

WOMEN'S HEALTH MATTERS

England & Wales · Charity number 1048788

Details

Other names	WOMENS HEALTH MATTERS
Status	Registered
Legal form	Charitable company
Company number	02835637
Registered	1995-08-22
Register	View on the Charity Commission register

Contact

Address	First Floor Great Eastern House Junction 7 Business Park Wakefield Road Leeds LS10 3DQ
Phone	01132762851
Email	info@womenshealthmatters.org.uk
Website	womenshealthmatters.org.uk

Activities

Objects: TO PRESERVE AND PROTECT THE GOOD HEALTH, BOTH PHYSICAL AND MENTAL OF WOMEN IN LEEDS AND THE SURROUNDING AREA AND IN PARTICULAR TO EDUCATE SUCH WOMEN ABOUT HEALTH AND RELATED MATTERS

Activities: Working with disadvantaged and vulnerable women, girls and families including those: experiencing domestic violence & abuse; with children in care; seeking asylum or refugees; with learning disabilities; with complex needs or mental health and wellbeing needs; who are pregnant or parents. We specialise in group work, peer support, and providing one-to-one support taking a trauma-informed approach.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** LEEDS AND THE SURROUNDING AREA
- Leeds City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£998,420	£801,775	£685,536	21
2024-03-31	£752,364	£717,354	£488,891	20
2023-03-31	£813,032	£655,528	£453,881	18
2022-03-31	£528,678	£526,306	£296,377	16
2021-03-31	£506,388	£442,478	£294,005	12

Trustees

Name	Role	Appointed
Hannah Mary Jones	Chair	2013-10-10
Aimee Ward		2023-05-25
Amita Fearon		2020-11-24
Carol Lever		2025-02-05
Georgia Griffiths		2025-06-25
Hannah Montague-Millar		2025-10-17
Loli Sara Ann Mziray		2025-12-03
Lucy Hannah Graham		2025-06-18
Lydia Grace Harford		2025-08-01
Megan Fletcher		2025-12-15
Nicola Louise Rhodes		2023-01-18
Professor Federica Angeli		2023-12-04
Sandra Watson		2025-07-10
Sarah Salahuddin		2020-11-24

WOMEN'S HEALTH MATTERS

England & Wales - Charity number 1048788

Accounts

Company number: 2835637

Charity Number: 1048788

Women's Health Matters

Report and financial statements

For the year ended 31 March 2025

Women's Health Matters

Trustees' annual report for the year ended 31 March 2025

Charity name Women's Health Matters

Company number 2835637

Charity number 1048788

Registered office and operational address

44a-48 The Refinery, Sugar Mill Business Park, Oakhurst Avenue, Leeds, LS11 7DF

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Alison Cater	Chair of Trustees resigned 27/3/2025
Hannah Jones	Chair of Trustees appointed 27/3/2025, previously a trustee
Amita Fearon	Treasurer
Emma Dickens	Vice Chair of Trustees resigned 23/5/24, remains as a trustee
Shirley-Anne Paul	Vice Chair of Trustees appointed 23/5/24, resigned 24/1/2025
Sarah Salahuddin	Vice Chair of Trustees appointed 30/1/2025, previously a trustee
Federica Angeli	
Lucy Graham	appointed 18/6/2025
Georgia Griffiths	appointed 25/6/2025
Tessa Johnson Jones	
Carol Lever	appointed 5/2/2025
Nicola Rhodes	
Aimee Ward	
Sandra Watson	appointed 10/7/2025
Lydia Harford	appointed 01/08/2025

No trustees are related or live at the same address

Key management personnel

Rachel Kelly	Chief Executive
Bridget Walker	Finance and Office Manager

Bankers

Unity Trust Bank plc
4 Brindley Place, Birmingham, B1 2HB

Solicitors

Ison Harrison
Duke House, 54 Wellington Street, Leeds, LS1 2EE

Independent examiner

Jennifer Daniel FCCA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester M4 6JG

Women's Health Matters

Trustees' annual report for the year ended 31 March 2025

The Trustees present their report and the unaudited financial statements for the year ended 31 March 2025.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Women's Health Matters' Objects (as set out in the company's articles of association on the Charity Commission)

The Charity's objects are restricted specifically to:

- (a) preserve and protect the good health, both physical and mental of Women in Leeds and the surrounding area;
- (b) the prevention or relief of poverty of Women and Girls and their families, residing or working within Leeds and the surrounding areas; and
- (c) the advancement of education to improve knowledge and understanding of the rights and freedoms for the benefit of disadvantaged Women, and Girls and their families, so they have a fair chance at a better life

In particular by:

- (a) the provision of advice, counselling, assistance, training, and other support services;
- (b) providing grants to individuals in need and/or charities, or other organisations working to prevent or relieve poverty

Our Vision: All women and girls are safe and healthy.

Our Purpose: Supporting disadvantaged and marginalised women and girls to have a fair chance at a better life.

Our Mission: Women's Health Matters exists to support women and girls to live safe and healthy lives. We achieve this by providing a holistic, trauma-informed service for women and girls who are socially, economically, or politically marginalised. This includes, but is not limited to, those affected by domestic abuse, those whose children live elsewhere, those accessing maternity services, women seeking asylum, women with disabilities, and women and their children experiencing trauma.

We take a woman-centred holistic approach, creating a safe, nurturing environment to help women and girls recover their confidence, explore their own needs, regain control of their lives, and build secure and healthy relationships.

