365,394	2,489,500
Capital projects	178,998	-	178,998
	<u>7,538,403</u>	<u>1,410,213</u>	<u>8,948,616</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.25	31.3.24
	£	£
Staff costs	6,123,915	5,296,334
Activity costs	288,780	334,080
Office costs	149,277	265,647
Property costs	976,431	784,102
	<u>7,538,403</u>	<u>6,680,163</u>

8. SUPPORT COSTS

	Depreciation	Office costs	Property costs
	£	£	£
Refuge based support	5,210	81,721	18,404
Community based support	33,867	531,192	119,623
Modern day slavery	30,146	204,305	46,009
	<u>69,223</u>	<u>817,218</u>	<u>184,036</u>

	Staff costs, travel etc	Governance costs	Totals
	£	£	£
Refuge based support	32,834	1,140	139,309
Community based support	213,418	7,410	905,510
Modern day slavery	82,084	2,850	365,394
	<u>328,336</u>	<u>11,400</u>	<u>1,410,213</u>

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:

	Refuge based support	Community based support	Modern day slavery	31.3.25	31.3.24
	£	£	£	Total activities	Total activities
				£	£
Depreciation of tangible fixed assets	5,210	33,867	30,146	69,223	17,121
Office costs	81,721	531,192	204,305	817,218	783,284
Property costs	18,404	119,623	46,009	184,036	187,037
Staff costs & travel etc	32,834	213,418	82,084	328,336	544,714
Auditors' remuneration	1,140	7,410	2,850	11,400	10,800
	<u>139,309</u>	<u>905,510</u>	<u>365,394</u>	<u>1,410,213</u>	<u>1,542,956</u>

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

9. NET INCOME/(EXPENDITURE)

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

	31.3.25	31.3.24
	£	£
Auditors' remuneration	11,400	10,800
Depreciation - owned assets	<u>69,223</u>	<u>67,079</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

11. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	4,748,027	4,158,342
Social security	423,419	385,708
Pension	<u>191,177</u>	<u>166,749</u>
	<u>5,362,623</u>	<u>4,710,799</u>

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

	31.3.25	31.3.24
Direct charitable work	187	174
Administration	<u>25</u>	<u>23</u>
	<u>212</u>	<u>197</u>

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

	31.3.25	31.3.24
£70,001 - £80,000	1	1
£80,001 - £90,000	1	-
£90,001 - £100,000	-	1
£100,001 - £110,000	<u>1</u>	<u>-</u>
	<u>3</u>	<u>2</u>

Black Country Women's Aid considers its key management personnel to be the Chief Executive Officer . The total employment benefits of the key management personnel were £105,923 (2024: £95,997).

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

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	203,008	169,297	372,305
Charitable activities			
Refuge based support	1,014,017	10,000	1,024,017
Community based support	2,267,576	2,347,376	4,614,952
Modern day slavery	3,940,124	-	3,940,124
Other trading activities	65,326	1	65,327
Total	<u>7,490,051</u>	<u>2,526,674</u>	<u>10,016,725</u>
EXPENDITURE ON			
Charitable activities			
Refuge based support	1,240,338	24,336	1,264,674
Community based support	2,571,787	2,000,055	4,571,842
Modern day slavery	2,369,482	17,121	2,386,603
Total	<u>6,181,607</u>	<u>2,041,512</u>	<u>8,223,119</u>
NET INCOME	1,308,444	485,162	1,793,606
Transfers between funds	(41,744)	41,744	-
Net movement in funds	<u>1,266,700</u>	<u>526,906</u>	<u>1,793,606</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	5,529,150	1,195,907	6,725,057
TOTAL FUNDS CARRIED FORWARD	<u>6,795,850</u>	<u>1,722,813</u>	<u>8,518,663</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

13. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2024	2,926,991	123,204	3,050,195
Additions	1,097,680	-	1,097,680
Disposals	-	(49,568)	(49,568)
At 31 March 2025	<u>4,024,671</u>	<u>73,636</u>	<u>4,098,307</u>
DEPRECIATION			
At 1 April 2024	181,838	88,704	270,542
Charge for year	51,973	17,250	69,223
Eliminated on disposal	-	(49,568)	(49,568)
At 31 March 2025	<u>233,811</u>	<u>56,386</u>	<u>290,197</u>
NET BOOK VALUE			
At 31 March 2025	<u>3,790,860</u>	<u>17,250</u>	<u>3,808,110</u>
At 31 March 2024	<u>2,745,153</u>	<u>34,500</u>	<u>2,779,653</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade debtors	974,400	1,625,717
Rent Receivable	55,274	24,533
Other debtors	1,265,562	572,153
Prepayments	<u>98,733</u>	<u>89,004</u>
	<u>2,393,969</u>	<u>2,311,407</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade creditors	163,932	121,054
Social security and other taxes	171,227	167,838
Other creditors	45,120	52,504
Deferred income	4,904	1
Accrued expenses	<u>38,804</u>	<u>40,834</u>
	<u>423,987</u>	<u>382,231</u>

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

16. 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.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	31.3.25 Total funds	31.3.24 Total funds
	£	£	£	£
Fixed assets	2,845,323	962,787	3,808,110	2,779,653
Current assets	5,838,861	611,952	6,450,813	6,121,241
Current liabilities	(423,987)	-	(423,987)	(382,231)
	<u>8,260,197</u>	<u>1,574,739</u>	<u>9,834,936</u>	<u>8,518,663</u>

18. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	3,109,791	1,430,795	(77,096)	4,463,490
Service Continuity Fund	1,135,414	-	99,000	1,234,414
Strategic Development Fund	383,160	-	14,500	397,660
Property Contingency Fund	265,000	-	26,500	291,500
Redundancy reserve	155,500	-	24,000	179,500
Capital reserve	<u>1,746,985</u>	<u>-</u>	<u>(53,352)</u>	<u>1,693,633</u>
	6,795,850	1,430,795	33,552	8,260,197
Restricted funds				
Community Based Support	742,906	(97,402)	(33,552)	611,952
Heart of England Capital Grant	785,610	(17,120)	-	768,490
Bungalows Development	<u>194,297</u>	<u>-</u>	<u>-</u>	<u>194,297</u>
	<u>1,722,813</u>	<u>(114,522)</u>	<u>(33,552)</u>	<u>1,574,739</u>
TOTAL FUNDS	<u>8,518,663</u>	<u>1,316,273</u>	<u>-</u>	<u>9,834,936</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,698,457	(6,267,662)	1,430,795
Restricted funds			
Community Based Support	2,585,062	(2,682,464)	(97,402)
Heart of England Capital Grant	<u>-</u>	<u>(17,120)</u>	<u>(17,120)</u>
	<u>2,585,062</u>	<u>(2,699,584)</u>	<u>(114,522)</u>
TOTAL FUNDS	<u>10,283,519</u>	<u>(8,967,246)</u>	<u>1,316,273</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	2,475,388	1,308,444	(674,041)	3,109,791
Service Continuity Fund	1,081,347	-	54,067	1,135,414
Strategic Development Fund	364,915	-	18,245	383,160
Property Contingency Fund	235,000	-	30,000	265,000
Redundancy reserve	122,500	-	33,000	155,500
Capital reserve	<u>1,250,000</u>	<u>-</u>	<u>496,985</u>	<u>1,746,985</u>
	5,529,150	1,308,444	(41,744)	6,795,850
Restricted funds				
Refuge Based Support	15,148	10,000	(25,148)	-
Community Based Support	378,028	347,322	17,556	742,906
Heart of England Capital Grant	802,731	(17,121)	-	785,610
Bungalows Development	<u>-</u>	<u>144,961</u>	<u>49,336</u>	<u>194,297</u>
	1,195,907	485,162	41,744	1,722,813
TOTAL FUNDS	<u>6,725,057</u>	<u>1,793,606</u>	<u>-</u>	<u>8,518,663</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,490,051	(6,181,607)	1,308,444
Restricted funds			
Refuge Based Support	10,000	-	10,000
Community Based Support	2,347,377	(2,000,055)	347,322
Heart of England Capital Grant	-	(17,121)	(17,121)
Bungalows Development	<u>169,297</u>	<u>(24,336)</u>	<u>144,961</u>
	2,526,674	(2,041,512)	485,162
TOTAL FUNDS	<u>10,016,725</u>	<u>(8,223,119)</u>	<u>1,793,606</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.

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

18. MOVEMENT IN FUNDS - continued

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.

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.

Bungalows Development is a restricted fund for a capital project where the balance represents funds specifically donated to the project by third parties such as HSBC, Garfield Weston, The Clothworkers' Foundation and the Eveson Charitable Trust.

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.