

Charity registration number 1045890

Company registration number 2995805 (England and Wales)

**CYFANNOL WOMEN'S AID LIMITED**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

# CYFANNOL WOMEN'S AID LIMITED

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# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

### Objectives and activities

#### OVERVIEW



# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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### **Commitment of purpose:**

Cyfannol Women's Aid (Cyfannol) believes that a world without domestic abuse and sexual violence is one to aspire to. We believe that all people who are victims of abuse and violence should receive person-led and trauma-informed services. We acknowledge that overwhelmingly, domestic abuse and sexual violence is committed against women and that VAWDASV is a gender-based issue and a cause and consequence of gender inequality.

As a charity, our key role is therefore to support women and children to flee abuse and violence, recover from their experiences and to flourish in a life in which violence and abuse no longer happens to them.

This ideology will be reflected in our charity name, mission, vision and values.

Cyfannol recognises that gender identity is an important issue, and we believe in people's right to self-define. Our services specifically for women will welcome anyone who's gender intersects with that of female and anyone who believes it's the right service for them.

We go through an in-depth assessment with anyone who wants to access any of our support services in order to ascertain which service is right for them, based on their individual situation and needs, as well as external risk factors. We have a range of options available that allow us to be flexible, including dispersed refuge properties (self-contained accommodation units) across Gwent, as well as outreach and community-based support services.

We will continue to deliver some services that are accessible to people of any gender, including some of our sexual violence services, our Independent Domestic Violence Advocacy services and our Children and Young People services.

Where there are opportunities to expand our support through funding intended for all people, we will consider:

- The importance of the opportunity in terms of advancing our mission;
- Whether Cyfannol's unique and holistic approach can improve provision in that area; and;
- Whether we are best placed to tender independently or with a trusted partner.

In the continual evolution of our services, we listen to many voices. We speak directly to the women, children and other people that are experts through experience, asking them about their needs, how our services have impacted on their lives and what additional services are required. We listen to our team, asking them to share their experiences, asking where they feel we work well and where improvements can be made. Finally, we speak to the range of partners, funders and commissioners who support our work to identify how they view us and the services we deliver.

We will continually adapt in response to the emerging needs of the people who use our services and in response to the challenges and opportunities created from the external environment.

### **Activities – Summary:**

Cyfannol supports people across Gwent who have experienced any form of Violence against Women, Domestic Abuse or Sexual Violence, through refuge, outreach and community-based services. With established Hwb's in Pontypool, Abergavenny, Ebbw Vale and Newport and more than 45 years of experience, our dedicated teams help people to feel safer, recover from their experiences and rebuild their lives, empowering individuals to flourish in a life free from violence against women, domestic abuse and sexual violence (VAWDASV)

### **Public Benefit:**

As set out above all our charitable activities are undertaken to further our charitable purposes for the Public Benefit. The Trustees have referred to the guidance contained in the Charity Commission's 'Charities and Public Benefit', general guidance on Public Benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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### Achievements and performance

#### 1. Accommodation Services – 275 beneficiaries

Our accommodation is available to people experiencing and form of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

We offer 3 different types of accommodation:

- Refuge
- Supported Housing (for women exploited through the sex industry)
- Longer-term move-on (Tai Cyfannol)

#### Refuge

We are able to support over 50 people at any one time, offering a mix of communal refuge space and self-contained dispersed flats and houses, all with different levels of support available. This broad portfolio means that we can accommodate women and families with different needs and requirements, including those who:

- Prefer to live alone
- Benefit from living with others
- Benefit from having the support team on site 24/7
- Have multiple and co-occurring needs
- Have larger families and/or older children (including dependant adult children)
- Have disabilities and carers
- Have a pet, including dogs

We also have 1 flat and 1 family sized home that are suitable for people of all genders.

#### Supported Housing for women exploited through the sex industry

'Arcadia' is a unique provision in Wales offering 5 women, who are experiencing exploitation through the sex industry, a home. Women have specialist support and security services available 24/7, a private bedroom, shared facilities, therapy hwb and garden.

#### Tai Cyfannol

We offer women who have previously used our services, particularly our refuge services, the opportunity to move into longer term transitional accommodation. We have a mix of 2 and 3 bedroom homes, offered at affordable local market rents and meeting Welsh Quality Housing Standards. Women don't need to continue accessing support after moving into Tai Cyfannol accommodation unless they wish to.

Our first 2 homes were established in Torfaen and Blaenau Gwent and in the early part 2024/2025 Tai Cyfannol will expand into Monmouthshire and Caerphilly.

Support impact within Refuge and Arcadia is measured through the Housing Support Grant National Outcomes framework, which evidences the main purpose of the grant in relation to the following primary outcomes:

- People have been able to engage with housing related support services (advice, information and assistance) and are better informed about the options available to them and/or know where to go for assistance
- People have been able to access emergency/temporary accommodation or short-term supported accommodation
- People can access and sustain a suitable settled home
- People can manage their existing accommodation/home which prevents them from either becoming homeless or from having to access more costly public services (e.g. health, social care services)



# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

And individual progress against the following secondary outcomes:

- People have positive and healthy relationships with people in their life
- People feel safe
- People have independence and control of their day to day lives
- People are engaged in something meaningful to them
- People's physical health is good
- People are managing the impact of their dependency
- People's mental health and wellbeing is good

### 2. Community Services – 1,024 beneficiaries

Our community services incorporate crisis intervention, group-work programmes and longer-term tenancy support in Torfaen, Monmouthshire, Blaenau Gwent and Newport.

Our Hwb's in Pontypool, Abergavenny and Ebbw Vale provide crisis intervention, emotional and practical support to women, either by phone or in person. Support can be accessed by any woman on a one-off or on-going basis. People of all genders can access the services at the Ebbw Vale Hwb.

Referrals are accepted from agencies, as well as individuals themselves. Some crisis referrals are received via police Public Protection Notices (PPN), whereby individuals have given consent to be contacted by a domestic abuse agency following an incident.

Women requiring ongoing support receive support to manage their tenancies, finance, relationships, safety and on-going education/training aspirations.

Group work figures incorporate the Own My Life programme, Recovery Toolkit and STAR Group, which mums attend alongside their children (see section 5, below, for further information).