Our Values:

By women, with women

A women-led organisation, working with, and responsive to, the needs of women, their families, and girls.

Warm

We are respectful, compassionate, and kind. We provide welcoming and safe spaces and remove barriers to engagement.

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Brave

We are bold, resilient, and courageous in our approach, and encourage bravery and strength in those we support.

Empowering

Women are the experts in their own lives. We work holistically to empower, inspire, and support them.

The women we work with face significant health inequalities. From our 2024/25 survey of women and girls we intensively support, over half live in the top 3% most deprived wards in England and almost all live in the 20% most deprived wards. There are 482 Lower-layer Super Output Areas (LSOAs) in Leeds. Of which 114 (24%) are ranked amongst the most deprived nationally. We worked across the 12 areas in Leeds ranked in the most deprived 1% nationally, by the Index for Multiple Deprivation (2019).

The State of Women's Health in Leeds report noted 23% of women live in the most deprived areas of Leeds, with only 8% in the wealthiest. In addition that deprivation has a major impact on the health of the population with the mortality rate in women in the more deprived areas of Leeds 40% higher than that in the wealthiest areas.

Last year, West Yorkshire Police recorded just over 78,000 domestic incidents or occurrences. This represents a 5% increase compared to the previous year. The figures include a range of incidents, from domestic abuse to other related crimes. These figures are based on police data, and the actual number of domestic abuse incidents will be higher, as it is estimated that less than 24% of domestic abuse incidents are reported to the police.

A significant percentage of women who experience domestic violence also experience mental health problems. Studies indicate that women experiencing domestic abuse are at a significantly higher risk of developing mental illnesses, with research suggesting they are three times more likely to develop a serious mental illness. Approximately 49.5% of women who presented to their GP with domestic abuse had already been diagnosed with some form of mental illness according to the University of Birmingham. Furthermore, research suggests that women with mental health problems are also more likely to experience domestic abuse, with 60% of women with mental health problems having experienced domestic violence according to the Mental Health Foundation.

We specialise in group work, peer support, and providing one to one support. We work intensively with women and girls who are most at risk. Where capacity allows, we undertake outreach work that enables us to broaden our reach to a wide range of women who have often found it more difficult to work with statutory services. We also deliver training to professionals, building on our expertise and including input from experts by experience.

We recognise that there are disadvantaged groups in our society and affirm that the charity has a responsibility for combating the causes of these disadvantages. We strive to ensure that all women have full access to employment, voluntary work, services provided and Board of Trustees membership. It is fundamental that no one is treated less favourably by WHM on the grounds of race, colour, nationality, religion, disability, age, marital status, class, sexual orientation, or responsibility for dependants. Our aim is to make our services accessible. All are provided free of charge. We work in ways that

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help overcome barriers to participation, for example specific services working with women with learning disabilities, women seeking asylum with interpretation support and young women. We build in costs (where funding permits) for crèche, interpreters, and access costs travel into our services and use safe and accessible venues from which to run services and events.

Our funding limits the number of women we can help. For some services we hold waiting lists when necessary. We ensure that women have information about other services available in the city and are referred appropriately when additional support is required or is not within our remit.

We undertake equal opportunities monitoring to try to ensure women from multiple backgrounds are accessing and delivering our services. We have an Equity, Diversity, and Inclusion policy to ensure equitable, inclusive, and accessible services for all women who engage with our organisation. It is designed to ensure that no woman is treated unfairly or faces barriers to participation due to their personal characteristics or lived experiences. We have an Equal Opportunities Policy and monitoring for staff, trustees, and volunteers that supports recruitment, monitoring, induction, training and all the services we deliver.

We ensure that staff members are experienced, trained, supported, and supervised to carry out the work of the charity and we strive not to embark on areas of work that will cause detriment or harm. Volunteers and students support some services to achieve their aims and objectives. They receive induction and ongoing support as well as out of pocket expenses.

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's 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.

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on women and girls in disadvantaged areas of Leeds and surrounding areas, and with groups of women and girls who experience additional disadvantage. Activities are undertaken to further Women's Health Matters charitable purposes for the public benefit.

In 2024/2025, [Women's Health Matters](#) (WHM) worked directly with 1702 women and girls (2023/2024: 1554); 1376 women and girls accessed intensive group and 1 to 1 support (2023/2024: 1219) and a further 326 were reached through lighter touch support. We directly supported 311 children (2023/2024: 387) and had an impact on a

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further 1226. We ran 979 group sessions, 1744 one to one sessions and 164 creche sessions.

We delivered our work across 26 [services](#) during the year:

Art Therapy
Being You Leeds
Bluebirds 1:1 Support
Bluebirds Group
Breastfeeding Peer Support
Breathe Free
Creche
Digital Support and Inclusion
Emergency Fund, Household Support Fund, and Product Bank
Family Canvas
Feel Good
Growing Together 1-1 Support
Growing Together Group
Inside Out
Leeds Domestic Violence Service
LDVS Sanctuary Support
Maternity and Neonatal Voices Partnership
Pregnancy Choices Advocacy Service
Rainbow Hearts
Referrals and Short-Term Work
Rosebuds
The Key Change
Women's Lives Leeds – Empowering Systems Change
Women's Health Matters Drop In
Women's Health Matters external training and workshops for professionals
Women's Health Matters Volunteering Programme and Student Placements

Since the last annual report and our plans for the future contained within it:

- **Prioritise our staff wellbeing with regular and meaningful support**

At WHM we understand that empathetic engagement with survivors of trauma can have a detrimental impact on team members emotional well-being and increase the risk of vicarious trauma. To reduce that risk we prioritise the physical and emotional safety of staff. We do this by ensuring that team members have an understanding of the signs of vicarious trauma. We have an 'open door' policy which includes 'emotional check ins', ensuring that team members do not carry the weight and responsibility of support by themselves. We allocated additional staff hours to a new role of Staff Guidance & Support Manager.