Area	Service	Number of people
Torfaen	Community Services	365 women
	Group work	35 women
Monmouthshire	Community Services	260 women
	Group work	38 women
Blaenau Gwent	Community Services	239 women and men
	Group work	33 women
Newport	Group work	54 women

*\*The figures in the table do not include PPN contacts where individuals did not access further support.*

Impact is measured through the use of the Supporting People National Outcomes framework which monitors distance travelled by women (as explained in 1).

### 3. Children and Young People's Support - 150 beneficiaries

We offer a range of Children and Young People's Support Services, comprising of:

- Mentoring programme for boys
- Girls Groups
- 1:1 support
- STAR Group
- Ar Trac Support Services (see section 5, below)

The **Mentoring Project** is delivered across Monmouthshire and Torfaen to boys aged 5-16 who have experienced domestic abuse. The aim is to help them with behavioural challenges and managing feelings they might be experiencing. A mentor will engage with a child once a week for 9 months (under 11s) or once a week for 8 weeks, as part of a group (11-16 yrs).

## CYFANNOL WOMEN'S AID LIMITED

### TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2024

The mentoring project supports the child to: feel more self-confident; relate better to others; develop a stronger sense of responsibility; understand the consequences of their actions; improve their concentration; and improve attendance and attainment at school.

**Girls Groups** are for girls aged 11-15 across Monmouthshire who have previously lived in a home where there was an unhealthy relationship between adults. These supportive, peer-led groups meet weekly for 8 weeks to work on small art and craft projects. The sessions offer an opportunity for the girls to listen and support each other, whilst developing their understanding of healthy relationships.

These groups focus on: Expressing ourselves in healthy and appropriate ways; Positive communication; Building self-esteem; Resilience; and Coping strategies.

The **STAR Group** programme 7-11 is for children who have experienced familial domestic abuse. Their parent or main caregiver attends a group at the same time to help them strengthen their relationship with their child. The group runs over 10 weeks and covers healthy relationships, domestic abuse, keeping safe, feelings, managing anxiety and anger and resilience. The programme supports children to feel safe, express their feelings in a safe way, understand that the abuse is not their fault, learn how to communicate more positively with their non abusive parent.

We offer **1:1 Support** across Gwent to help children and young people feel emotionally and practically supported following their experience of domestic abuse. The aim is to empower them to make positive choices in their present and future, feel safe, and gain knowledge and skills in how to stay safe. Our Young Person's Independent Domestic Violence Advisors provide specialist advocacy and support for young people aged 11-18 affected by domestic abuse and identified as at high risk of serious harm. This service is for young people who have grown up in households where domestic abuse is present, and young people who are/have experienced violence or threats of violence in their own relationships (intimate or other).

Intervention	Number of beneficiaries
One-to-one mentoring	7 boys
Mentor-led boys groups	30 boys
Girls Groups	11 girls
STAR Group	11 children
1:1 Support	91 children

#### 4. **Ar Trac Project: Children and Young People's Support in Blaenau Gwent & Newport – 177 beneficiaries**

The Ar Trac project launched in April 2020 to support children and young people aged 5-16, who have experienced or witnessed domestic abuse and who are exhibiting difficulties with their family and peer relationships.

Ar Trac is delivered across 10 areas by 5 regional project partners. Cyfannol is the lead partner, overseeing the project, and delivering interventions within Newport and Blaenau Gwent..

The project brings together a range of interventions, co-produced by local agencies with children and young people. Ar Trac's suite of age-appropriate services are tailored based on the individual needs and strengths of the child and their family. As such, the project and what it offers will continue to evolve.

Activity	Total number
Number of people engaged	177
Number of 1-2-1 / mentoring / peer mentoring sessions delivered	439
Number of group programme sessions delivered	75



# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

### 5. Horizon Sexual Violence Services (Gwent wide) – 545 beneficiaries

Our specialist Horizon Sexual Violence Services offer a range of support for people of all genders across Gwent:

- Independent Sexual Violence Advisors (ISVA) for adults and children who have experienced any form of sexual violence or childhood sexual abuse.
- Therapeutic interventions, including counselling services for children and young people and adult survivors of childhood sexual abuse.
- Group work programmes (such as Sexual Violence Recovery Toolkit), peer support and group-based creative therapies
- Sexual Exploitation Advocacy

Indicator	Total number
Clients receiving ISVA support	116
Clients receiving counselling	201
Groupwork attendees	72
Sexual Exploitation	75
Counselling waiting list at end of period	118
Survivors who had accessed criminal justice system	81

The impact of ISVA support is measured in line with the Lime Culture Risk and Needs Assessment, which monitors distance travelled in key areas of need: Harm from Others; Health and Medical; Mental Health and Psychological Wellbeing; Coping Mechanism; Alcohol and Drug Use; Safeguarding; Criminal Justice; Employment and Education; Finance; Accommodation and Housing; Immigration and Residence.

Impact for counselling is measured using the C.O.R.E Therapy Assessment and End of Therapy Forms which involve client's self-assessment of Well-being, Symptoms, Functioning and Risk.

### 6. Boost (Gwent wide) – 18 beneficiaries

Gwent Boost is a partnership project aimed to empower individuals with lived experiences by providing opportunities within their communities.

Cyfannol Women's Aid is co-delivering the Targeted Peer Advisor Programme with St Giles Trust. We support by recruiting women with lived experiences to become peer advisors and help with breaking down the barriers preventing women with lived experience attending work. These peer advisors will go into support roles where their lived experience can be used in a positive way.

The programme offers training, placement, professional development, and support around the framework of Level 3 Advice and Guidance qualification, giving the peer advisors the skills and qualifications to move into employment and make progress in the new lives.

### 7. Tabw (Gwent and South Wales police force areas) - 49 beneficiaries

Tabw provides emotional support and advocacy for victim-survivors of police perpetrated Violence Against Women, Domestic Abuse and Sexual Violence who live or work in the South Wales or Gwent Police force areas. The project also offers this support to police colleagues. This impartial and confidential service is delivered in partnership with Vale Domestic Abuse Services.

The specialist service is required because victim-survivors of police perpetrated domestic abuse face increased and unique challenges, due to the power imbalance caused by the profession of the perpetrator. There are additional challenges faced by police force employees who experience impact in both their personal and professional lives.

The Independent Police Perpetrated Domestic Violence Advisor (IPPVA) specialists provide emotional and practical support to encourage victim-survivors to reach out, responding to their wider needs. The service provides advocacy through the criminal, civil and if appropriate, the police internal processes.



# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2024

#### Financial review

The charity made a total surplus of £105,074 for the year ended 31 March 2024 (2023: £323,792) consisting of an unrestricted surplus of £47,200 (2023: £320,774) and a restricted surplus of £57,874 (2023: surplus: £3,018) before transfers.

Cyfannol finances its activities through specific funding streams including Government funding, private grant providers and through raising our own income through rental income.

Our main funders are:

Service/ Project	Funder/ Contractor/ Grant
Accommodation & Community Services	<ul style="list-style-type: none"><li>Welsh Government Housing Support Grant via Torfaen County Borough Council, Monmouthshire County Council, Blaenau Gwent County Borough Council &amp; Newport City Council</li><li>The National Lottery Community Fund via the Wallich as the Lead Partner</li><li>South Wales Police &amp; Crime Commissioner via Vale DAS as the Lead Partner</li></ul>
Horizon Sexual Violence Services	<ul style="list-style-type: none"><li>The National Lottery Community Fund</li><li>Gwent Police &amp; Crime Commissioner</li><li>Welsh Government VAWDASV Third Sector Revenue Grant</li><li>Ministry of Justice</li><li>The Home Office</li></ul>
CYP Services	<ul style="list-style-type: none"><li>BBC Children in Need</li><li>The Home Office via Welsh Women's Aid</li><li>Welsh Government Sustainable Social Services Fund</li></ul>
Other	<ul style="list-style-type: none"><li>The National Lottery Community Fund (Digital)</li><li>Moondance Foundation</li><li>Hodge Foundation</li><li>Welsh Government VAWDASV Capital Grant</li></ul>

Cyfannol has a number of policies and procedures in place to ensure that funds are controlled, monitored and checked against the annual budget for income and expenditure. These procedures set out the detail by which staff are required to carry out their duties in this particular area of work. They also set out the specific tasks involved in undertaking this area of work and identify who is responsible for carrying them out.

#### Investment Policy

The Board of Trustees have the power to invest in such assets as they see fit, monies not immediately required for the furtherance of its objects.

# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2024

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#### Reserves Policy

The Board of Trustees recognise their obligation to protect the organisation from risk of insolvency or serious disruption of its work with women who have suffered outcomes of domestic abuse and also to apply the Charity's income within a reasonable time of receipt for the benefit of its clients and the organisation.

Income is generated in the main from the organisations' activities, therefore it is the intention of the Trustees that reserves will be created and maintained from surpluses.

It is the Trustees' assessment that possible liabilities would be 5 months outgoings of up to £1,606,783 to cover legal obligations and liabilities based on 100% ongoing contractual commitments (all short-term capital grants and short-term Covid grants have been deducted from the calculations).

The reserves of the charity at the year-end were £2,790,709 (2023: £2,685,635) consisting of unrestricted reserves of £2,661,994 (2023: £2,377,036) and restricted reserves of £128,715 (2023: £308,599). The free reserves of the charity (unrestricted reserves, less fixed assets and other designated funds) totalled £1,458,231 (2023: £1,466,129).

The level of free reserves is currently below the charity's reserve policy. The plan is to build the free reserves over time and to work towards achieving the charity's reserves policy. Over the last few years, significant progress has been made towards this.

#### Annual Statement on Fundraising

This statement covers the requirement charities must follow as set out in the Charities (Protection and Social Investment) Act 2016.

Cyfannol WA is registered with the Fundraising Regulator and are committed to the Fundraising Promise and adherence to the Code of Fundraising Practice. Our Charity Development & Fundraising Manager is a full member of the Institute of Fundraising.

In 2023/24 it cost us £4,359,631 to provide Violence against Women, Domestic Abuse, and Sexual Violence services in Gwent. Approximately 61% of this came from statutory sources, 29% from rental income, 8% came from trusts and foundations, 1% from donations and 1% from other income and investments.

Our fundraising effort involves encouraging donations through grant applications, and community fundraising activity. All fundraising activity to date has been carried out in-house, and we have no immediate plans to engage third party professional fundraisers. Policies and procedures are in place covering all aspects of fundraising, including donations from vulnerable people, and dealing with complaints.

Over the last 12 months, we have been successful in attaining new grants for revenue and capital projects.

#### Plans for the forthcoming year

We recognise that challenges within fundraising will continue over the next 12 months as people and organisations have more demand on their resources. Our Fundraising Strategy is a working document and is frequently reviewed. Key activity within this strategy will include:

- A continued focus on trust and foundation support, particularly in the development of children and young people services.
- A new approach to legacy and corporate gifting
- Increased stewarding activity to better engage with our supporters, funders, and commissioners.

Funding priorities for 2024/2025:

- *Sexual Violence support services*
- *Adult educational groupwork*
- *Children & Young People Services*
- *Crisis/immediate VAWDASV support in Newport*
- *Retention and expansion within the Housing Support Grant programme*

# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

**FOR THE YEAR ENDED 31 MARCH 2024**

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### Statement of Risk Management

Cyfannol WA is committed to ensuring effective financial management through a system of monitoring, checks and controls, and to ensure that financial matters are considered at a strategic level and that there is forward planning.

The above includes a managed approach to financial issues which may present a risk to the organisation.

The organisation has in place a system of business planning which includes an account of current and future operational activity and the financial implications.

Effective financial management will be achieved through the following activities:

- A Strategic Plan incorporating the Fundraising Strategy, establishing an annual budget;
- Reporting and monitoring income and expenditure;
- A system of delegated authority regarding financial management;
- The process of auditing accounts; and
- A process of PESTLE scanning and Strategic Risk Management

The sector in which we operate, continues to face many challenges and risks. As we move into 2024-2025 the challenges and risks reflected in this strategy and our priorities for action, include:

- There is a housing crisis across the UK and Wales which is deeply impacting survivors of domestic abuse, exacerbated by the cost-of-living crisis. This means we are seeing women and children staying longer in refuge due a lack of suitable accommodation to move onto, which can in some cases be detrimental to their recovery. This also means there are less refuge spaces available to women in crisis, with demand on spaces outstripping supply.
- Cyfannol has long been committed to providing quality, trauma-informed, person-led services, that are informed by the experts by experience. We are conscious that these approaches could be better developed across the charity and there is a need for enhanced training and a plan to underpin a consistency and effectiveness of our approaches.
- With 2 of our Housing Support Grant contracts due to go out to tender during 2024/2025 and some other grant funding ending/approaching renewal, there is a risk of reduction in our overall income and the breath of services we offer.
- 2023/24 was very challenging for Cyfannol in terms of navigating some commissioner's decisions and approaches. Whilst commissioners say they welcome consortia and partnership approaches, the reality is that 'financial envelopes' are not realistic and opportunities to work with like-mind organisations are becoming less and less viable.
- There are now less support services available to people in Gwent who have experienced sexual violence.
- Recruitment and retention remain a challenge within the sector as we move into the financial year 2024/2025, though the overall picture has improved. We still face significant competition between our sector and similar roles in Local Authorities, due to the unfair differentials in salary and pension levels.
- Supporting the wellbeing of our team members through the cost-of-living crisis, whilst struggling to recruit, whilst dealing with the lack of inflationary uplift in grants and contracts has been a significant challenge.
- Brexit, pandemic recovery, worldwide unrest, and the UK cost of living crisis continues to impact of the people we support, our team and how we run the charity. We have, as expected, experienced several knock-on effects, including increases in costs, reduced donations, a change in the funding climate due to the increased demand on trusts and foundations and changes to law and legislation.
- We remain very conscious of the emerging changes in society and the conversations in the sector around gender, intersectionality and how VAWDASV services aren't as well designed as they could be for some under-represented groups including women of global majority. We are mindful that individuals have their own unique needs, and we want to provide a more equitable and accessible service.



# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

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#### Plans for future periods

With the above challenges and risks in mind, we have considered the key opportunities and priorities for 2024/2025 to be:

- Continuing to expand Tai Cyfannol across Gwent, offering quality, affordable long-term move-on homes to women and their families, is recognised as being of high importance in the Welsh Government's VAWDASV Strategy. We have an opportunity to continue applying for capital grants to support this endeavor plus investing our own reserves.
- Concluding initial explorative thinking and planning on how to improve our trauma informed responses and progressing real improvements during though improved training, shared consistent understanding and through utilising the voices of experts through experience.
- Investing time and energy to get 'tender ready' so that when the opportunities open on the market we are in the best position possible to move quickly, describing our unique offer in a creative and visual way and ensuring our funding model is up to date so that resulting services are properly resourced.
- Funding and developing the following services will receive high priority in 2024/2025:
  - *Sexual Violence support services*
  - *Adult educational groupwork*
  - *Children & Young People Services*
  - *Crisis/immediate VAWDASV support in Newport*
- As the largest provider of VAWDASV services In Gwent, we recognise that we can extend our strategic networking, doing more to target our external communications, and leading conversations to highlight our specialism and expertise. This includes responding to networking opportunities driven by business and cross-sector initiatives to boost awareness of Cyfannol in the wider community and build links to support both communications and fundraising.
- The need for the voices of people we support to be at the heart of our organisational developments has never been greater, as competition for funding becomes ever more fierce. We will be facilitating this formally during 2024 by introducing a new Engagement Officer role to the communications and development team, with responsibility for setting up a participation group to inform development planning.
- Cyfannol has good cash reserves and a growing physical asset base, though only generates a small amount of unrestricted income and it is getting more challenging to fund some projects and address gaps as the charity grows. There is a dependency on contracts, with a reduction in accessibility of trust and foundation funding. There will be opportunities in 2024/2025 to expand our reach, and we will continue to explore ways to diversify our income streams, building on 2023's corporate and legacy giving successes.
- Internally, Cyfannol is in a strong position with its team and culture. Whilst disparity still exists between the Charity sector and others (such as Local Authority) which continues to impact our recruitment and retention, we have seen positive changes, including an increase in the numbers of quality applications, and more applications from and appointments of people with diverse backgrounds and protected characteristics. We are offering a more competitive package including higher salaries following a recent external independent benchmarking exercise and a small uplift in HSG funding for 2024/2025, supporting us to become a Real Living Wage Employer.
- To evolve our culture further, we will ensure that we employ people who not only have the right skills and experiences but are also a good match to the organisation's values and workplace behaviour expectations. We will continue to encourage diversity within our workforce and further our employment offer, retention incentives and succession planning.

## **CYFANNOL WOMEN'S AID LIMITED**

### **TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)**

#### ***FOR THE YEAR ENDED 31 MARCH 2024***

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- With our annual team survey providing us insight into some inconsistencies in how we induct, train, manage teams and support team members, a key focus will be to bring about organisational consistency, focussing on the well-being, learning, development and recognition of our team members to foster an environment of safety and stability.
- Cost savings on re-negotiated supplier contracts have already started to flow through. During 2024/25 we will continue to build on this work to ensure that Cyfannol receives the most effective services possible at the most efficient price point.
- Cyfannol has key strengths related to our purpose and values, though we know from recent studies we could do more to reach more minoritized, global majority and intersectional communities. We welcome and endorse the Welsh Government Anti-racism plan and understand we have a part to play in making Wales an anti-racist nation. We have recently secured updated training for our team and are developing our related plans.

# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

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### Structure, governance and management

#### Board of Trustees

The following members of the Board have held office since:

Ceri Meloy (since November 2019)  
Ann Hodgson (since January 2022)  
Susan Legge (since January 2022)  
Emma Louise Brute (since February 2023)  
Vilija Norke (since August 2023)  
Anne O'Donahue (since February 2024)  
Jodie McCarthy-Mills (since November 2024)  
Stephen Dwyer (since November 2024)

All Trustees are also members of the company with the exception of appointees and co-opted members.

Under the Companies Act 2006 definition, all members of the Board are directors of the company.

In accordance with the Articles of Association all members of the Board retire at each Annual General Meeting and are eligible for re-election.

#### Governing Document

Cyfannol Women's Aid (CWA) is a charitable company limited by guarantee, which was incorporated on 29 November 1994. The company was established under a Memorandum of Association which established the objects and powers of the charitable company. In the event of the company being wound up members are required to contribute an amount not exceeding £1 towards any shortfall.

#### Trustee Induction and Training

The trustees, as company directors, have overall responsibility for the management of the organisation as outlined in the Standing Orders reflected in the Constitution and are governed under its Articles of Association.

The Board of Trustees have responsibility of ensuring the organisation operates within the law and within the confines of any contract it has in place with other bodies such as grant giving organisations, housing associations, and local authorities. The Trustees work collectively ensuring the business of the organisation is conducted openly and with integrity, ensuring that CWA operates within the terms of the constitution and overall aims and objectives of the organisation.