We hold and deliver:

Regular 1-1 internal supervision.

Weekly peer support and reflective practice which supports both individual and team well-being. Each session provides a safe, guided space to share experiences, build knowledge, share expertise, and allow for reflection. In addition this works to ensure that the team has a greater sense of being supported and aids in enhancing resilience to stress.

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Monthly staff well-being sessions which support team members to take care of themselves and build resilience.

6 weekly full team meetings.

6 weekly safeguarding reflective practice meetings.

Access to three designated Safeguarding Leads.

Access to external supervision or coaching.

Access to support from the Mindful Employer Plus Assistance Programme which offers 24-hour telephone support and counselling if needed.

In 2024, we carried out an anonymous Staff Morale survey and overall, we were pleased with the responses. The findings included:

100% feel confident in the leadership and direction of the organisation

100% feel valued and recognised for their contributions at work

100% would recommend WHM as a good place to work

Responses to 'What do you enjoy most about working here?' included:

- Supportive & friendly environment
- All members of the team are highly skilled and talented and model best practice for working with women and project work
- The passion and commitment of my colleagues
- People are kind to each other and the staff team are supportive of each other
- Sense of belonging within the team
- The difference that we make, the team of women that I work with
- I feel there are a lot of opportunities for self-growth & development
- Being able to utilise and build on a variety of skills across various projects
- The Team. The work we do. How we celebrate with the women.
- Seeing the difference we make to the lives of the women we work with
- I enjoy my role and the opportunities to try new things and develop
- Working with women to support women
- The women I work with - they are passionate and inspiring
- Working in a positive environment and making a difference for women in Leeds
- My line manager is very approachable and supportive, and I feel comfortable sharing challenges and issues, both personal and professional
- I feel supported in my role and know that I can get support from my line manager/other managers if I am struggling with anything
- If I have a good idea to share with management, they will take it on board and let me try it out, or encourage further idea development
- I feel safe and valued at my workplace
- I particularly like that we can seek out our own training opportunities and explore things that we find interesting
- I continue to be impressed with how much this organisation does to try to ensure the wellbeing of its staff
- I think we achieve a lot for the women we support and staff within our limited funding
- High level of support from management

Responses to 'What would you like to be improved?' included:

- I would like to move premises, I don't like the walk to the bus stop
- Better office space with outside space for staff and women
- Improved office environment

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Finding new premises remains within our plans.

- **Work within our new 3-year strategy**

We continued to work and deliver services within Women's Health Matters' Strategic Priorities for April 2024 – March 2027:

Priority 1: Identify the needs of women and girls and develop effective services in response.

We provide a supportive, holistic, trauma-informed approach to women and girls with a range of complex, interconnected issues. It is imperative that we maintain this safe, non-judgemental, and effective approach, and increase our capacity in Leeds and surrounding areas, to provide the best quality services to women and girls who need them the most.

Priority 2: Ensure that we can continue to meet the needs of women and girls.

We will develop income from diverse sources, continually monitor and review our working practices, and expand our partnerships and influence, to ensure women and girls are supported fully, and that we can deliver value for money to our supporters.

Priority 3: Give voice to the experience of women and girls.

We support women and girls to build their confidence; to work towards a more positive future for them and their children; and to find and use their voice to influence and improve the systems in our society, which could help women and girls in the future.

- **Roll out our new Internal Quality Assurance Process**

We launched a new Internal Quality Assurance Process in 2024 and this is now embedded. Each Project Lead and Project Worker is visited in their groups or 1-1 sessions by the Projects Manager. This takes place at least once per financial year with every staff member who delivers group or 1-1 work. The visits follow a set format with preplanning, delivery, database and post-delivery tasks audited, actions set as needed, and debrief and follow up sessions booked. The process is to ensure that Women's Health Matters provides a consistent high-level service to all women who access our projects and that as Project Leads and Project Workers, we are all working to the same high standard and embracing WHM's values. Records of the Quality Assurance visits are kept and shared with Line Manager and Chief Executive as appropriate. Staff have welcomed the new process and it is working well.

- **Grow our office, finance, and administrative support**

We recruited a Finance and Operations Administrator, who also carries out the role of Referrals Officer. This role is working well and has eased the pressure on the Finance and Office Manager and other members of staff.

- **Increase our communications and social media function**

WHM have continued to implement our social media strategy to ensure a social media presence across all platforms, raising awareness of the work we do and to encourage donations to support our services. Creating content can be time-consuming, even with support from volunteers. This can affect our presence on social media over short periods of time. We dedicated 7 hours per week of staff time to manage our social media. We have a presence on [Facebook](#), [Linked In](#), [Instagram](#), [BlueSky](#) as Women's Health Matters. We chose to reduce our presence on [X \(formerly Twitter\)](#) in December 2024 due to concerns about the platform's direction particularly regarding the promotion of harmful content, changes to content moderation policies, and the platform's overall atmosphere.

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Followers across platforms: 6891 (2023/2024: 5939)

Post Reach: 61934 (2023/2024: 65,200)

- **Develop our social enterprise arm and develop new external training courses for professionals**

As part of sharing our expertise and developing our Social Enterprise and alternative income generation, we continued to develop and deliver our training and workshops. Our training offer, which is co-produced and co-facilitated with experts by experience, now includes [Survivors' Voices: Domestic Abuse Awareness Training](#) and [Understanding the Impact of Child Removal on Women: A Compassionate Approach](#). We also deliver workplace workshops such as [Menopause Training Session](#). We have dedicated a staff post to this work, which includes expert and experienced cover for our groups in times of illness or leave, to ensure consistent support for women and girls, raising our profile and outreach work to engage with other organisations and partners. This work has been supported by a consultant provided by the Lloyds Bank Foundation.

- **Investigate new premises**

We visited several potential new premises over the year. One was of particular interest and we started to pursue this option. Unfortunately, due to uncertainty of recurrent funding and the lateness with which this was confirmed, we were unable to proceed. We continue our search and endeavour to look for a funder to help us with a relocation.

- **Continue to develop the skills of our Board of Trustees, ensure succession planning is in place for key roles, and recruit new trustees as appropriate, including former service users**

We have recruited four new trustees to the board. Our long-standing Chair of Trustees, Alison Cater, stepped down and through succession planning, Hannah Jones was appointed to this role. Our trustee board currently numbers twelve, and is representative of the women we support, with trustees from a range of personal and professional backgrounds and experiences, nationalities and ethnicities, sexual orientation and disabilities. We have developed policies for the recruitment of former service users and former employees as trustees. 60% of our staff and trustees have declared lived experiences of Domestic Abuse and Violence.

- **Continue to assess and develop the diversity of our funding base**

We have in the region of 30 different funding streams. These include funding from Leeds City Council, West Yorkshire Combined Authority, NHS West Yorkshire ICB, Ministry of Justice, local and national Trusts and Foundations, National Lottery Community Fund, Sport England and Postcode Community Trust. We continue to seek out funders for both core and specific project funding.

- **Prioritise funding bids to sustain and continue the growth of our work within Domestic Violence and Abuse support, those seeking asylum, and work with families**

We have a funding action plan that includes sourcing funding for both existing work and new programmes and we continue to prioritise these areas.

- **Grow the capacity, reach, and networks for our services for women whose children are at risk of or have been taken into care**

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Project funding for our services in this area, Rosebuds (support group) and Inside Out (parenting programme), have ended. We continue to apply for funding. In the meantime we have supported Inside Out for one further cohort and will support Rosebuds for the 2025/26 from core funding. The need for this work remains. Women with children removed from their care are frequently told by Social Workers and the Family Court that to stand any chance of children being returned, they must complete a parenting course. Inside Out was Leeds' only course available for women who've experienced repeat removals. This remains a priority.

- **Continually revisit our Safeguarding procedures and test their effectiveness**

In line with current guidance, we have separate Safeguarding policies for Adults and Children. These are reviewed at least annually. Safeguarding Process audits are carried out regularly. Staff and volunteers undertake regular Safeguarding training, internally and externally. There is a standing agenda item of Safeguarding for Trustees' meetings and a report is produced by the Safeguarding Lead. All trustees have a minimum of Safeguarding Level 1 and complete internal safeguarding training.

- **Ensure strong working relations with our existing delivery partners and seek new partners to reach more women and girls**

We take part in regular review and partnership meetings with our delivery partners in LDVS, LDVS Sanctuary Support, Being You Leeds, Breastfeeding Peer Support, and Women and Girls' Alliance, Leeds in addition to regular funding and service reviews with funders. We continue to grow our partnership working with other charities such as Smart Works, Impact North, Yorkshire Sculpture Park, Jangala, and organisations such as High Speed Training to enhance our services for women and girls.

- **Update and complete our annual snapshot survey**

We updated and completed our annual snapshot Survey in November 2024 – February 2025. The results can be found in the Beneficiaries of our Services section.

- **Continue to build the body of evidence on the impact of our work, through externally evaluated projects and the internal use of impact tools**

Our Breathe Free project is being externally evaluated by Nottingham Trent University and Art of Her is being externally evaluated as part of The Pilgrim Trust's Young Women in Mind programme. We are working with the University of Leeds with research to enable safe spaces for all women.

- **Continue to develop opportunities for women currently involved in our services to support our work through helping at events and activities and through formal volunteering**

Over the past year, two former service users have codeveloped and cofacilitated our training for professionals. Six former service users secured positions as Group co-facilitators, delivering the project alongside experienced members of the staff team. We recruited and welcomed two new team members who prior to both workers employment, they were (at different times) service users of the Breathe Free Domestic Violence programme at Women's Health Matters, and both subsequently. All bring valuable lived experience of domestic abuse and/or Child Removal, which they draw upon to provide meaningful support and guidance to all involved.

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Service users volunteered at our celebration event and former service users volunteer in our Leeds Domestic Violence Service, Being You Leeds, Rosebuds, Feel Good and Rainbow Hearts projects.

- **Continue to develop our volunteering offer, student placements, and contributions from external workers**

This year we engaged with 41 volunteers across our services, hosted 6 student placements, and worked with 22 external workers, to provide support in our groups.