The Board of Trustees are responsible for defining the strategic direction of the group, for monitoring and regulating the standards of service delivery and for overseeing the financial affairs of the group.

The day-to-day management of the group is delegated to the organisations' CEO as laid out in the System of Delegated Powers.

The Trustees ensure that new members are recruited or elected on a systematic and continuous basis in order that there is always a core of experienced members. Election of trustees is undertaken having regard to the constitution and takes place at the AGM. New trustees are sought who have experience in related areas of work and who have an understanding of Violence Against Women, Domestic Abuse and Sexual Violence.

They receive induction training that involves a visit to the offices and a meeting with the CEO and other workers. They are provided with a copy of Standing Orders and Delegated Authority and information relating to a description of the service. There is a role description for Trustees and in addition new Trustees are provided with up to date information on the role of Trustees and a guide to the relevant National Occupational Standards.

#### Key management personnel

The criteria used for setting the pay and remuneration of the charity's key management personnel remuneration is currently based on the market value, comparing salary levels for core roles across similar size charities to ensure the pay rates are competitive.



# CYFANNOL WOMEN'S AID LIMITED

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### Reference and administrative details

Registered charity name	Cyfannol Women's Aid
Charity number	1045890
Company registration number	2995805
Registered office	3 Town Bridge Buildings Park Road Pontypool Torfaen NP4 6JE

Trustees	Ann Hodgson - Chair Emma Brute - Vice Chair Vilija Uzurnyte - Treasurer - appointed 01/08/23 Ceri Meloy Susan Legge Anne O'Donoghue - appointed 06/02/24 Stephen Dwyer - appointed 12/11/24 Jodie McCarthy Mills - appointed 12/11/24 Emma Rose - resigned 01/05/23 Delyth Pritchard - resigned 07/06/23 Catherine Perkins - resigned 07/11/23 Kay Perrott - resigned 12/11/24
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Secretary	Emma Rose - resigned 07/11/23 Kay Perrott - appointed 07/11/23, resigned 12/11/24 Anne O'Donoghue - appointed 12/11/24
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Key Management Personnel	Helen Swain - Chief Executive Officer Joanna Parry - Director of Support Services Deanna Parry - Director of People & Culture Debra Richards - Director of Communications & Development Sarah Screen - Director of Finance & Business Services Sally Howells - Director of Sexual Violence Services (to August 2023) Helen Kell - Director of Income and Development (to May 2023)
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Auditors	Azets Audit Services Chartered Accountants and Statutory Auditors Ty Derw, Lime Tree Court Cardiff Business Park Cardiff CF23 8AB
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Bankers	Unity Trust Bank 4 Brindley Place Birmingham B1 2HB
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# CYFANNOL WOMEN'S AID LIMITED

## TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

**FOR THE YEAR ENDED 31 MARCH 2024**

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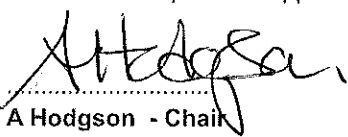
### **Auditor**

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditors of the company will be put at a General Meeting.

### **Disclosure of information to auditor**

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees report was approved by the Board of Trustees.



A Hodgson - Chair

Dated: 17th December 2024

# **CYFANNOL WOMEN'S AID LIMITED**

## **STATEMENT OF TRUSTEES RESPONSIBILITIES**

***FOR THE YEAR ENDED 31 MARCH 2024***

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

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



# CYFANNOL WOMEN'S AID LIMITED

## INDEPENDENT AUDITOR'S REPORT

### TO THE TRUSTEES OF CYFANNOL WOMEN'S AID LIMITED

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#### Opinion

We have audited the financial statements of Cyfannol Women's Aid Limited (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (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 2024 and of its incoming resources and application of resources, 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity 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 charity'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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.

#### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

# **CYFANNOL WOMEN'S AID LIMITED**

## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

### **TO THE TRUSTEES OF CYFANNOL WOMEN'S AID LIMITED**

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#### **Responsibilities of trustees**

As explained more fully in the statement of trustees responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity'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.

#### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 an auditor's report 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

# CYFANNOL WOMEN'S AID LIMITED

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF CYFANNOL WOMEN'S AID LIMITED

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#### Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Azets Audit Service*

**Azets Audit Services**

**17 December 2024**  
.....

**Chartered Accountants**

**Statutory Auditor**

Ty Derw, Lime Tree Court  
Cardiff Gate Business Park  
Cardiff  
United Kingdom  
CF23 8AB

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

# CYFANNOL WOMEN'S AID LIMITED

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Notes							
<b>Income from:</b>							
Donations and legacies	3	49,308	-	49,308	62,287	-	62,287
Charitable activities	5	2,721,039	1,658,921	4,379,960	2,809,711	1,551,418	4,361,129
Other trading activities	4	11,766	-	11,766	14,617	-	14,617
Investments	6	23,671	-	23,671	5,421	-	5,421
<b>Total income</b>		<b>2,805,784</b>	<b>1,658,921</b>	<b>4,464,705</b>	<b>2,892,036</b>	<b>1,551,418</b>	<b>4,443,454</b>
<b>Expenditure on:</b>							
Charitable activities	7	2,758,584	1,601,047	4,359,631	2,571,262	1,548,400	4,119,662
<b>Net incoming resources before transfers</b>		<b>47,200</b>	<b>57,874</b>	<b>105,074</b>	<b>320,774</b>	<b>3,018</b>	<b>323,792</b>
Gross transfers between funds		237,758	(237,758)	-	(5,014)	5,014	-
<b>Net income/(expenditure) for the year/</b>							
<b>Net movement in funds</b>		<b>284,958</b>	<b>(179,884)</b>	<b>105,074</b>	<b>315,760</b>	<b>8,032</b>	<b>323,792</b>
Fund balances at 1 April 2023		2,377,036	308,599	2,685,635	2,061,276	300,567	2,361,843
<b>Fund balances at 31 March 2024</b>		<b>2,661,994</b>	<b>128,715</b>	<b>2,790,709</b>	<b>2,377,036</b>	<b>308,599</b>	<b>2,685,635</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# CYFANNOL WOMEN'S AID LIMITED

## BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
<b>Fixed assets</b>					
Tangible assets	14		920,644		738,915
<b>Current assets</b>					
Debtors	15	637,433		331,989	
Cash at bank and in hand		1,516,099		1,784,465	
		2,153,532		2,116,454	
<b>Creditors: amounts falling due within one year</b>	16	(283,467)		(169,734)	
Net current assets			1,870,065		1,946,720
<b>Total assets less current liabilities</b>			2,790,709		2,685,635
<b>Income funds</b>					
Restricted funds	19		128,715		308,599
<u>Unrestricted funds</u>					
Designated funds	20	1,203,763		910,907	
General unrestricted funds		1,458,231		1,466,129	
			2,661,994		2,377,036
			2,790,709		2,685,635

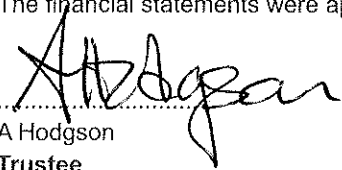
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 17th December 2024

  
A Hodgson  
Trustee

Company Registration No. 2995805

# CYFANNOL WOMEN'S AID LIMITED

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	25		(63,655)		397,975
<b>Investing activities</b>					
Purchase of tangible fixed assets		(228,382)		(81,877)	
Investment income received		23,671		5,421	
<b>Net cash used in investing activities</b>			(204,711)		(76,456)
<b>Net cash used in financing activities</b>			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>			(268,366)		321,519
Cash and cash equivalents at beginning of year			1,784,465		1,462,946
<b>Cash and cash equivalents at end of year</b>			1,516,099		1,784,465



# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

**FOR THE YEAR ENDED 31 MARCH 2024**

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### **1 Accounting policies**

#### **Charity information**

Cyfannol Women's Aid Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 3 Town Bridge Buildings, Park Road, Pontypool, Torfaen, NP4 6JE.

#### **1.1 Accounting convention**

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### **1.2 Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### **1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income from grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Capital grants are released to the Statement of Financial Activities in the year of receipt. Fixed assets relating to capital grants are capitalised, and depreciation charged is offset against the grant income, in a restricted fund.

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

#### 1 Accounting policies

(Continued)

Investment income is included when receivable.

Rental income and housing benefit income is accounted for in the period to which the service has been provided.

No amounts are included in the financial statements for services donated by volunteers.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Costs are allocated between the different categories according to the nature of the cost. Where costs are shared, they are apportioned between the categories on a basis consistent with the use of the resources.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. 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 fee and costs linked to the strategic management of the charity.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Refuges	2% on cost
Office equipment	25% on cost
Fixtures, fittings & therapy shed	25% on cost
Motor vehicles	25% on net book value

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

It is the charity's policy to not capitalise computer equipment where the individual value of the item does not exceed £2,000.

#### 1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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### 1 Accounting policies

(Continued)

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### **Derecognition of financial assets**

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.10 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 1 Accounting policies

(Continued)

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 1.12 Taxation

As a registered charity, Cyfannol Women's Aid Ltd is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

#### 1.13 Operating leases

Rentals payable under operating leases, are charged as an expense on a straight line basis over the term of the relevant lease.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Donations and gifts	49,308	62,287

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 31 MARCH 2024*

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### 4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Other income	11,766	14,617

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 5 Charitable activities

	2024 £	2023 £
Grants	3,069,862	3,193,411
Rents and service charge income	1,310,098	1,167,718
	<u>4,379,960</u>	<u>4,361,129</u>
Analysis by fund		
Unrestricted funds	2,721,039	2,809,711
Restricted funds	1,658,921	1,551,418
	<u>4,379,960</u>	<u>4,361,129</u>
<b>Grants</b>		
Torfaen County Borough Council	458,935	499,181
BBC Children in Need	41,115	49,460
The National Lottery Community Fund	197,702	370,469
Gwent Police and Crime Commissioners	206,834	186,027
Monmouthshire County Council	143,723	183,559
Newport City Council	263,701	312,542
Blaenau Gwent County Borough Council	475,311	442,338
Violence Against Women, Domestic Abuse and Sexual Violence / WG	-	151,228
Violence Against Women, Domestic Abuse and Sexual Violence	-	19,674
Ministry of Justice	71,339	214,017
Welsh Women's Aid	-	60,663
Welsh Government VAWDASV capital grant	198,885	-
Welsh Government	629,982	619,762
Hodge Foundation	15,000	14,037
High Sheriff of Gwent	-	5,000
Home Office	262,021	31,118
CYP	-	500
Turn2Us	25,200	-
South Wales Police and Crime Commissioners	22,718	-
Wallich	44,601	33,838
Other	12,795	-
	<u>3,069,862</u>	<u>3,193,411</u>



# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 6 Investments

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Interest receivable	23,671	5,421

### 7 Charitable activities

	2024	2023
	£	£
Staff costs	1,755,404	1,804,958
Depreciation and impairment	46,653	38,910
Other staff costs	260,886	248,606
Premises costs	6,140	35,925
Office costs	71,073	101,892
Repairs and renewals	3,427	10,576
Insurance	12,804	7,388
Legal, consultancy, professional and HR costs	9,822	27,725
Subscription and membership fees	1,089	7,729
Bank and credit card charges	-	445
Resources	107,658	93,122
Accommodation costs	674,235	602,204
Donations	1,519	1,191
	2,950,710	2,980,671
Grant funding of activities (see note 8)	528,010	427,938
Share of support costs (see note 9)	856,624	699,781
Share of governance costs (see note 9)	24,287	11,272
	4,359,631	4,119,662
<b>Analysis by fund</b>		
Unrestricted funds	2,758,584	2,571,262
Restricted funds	1,601,047	1,548,400
	4,359,631	4,119,662

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 8 Grants payable

	2024 £	2023 £
Grants to institutions:		
Calan DVS	159,792	125,097
Cardiff Womens Aid	92,582	106,936
Gorwel	111,315	80,985
West Wales Domestic Abuse Service	99,431	103,733
RASASC	57,390	11,187
Other	7,500	-
	<u>528,010</u>	<u>427,938</u>

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 9 Support costs

	Support costs £	Governance costs £	2024 £	Support costs £	Governance costs £	2023 £
Staff costs	471,185	-	471,185	376,973	-	376,973
Other staff costs	95,531	-	95,531	26,657	-	26,657
Premises costs	125,531	-	125,531	115,023	-	115,023
Office costs	125,941	-	125,941	135,549	-	135,549
Repairs	11,121	-	11,121	762	-	762
Insurance	4,923	-	4,923	11,532	-	11,532
Legal, consultancy and professional fees	9,950	-	9,950	21,157	-	21,157
Subscription and membership fees	5,220	-	5,220	3,647	-	3,647
Bank and credit card charges	2,068	-	2,068	1,118	-	1,118
Resources	4,062	-	4,062	83	-	83
Accommodation costs	1,092	-	1,092	7,280	-	7,280
Audit & accountancy	-	22,293	22,293	-	8,160	8,160
AGM, trustee training and other costs	-	1,994	1,994	-	3,112	3,112
	<u>856,624</u>	<u>24,287</u>	<u>880,911</u>	<u>699,781</u>	<u>11,272</u>	<u>711,053</u>
Analysed between						
Charitable activities	<u>856,624</u>	<u>24,287</u>	<u>880,911</u>	<u>699,781</u>	<u>11,272</u>	<u>711,053</u>

Governance costs includes payments to the auditors of £15,329 (2023: £7,160) for audit fees and £6,964 (2023: £1,000) for accountancy fees.