- **Hold a celebration event for WHM women in 2024**

We delivered our [annual celebration event](#) in October 2024 with 83 service users, plus volunteers, students, staff, and trustees, and a creche for 19 pre-school children. A poignant booklet titled 'Change' was unveiled. It featured deeply personal written pieces and drawings created by women supported by Women's Health Matters. The theme of change was explored from various perspectives, with contributors reflecting on transformations in their lives, the seasons, and the future they aspire to. During the day, women and staff took part in craft activities such as making wellbeing jars, tote bags, cards, and pompoms, singing, and some chose to share and read their words on 'Change'. All enjoyed a shared lunch together.

Beneficiaries of our services

As of 31 March 2025, 11.5% of women supported by WHM were aged under 26, 62% of women supported by WHM were aged 26-45, and 21% were aged over 45 (5.5% unanswered). 27% of children supported were aged under 5, 13% aged 6-10, 45% aged 11-15 and 14% aged 16-18.

44.5% of women identify as having no religion, 14% as Muslim, 20% as Christian, 3.5% as another religion including Buddhist, Hindu, and Sikh. 18% chose not to disclose this information.

37% of women report having a disability including physical or learning disability, mental health, or long-term health condition. Of those with a disability, 14% report multiple disabilities. 22% of children have a disability and 5% of those have multiple disabilities.

51% of women are not White British. 14% chose not to disclose this information.

33 different languages are spoken, and 37 different nationalities are represented in the women we support including Afghan, Albanian, Eritrean, Iranian, Iraqi, Nigerian, Pakistani, Palestinian, Polish, Sudanese, Syrian, and Ukrainian.

With regards to residency status, 27% of women state they are not British nationals, of these 48% are seeking asylum, 25% are refugees, 4% have limited or indefinite leave to remain and 1% have settled status. 10% chose not to answer. The remaining 12% include those on a spousal visa and those with unknown status or under humanitarian protection.

Our 2025 survey of beneficiaries ran between November 2024 and February 2025:

School/Work/Benefits

- 71% currently receiving benefits (2024:72%)

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- o 20% of these have had their benefits stopped, sanctioned or delayed (2024:6%)
- 74% currently unemployed (2024: 57%)
 - o 89% of these women have been unemployed for more than 6 months
- 16% left school without qualifications (2023 data: 12%)

Statutory Services

- 43% have had Children's Social Work Service Involvement
 - o either as a child themselves (2024: not recorded)
 - o or as an adult with their own children (2024:24%)
- 16% have currently or previously had adult social care involvement (2024: 22%)
- 10% were in care as a child (2024:4%)

Finances

- 78% have or have had money worries and have been unable to afford basic things (2024:60%)
- 56% have used a foodbank (2024:62%)
- 35% are currently or have been homeless (2024:12%)
 - o 6% currently
 - o 39% in the past
- 51% are or have previously been vulnerably housed (2024:30%)
 - o 12% currently
 - o 39% in the past
- 31% are in or have been in emergency accommodation (2024:13%)
 - o 5% currently
 - o 26% in the past

Police Contact

- 65% have had contact with the police as a victim of crime (2024:59%)
- 18% have had contact with the police as an alleged offender (2024:6%)
- 20% have been arrested (2024:10%)
- 7% have been charged with a criminal offence (2024:5%)
- 5% have been convicted of a criminal offence (2024:4%)
- 2% have been to prison (2024:0%)

Health, Disability and Emotions

- 90% identify as currently having or have had mental health problems (2024: 83%)
 - o 72% currently (2024:69%)
 - o 18% in the past (2024: 14%)

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- 63% identify as currently having or have had a long-term health condition (2024: 37%)
 - o 40% currently (2024: 36%)
 - o 23% in the past (2024:1%)
- 50% identify as currently having or have had a physical health condition or disability (2024:28%)
 - o 30% currently (2024:23%)
 - o 20% in the past (2024:5%)
- 35% identify as currently having or have had a learning difficulty/disability (2024:20%)
 - o 30% currently (2024:16%)
 - o 5% in the past (2024:4%)
- 85% have a lack of self-confidence (2024:86%)
 - o 71% currently (2024:62%)
 - o 14% in the past (2024:24%)
- 90% are, or have felt, lonely (2024:83%)
 - o 72% currently (2024:60%)
 - o 18% in the past (2024:23%)
- 55% are currently, or have a history of self-harming (2024:54%)
 - o 23% currently (2024:4%)
 - o 32% in the past (2024:50%)
- 66% are currently, or have historically experienced suicidal thoughts (2024:57%)
 - o 35% currently (2024:6%)
 - o 31% in the past (2024:51%)
- 26% currently have, or have had, problems with alcohol use (2024:23%)
 - o 7% currently (2024:3%)
 - o 19% in the past (2024:20%)
- 24% currently have, or have had, problems with substance misuse (2024: 16%)
 - o 8% currently (2024:3%)
 - o 16% in the past (2024:13%)
- 6% currently have, or have had, problems with gambling (2024:2%)
 - o 1% currently (2024:1%)
 - o 5% in the past (2024:1%)
- 66% currently have, or have had, problems with food. (2024: Not Asked)
 - o 39% currently
 - o 26% in the past

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- 67% currently take, or have historically taken, antidepressants or other medication for mental health problems (2024:70%)
 - o 51% currently (2024:43%)
 - o 16% in the past (2024: 27%)

Personal Experiences

- 18% have had a termination (2024:21%)
- 38% have had a pregnancy loss/miscarriage (2024:33%)
- 7% have experienced the death of a child (2024:5%)
- 76% have experienced a close bereavement (2024:53%)
- 95% have experienced unhealthy or abusive relationships (2024:90%)
 - o 70% experienced physical abuse
 - o 95% experienced emotional abuse
 - o 61% experienced sexual abuse
- 71% have been the victim of violence (2024:78%)
- 52% have witnessed domestic abuse as a child or teenager (2024:55%)
- 5% have experienced Female Genital Mutilation (FGM) (2024:3%)
- 6% have been trafficked (2024: 5%)
- 23% have been sexually exploited (2024:19%)
- 31% have been sexually assaulted or raped as a child (2024:31%)
- 48% have been sexually assaulted or raped as an adult (2024:38%)
- 6% have experienced forced marriage (2024: 3%)
- 34% have taken on a carer's role for a friend or someone in their family (2024:20%)

Feelings

- 100% strongly agree or agree that they feel able to get the support that they need from WHM (2024:98%)
- 76% strongly agree or agree that they feel able to now get the support needed from other services (2024:84%)
- 62% agree or strongly agree that statutory services now listen to them (2024:64%)
- 88% strongly agree or agree that they worry about what people will think if they know about the challenges they have faced (2024:77%)
- 96% agree or strongly agree that they received help from WHM that they couldn't have got anywhere else (2024:95%)

Support Received

Positive outcomes are very evident in this year's findings. In some cases, percentages have decreased slightly. This appears to be linked to the increased complexity and severity of the needs of the women we support. The data highlights the importance of

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the support we provide, while also showing that we are working with women who have increasingly complex needs.

- 92% agree or strongly agree that they have increased their self-confidence (2024: 97%)
- 88% agree or strongly agree that they feel better about themselves (2024:96%)
- 84% agree or strongly agree that they feel better able to stand up for themselves (2024: 94%)
- 93% agree or strongly agree that they feel better able to make their own choices following support (2024:95%)
- 93% agree or strongly agree that support received has improved their mental wellbeing (2024:98%)
- 83% agree or strongly agree that support received has improved their physical wellbeing (2024:92%)
- 91% agree or strongly agree that they feel safer following support (2024:93%)
- 81% agree or strongly agree that they feel less anxious following support (2024:93%)
- 87% agree or strongly agree that they have widened their support network following support (2024: 94%)
- 83% agree or strongly agree that they feel less lonely following support (2024:94%)
- 87% agree or strongly agree that they have made friends who understand them following support (2024:93%)
- 87% agree or strongly agree that they feel more positive about the future (2024:94%)
- 78% feel more ready to get a job, access training, or volunteer following support (2024:81%)
- 96% agree or strongly agree that they understand what abuse is following support (2024:95%)
- 96% agree or strongly agree that they are better able to respond to abusive relationships following support (2024:98%)
- 94% agree or strongly agree that they can leave or feel able to leave an abusive relationship if they wanted following support (2024: 99%)

Financial Support

- 80% have received food/clothing/items/financial support from WHM (2024:55%)
- 17% have received digital devices (not including the loan of a laptop)
 - 100% of these said it helped with the cost of living
- 95% of these said it helped with the cost of living

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- 62% have received support with travel costs to attend sessions (2024:70%)
 - o 84% agree or strongly agree that they would not have been able to attend sessions without travel costs (2024: 59%)

Children

- 58% of women supported have children under 18 living with them or elsewhere (2024:66%)

Of those who have children:

- 79% are single mums (2024: 65%)
- 20% have a child in someone else's care (2024: 27%)
- 22% currently have Children's Social Work Service involvement (2024:24%)
- 34% have had social care involvement in past (2024: 19%)
- 30% have a child(ren) with a learning disability/difficulty (2024:23%)
- 33% have a child(ren) with behavioural problems (2024: 18%)
- 2% have a child(ren) with a physical disability (2024:13%)
- 32% have a child(ren) with mental health problems (2024: 19%)

Supporting Children

- 96% of those with children agree or strongly agree that they have increased their confidence about parenting following support (2024:96%)
- 96% of those with children agree or strongly agree that they have improved their parenting skills following support (2024: 96%)
- 97% of those with children agree or strongly agree that their children feel safer after support (2024:96%)
- 97% of those with children agree or strongly agree that their children have improved mental wellbeing following support (2024:100%)
- 85% of those with children agree or strongly agree that their children have made friends following support (2024:91%)
- 97% of those with children agree or strongly agree that their children have increased their confidence following support (2024:100%)
- 95% of those with children agree or strongly agree that their children have learnt new things following support (2024:96%)

Creche Support

- 28% of women with children accessed creche support
- 64% would not have been able to access support without creche provision
- 100% felt safe and comfortable leaving their children in WHM's creche

Feedback from women:

"WHM has helped set me on a path to find the lost me, to be me and to embrace me"

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"WHM helped me understand what I went through and that it's okay to feel what I feel. It helped me realise that I am not alone and that I can still be happy"

"My confidence and understanding of myself and my situation has increased tenfold"

"I feel empowered knowing about the signs and characteristics of abuse, and how to get help, set boundaries and look after myself. I feel validated in meeting other survivors and sharing similar struggles"

Further information about each of our services and examples of key activities are included below with case studies:

Domestic violence and abuse work

Bluebirds

Overview: Funded by the Ministry of Justice via West Yorkshire Combined Authority, Bluebirds is a project for women and girls aged 11+ who have experienced domestic abuse and/or sexual violence and, as a result, are experiencing mental ill-health. Bluebirds offers an online group and one-to-one support for women to aid in trauma recovery.