Contained within legal, consultancy and professional fees are payroll services provided by the auditor of £4,018 (2023: £3,247).

### 10 Net movement in funds

	2024 £	2023 £
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	22,293	8,160
Depreciation of owned tangible fixed assets	<u>46,653</u>	<u>38,910</u>

### 11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

No trustees were reimbursed for expenses during the current or prior year.

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

#### 12 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Total staff	94	96

#### Employment costs

	2024 £	2023 £
Wages and salaries	2,016,963	1,971,941
Social security costs	171,452	171,386
Other pension costs	38,174	38,604
	2,226,589	2,181,931

#### Key management personnel

The key management personnel of the charity during the period are noted in the trustees report.

The total employee benefits received by the key management personnel during the year was £316,178 (2023: £352,078).

#### Redundancy

The charity paid redundancy costs to the value of £32,654 during the year (2023: £nil). There were no amounts outstanding at the current or prior year end.

#### Pensions

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund.

The total contributions paid by the charity during the year totalled £38,174 (2023: £38,604). There were amounts outstanding at the year end of £6,883 (2023: £6,414).

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 to £70,000	1	1

#### 13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 14 Tangible fixed assets

	Refuges	Fixtures, fittings & therapy shed	Motor vehicles	Total
	£	£	£	£
<b>Cost</b>				
At 1 April 2023	669,245	141,384	37,289	847,918
Additions	224,349	4,033	-	228,382
At 31 March 2024	893,594	145,417	37,289	1,076,300
<b>Depreciation and impairment</b>				
At 1 April 2023	52,172	44,242	12,589	109,003
Depreciation charged in the year	15,224	25,254	6,175	46,653
At 31 March 2024	67,396	69,496	18,764	155,656
<b>Carrying amount</b>				
At 31 March 2024	826,198	75,921	18,525	920,644
At 31 March 2023	617,073	97,142	24,700	738,915

### 15 Debtors

	2024	2023
	£	£
<b>Amounts falling due within one year:</b>		
Trade debtors	380,319	110,853
Other debtors	27,839	1,015
Prepayments and accrued income	229,275	220,121
	637,433	331,989

### 16 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Other taxation and social security		29,596	40,119
Deferred income	18	-	10,513
Trade creditors		205,310	77,528
Other creditors		8,788	8,256
Accruals		39,773	33,318
		283,467	169,734

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 17 Retirement benefit schemes

#### Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £38,174 (2023 - £38,604).

### 18 Deferred Income

	2024 £	2023 £
Arising from grants	-	10,513
	-	10,513

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Balance brought forward	10,513	21,228
Income received	-	359,754
Income released	(10,513)	(370,469)
Balance carried forward	-	10,513



FOR THE YEAR ENDED 31 MARCH 2024

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

- 34 -

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 19 Restricted funds

(Continued)

**MAC Building** - Relates to the Multi Agency Centre that was transferred to the charity on the acquisition of Monmouthshire Women's Aid on 1 July 2015; depreciation will be released against this fund on an annual basis.

**BBC Children in Need** - Funding provided for mentoring for young people affected by domestic abuse and food resilience service for children & young people from marginalised communities.

**The National Lottery Community Fund** - to support survivors of domestic abuse to flee their abusers and secure their future. Funding provided for:

- Outreach Service for Women Exploited through the sex industry
- To provide a coordinated response at the point of crisis between Cyfannol and Gwent Police
- Multi stranded digital transformation to a) embed technology internally and b) improve the interface between women using our services and their support records

**Gwent Police and Crime Commissioners** - To provide sexual violence advocacy and counselling.

**Masonic Charitable Foundation** - Donation provided to Monmouthshire community services.

**Masonic Lodge** - This donation was provided to support the Newport refugees.

**Masonic Monmouthshire** - This donation was provided to support Monmouthshire community services.

**Welsh Government** - Funding provided to provide a range of group programmes and one-2-one support interventions for children & young people affected by VAWDASV and to provide counselling to adults and children affected by sexual violence and abuse.

**Barclays Bank** - Funding was provided to enable the organisation to respond to Covid-19.

**The Simon Gibson Charitable Trust** - Funding was provided to support the Children's Outdoor Play Equipment for the Blaenau Gwent and Torfaen Refugees.

**Ministry of Justice** - Advocacy and support for adult survivors of childhood sexual abuse.

**Hodge Foundation** - Funding was provided towards community groups for women and girls affected by Domestic Violence in Newport.

**VAWDASV/Newport Council** - Funding to purchase dispersed refuge for families install a garden room in the refuge grounds to use as therapeutic space for women to employee an awareness raising officer to increase public awareness and improve service accessibility

**First Give** - Donation support the Children's Activities in Monmouthshire Refugees.

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

19 Restricted funds

(Continued)

Wallich - Peer Advisory Project - Delivers peer advisor programme for women who have experienced domestic abuse and/or sexual violence.

Home Office - CODI Project - Peer support groups, bringing together people with shared experiences to support each other, including family support and creative therapies.

Home Office - CADA Project - A range of group programmes and 1-2-1 support for children & young people affected by VAWDASV.

South Wales Police and Crime Commissioners (TABW) - Provides Independent Domestic Violence Advocacy to people affected by police perpetrated abuse and violence.

Welsh Government VAWDASV capital grant: TY Ceffyl - Provides quality affordable homes for women and families to move onto after using refuge services.

Welsh Government VAWDASV capital grant: Garden/Boiler - Improve our Hwbs a) fabric of the buildings and b) the services on offer.

Torfaen Home Sustainment Grant - Provide people and families with limited resources grants to purchase essential household items.