Referrals received: 177

Women / girls supported: 110

Group sessions: 40

1 to 1 sessions: 195

Light touch support: 229

Highlights: We successfully managed the transition of the Bluebirds project from face-to-face sessions at Women's Health Matters to an online format. This shift allowed us to enrol more women on the cohort, making the support more accessible to more participants. Additionally, we incorporated a breathing and yoga coach into the sessions, providing women with valuable tools to support their recovery from trauma and enhance their overall well-being.

Challenges: While the online group has succeeded, one challenge this year has been ensuring that all women have reliable access to technology and a private space to join online sessions. Although online delivery has expanded access, some women still face barriers such as unstable internet connections and limited digital skills.

Looking to the future: We aim to improve women's emotional resilience, confidence, and self-esteem by enhancing both our group and one-to-one support offers. Looking ahead, we are focusing on strengthening and expanding our online Bluebirds offer to make it even more accessible, engaging, and inclusive. We will continue to embed breathing, mindfulness, and movement practices into the program, providing a more holistic approach to trauma recovery and equipping women and girls with lasting tools for their well-being.

Case Study: B was referred to Bluebirds one-to-one by Children's Social Services due to experiencing sexual abuse and being in an abusive relationship marked by controlling and coercive behaviour from the father of her children. At the time, she had two children and was pregnant. When support began, B was dealing with severe anxiety, flashbacks, and a lack of support networks. To help ease her into the process, the first three sessions were held over Zoom to reduce her anxiety around meeting new people and unfamiliar environments. Initially hesitant and guarded, B began to open up by the third session. WHM arranged taxi transport to and from the office to support her transition to

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in-person meetings and to make her feel safe and comfortable. In the fourth session, B shared her struggles with housing, including concerns about safety due to living near her children's father and unresolved repairs affecting her mental well-being. WHM supported her by liaising with the council for repairs and referring her to Engage Leeds for additional housing support.

As her one-to-one sessions progressed, B was referred to the Leeds Mental Health Wellbeing Service for counselling and later joined the Bluebirds Online 4-week trauma recovery group, where she fully engaged and shared her story. Sadly, during this period, B experienced a miscarriage and was supported emotionally by her worker and referred to bereavement services. Challenges also emerged at home, with her eldest daughter expressing blame and resentment over the loss, leading to strained relations. To help them navigate this, both were referred to the WHM Family Canvas Project for art therapy. B's journey illustrates the power of responsive, compassionate support, starting with remote sessions to build trust and evolving into a multi-faceted approach addressing housing, mental health, and family dynamics.

Breathe Free

Overview: Breathe Free is a 20-week course funded by The National Lottery Community Fund for women aged 16 and above who have experienced domestic violence and abuse (DVA) and complex trauma. The course is co-delivered with a recent Breathe Free course graduate, a woman with lived experience of DVA. The programme offers one-to-one support as needed and works with partner agencies for referrals and signposting. Once women have completed the course there is an opportunity for them to become Breathe Free volunteers. In addition, some women who are attending Breathe Free can also access 12-16 sessions of person-centred counselling from counselling students on placement with Impact North.

Referrals received: 200

Women supported: 117

Women supported by Impact North: 12

Group sessions: 110

1 to 1 sessions: 130

Light touch support: 252

Highlights: A highlight for Breathe Free has been the recruitment of previous course graduates to Co-Facilitator roles, supporting the Project Lead and Project Workers in delivering the groups. This initiative provides paid work opportunities, enhancing women's skills and confidence to re-enter employment. Co-facilitators also play a key role in supporting group members, acting as role models, and bridging the gap between the lead facilitator and participants. At the end of each cohort, Co-Facilitators completed evaluations, and all reported increased confidence in their skills and abilities, along with better work opportunities, including promotions in existing workplaces and recruitment to new jobs, including work at WHM.

Challenges: One challenge we found was around the order of group sessions, as we noticed a high drop-off of women attending group sessions around phase 2 of the programme. We recognise that this point in the course is where the sessions are quite heavy and emotional, and breaking these sessions up with some of the lighter sessions with a self-care focus might improve our retention of women and support more women to go on and complete the full programme. We are also building more opportunities for reflection into the sessions to support women's learning and retention of information, as we are aware of the impact trauma has on memory.

Looking to the future:

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We are starting this year with a new staff member leading Breathe Free, alongside a new cohort of Co-Facilitators. This gives us a valuable opportunity to build on last year's learning and introduce some small changes to ensure the group continues to run successfully. We are exploring ways to strengthen our partnerships with organisations such as High Speed Training, Yorkshire Sculpture Park, and Smart Works in order to provide the best possible support for the women, helping them in their recovery and setting them up for long-term success through training and employment opportunities.

Case Study: D joined Breathe Free in November 2024 following physical, emotional, and sexual abuse from her ex-partner. Although D's referrer identified the relationship as abusive, D did not initially recognise it herself. Through the sessions, D began to understand that her current relationship was also abusive and expressed a desire to leave. Breathe Free staff supported D in planning a safe exit, including spending a full day with her and her son to make essential calls regarding housing, benefits, and legal advice. Two days later, D contacted staff in crisis, needing to leave immediately. Staff worked remotely to implement urgent safety measures, coordinating with D's children's school, the police, and specialist services like Leeds Domestic Violence Service (LDVS). Staff assisted D in creating a plan to remove her partner and his dogs from the home, allowing her to move forward with the separation. D was also referred for an emergency injunction and sanctuary measures to ensure her safety while remaining in her home with her children. D continues to attend group regularly and has successfully remained separated from her partner.