Home Office Flexible Fund - To support survivors of domestic abuse to flee their abusers and secure their future.

Transfers - Relates to capital items purchased and the associated grant conditions being fulfilled and use of the unrestricted reserves to fund any overspends on projects.

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2024

#### 20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2022 £	Movement in funds			Balance at 1 April 2023 £	Movement in funds			Balance at 31 March 2024 £
		Incoming resources £	Resources expended £	Transfers £		Incoming resources £	Resources expended £	Transfers £	
Moondance Foundation	7,048	26,845	(30)	(7,048)	26,815	-	(18,260)	(8,555)	-
Refuges Maintenance	63,821	-	-	-	63,821	-	(5,776)	91,955	150,000
ISVA (formally counselling)	27,534	-	(818)	-	26,716	-	(1,362)	(25,354)	-
Fundraising	49,428	-	(25,558)	-	23,870	3,112	(6,845)	(20,137)	-
Children and Young People Group	12,692	-	(7,400)	-	5,292	-	-	(5,292)	-
No Recourse Women	72,078	-	(3,154)	-	68,924	-	(5,094)	(48,830)	15,000
Fixed Asset Fund	607,927	-	(36,871)	81,877	652,933	-	(44,614)	224,553	832,872
Donations	23,184	-	(8,005)	12,349	27,528	42,698	(22,375)	(21,142)	26,709
Horizon Project	35,000	-	(7,643)	(12,349)	15,008	2,951	(11,390)	(6,569)	-
Cost-of-living bonus	55,000	-	(55,000)	-	-	-	-	-	-
Engagement Officer	-	-	-	-	-	-	-	47,312	47,312
Training Officer	-	-	-	-	-	-	-	35,000	35,000
Marketing	-	-	-	-	-	-	-	5,000	5,000
Staff Bonus	-	-	-	-	-	-	-	25,000	25,000
Salary Increases	-	-	-	-	-	-	-	50,000	50,000
CYP manager	-	-	-	-	-	-	(18,030)	34,900	16,870
	953,712	26,845	144,479	74,829	910,907	48,761	133,746	377,841	1,203,763

# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

### 20 Designated funds

(Continued)

**Moondance Foundation** - donation received during 2017/18 which the charity was earmarked to fund a staff post. A further amount was received in 2022/23 and has been designated to fund an Awareness Worker post. This will be expended during the 2023/24 financial year.

**Refuge Maintenance** - this fund is to support future repair work on the refuges.

**ISVA (formally counselling)** - this fund is to support the provision of funding for Counselling roles for period 2022-24.

**Fundraising** - this fund is to support the cost of the Digital Fundraising Officer post. This will be expended during the 2023/24 financial year.

**Children & Young People Group** - this fund represents the Oskia Donation received to match fund Tampon Tax - Project CYP Girls Group Monmouthshire. This will be expended once alternative funding ceases.

**No Recourse Women** - this fund is to support the provision to part fund rent accommodation and personal charges for those women with no recourse to public funds in Cyfannol Refuges.

**Fixed Asset Fund** - this fund represents the unrestricted net book value of the charity's fixed assets.

**Donations** - this fund represents donations for the following areas; Blaenau Gwent, Monmouthshire, Newport, Torfaen, CYP and the Horizon counselling services.

**Horizon Project** - this fund is to cover the costs incurred for the Horizon Project including safety equipment. This will be expended during the 2023/24 financial year.

**Cost-of-living bonus** - this fund is to cover cost-of-living bonus to paid to all staff members. This fund was fully expended in 2022/23.

**Engagement Officer** - this fund is to cover 2 year's salary costs for the appointment of an Engagement Officer within the fundraising team.

**Training Officer** - this fund is to cover 1 year's salary costs for the appointment of a Training Officer within the People Services team.

**Marketing** - this fund is to cover small miscellaneous marketing/fundraising costs which cannot be attributed to a specific project.

**Staff Bonus** - this fund is to cover the payment of annual bonuses to eligible staff members during the 2024/25 financial year.

**Salary Increases** - this fund is to cover temporary payraises for the Senior Leadership Team for the 2024/25 financial year.

**CYP Manager** - this fund is to cover 1 year's salary costs for the post of CYP Manager during the 2024/25 financial year.

# **CYFANNOL WOMEN'S AID LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

### **FOR THE YEAR ENDED 31 MARCH 2024**

21	Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Total		Unrestricted funds		Designated funds		Restricted funds		Total	
		2024	£	2024	£	2024	£	2024	£	2023	£	2023	£	2023	£	2023	£
	Fund balances at 31 March 2024 are represented by:																
	Tangible assets	-		832,872		87,772		920,644		-		652,933		85,982		738,915	
	Current assets/(liabilities)	1,458,231		370,891		40,943		1,870,065		1,466,129		257,974		222,617		1,946,720	
		<u>1,458,231</u>		<u>1,203,763</u>		<u>128,715</u>		<u>2,790,709</u>		<u>1,466,129</u>		<u>910,907</u>		<u>308,599</u>		<u>2,685,635</u>	



# CYFANNOL WOMEN'S AID LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

### 22 Share capital

The company is limited by guarantee and has no share capital.

Each director of the company has agreed that, in the event of a winding-up, they will contribute an amount not exceeding £1 towards any shortfall.

### 23 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	11,925	40,326
Between two and five years	19,366	6,705
In over five years	5,909	-
	<u>37,200</u>	<u>47,031</u>

#### Lessor

At the reporting end date the charity had contracted with tenants for the following minimum lease payments:

	2024 £	2023 £
Within one year	<u>459</u>	<u>459</u>

### 24 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

### 25 Cash generated from operations

	2024 £	2023 £
Surplus for the year	105,074	323,792
Adjustments for:		
Investment income recognised in statement of financial activities	(23,671)	(5,421)
Depreciation and impairment of tangible fixed assets	46,653	38,910
Movements in working capital:		
(Increase)/decrease in debtors	(305,444)	99,487
Increase/(decrease) in creditors	124,246	(48,078)
(Decrease) in deferred income	(10,513)	(10,715)
<b>Cash (absorbed by)/generated from operations</b>	<u>(63,655)</u>	<u>397,975</u>

# **CYFANNOL WOMEN'S AID LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

***FOR THE YEAR ENDED 31 MARCH 2024***

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### **26 Analysis of changes in net funds**

The charity had no debt during the year.