Leeds Domestic Violence Service (LDVS)

Overview: Domestic Abuse Education and Support Groups, funded by Leeds City Council Public Health and DLUHC New Burdens funding.

As part of the LDVS consortium WHM run and deliver the Domestic Abuse Education and Support Groups. There are five groups per week, delivered in different locations at different times across the city. Creche is available in four of the five groups. Every week we talk through issues that affect the safety and wellbeing of women experiencing domestic abuse and violence. We know that women are the experts in their own situations and that with the right support women themselves will find the best way to move forward. We offer advice and referrals for other support where it is needed.

Women / girls supported: 152

Group sessions: 225

1 to 1 sessions: 260

Light touch support: 308

Highlights: The highlight of the year is being part of a woman's journey to recovery, watching women grow in confidence and self-esteem through attendance at the group. Supporting the reduction of isolation, and challenging shame and woman blaming.

Challenges: One of the year's challenges was the financial insecurity caused by funding uncertainty. This meant we were unsure if we could continue delivering all 5 groups, providing creche and fund facilitators. This led to stress, worry and job insecurity for team members.

Looking to the future: We have a highly skilled team who each bring a unique and invaluable quality to the groups. The upcoming challenge for next year is again funding uncertainty and potentially having to cut the number of weekly groups.

Case Study: When **L** enrolled in the group, she was living in an abusive relationship with her two children. L disclosed that the abuse was perpetrated by her husband and another family member, both of whom would encourage visitors and their friends to 'join in'. L described feeling completely overwhelmed and felt that there was no escape. L said

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that her life was completely controlled, and was subjected to many forms of abuse, including physical, financial and emotional abuse on a daily basis. L said that she would go upstairs and come down to find her children missing, as her husband would arrange for his family members to take them out without her knowledge or permission. L didn't know who she could trust and felt isolated, desperate and alone.

Following her first session, L was referred to one-to-one support. L was offered a place in Refuge, but it was out of area, and she was scared to lose her job as she felt it was a lifeline that could potentially provide her with the means to escape. Additionally, her husband had taken out several loans in her name. Therefore, she needed an income to pay the debt. L was referred to additional support around housing. Over a period of time, L was supported to leave the relationship and move into her own property, where she and her children are currently thriving.

Leeds Domestic Violence Service – Sanctuary Support Scheme

Overview: The Leeds Domestic Violence Service (LDVS) Sanctuary Support Scheme started in January 2022. A partnership of 9 organisations led by LDVS, the Sanctuary Support Scheme aims to provide long-term, one-to-one support for women experiencing Domestic Violence and Abuse. The project provides support with safety planning, accessing sanctuary measures and ongoing emotional support, to ensure tailored one-to-one support for marginalised groups who have experienced domestic abuse. These groups include LGBTQIA+ people, people seeking asylum, culturally diverse and migrant communities, those with disabilities, those experiencing forced marriage and “honour-based” violence, older people and those who are pregnant.

Disability specialism

This role specifically specialises in working with clients with both physical and mental disabilities.

Pregnancy and Maternity Specialism

This role works with women who are pregnant and includes those who have young children.

Women supported: 32

1 to 1 sessions: 450

Light touch support: 815

Highlights: Over the past year, stronger partnerships have been established with a range of organisations, significantly raising awareness of the Sanctuary Support Scheme across the sector. The scheme's impact has been particularly evident in how it has helped create safer environments for women, amplifying their voices and ensuring they feel heard, supported and empowered in their journeys toward safety and recovery.

Challenges: Accessing external services has continued to present significant challenges over the past year. Common issues include unclear referral processes, inconsistent communication, and limited availability of support. In some cases, delays and lack of transparency around eligibility or capacity has meant that individuals no longer require the support by the time it becomes available, with alternative arrangements having to be made elsewhere. These barriers impacted the service's ability to secure timely and appropriate interventions for those in need. was often spent navigating complex referral systems, which in turn limited capacity to focus on direct support. Delays in access to specialist services also risked missed opportunities for early intervention and may have led to increased distress for women waiting for help.

Looking to the future: The Sanctuary Support Scheme has been extended until March 2026. The project will continue to provide 1:1 support to women experiencing high risk domestic abuse, with the two Sanctuary Support workers based at Women's Health Matters particularly focusing on women who are pregnant, and women with disabilities.

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Case Study: N was referred to the Sanctuary Support Scheme by her Leeds Housing Options worker, after experiencing significant trauma because of Domestic Violence and Abuse. She had an active MARAC flag and was being subjected to ongoing stalking and harassment by her ex-partner. At the outset of support, N was extremely distressed and fearful. Support included competing referrals for housing assistance and referrals for therapy. Over time, N began to engage consistently with support and made noticeable progress, gradually developing into a more confident and proactive individual. She actively participated in safety planning, reported concerns when needed, demonstrating a strong commitment to protecting both herself and her children. N was awarded a Band A+ housing priority due to a collaborative work with her housing worker – a key milestone in her journey towards long-term stability, and engage regularly in therapy sessions with WTCS, describing the experience as transformative, allowing her to express long-held emotions in a safe and supportive environment. In addition to her own recovery, N prioritised her children's well-being by arranging for her daughter to attend the Art of Her project at WHM, a creative therapeutic service for young women. Her journey reflects resilience, personal growth, and a determined commitment to building a safer and more hopeful future.

The Key Change

Overview: The Key Change project is funded by The Masonic Charitable Foundation, which supports girls aged 11-18 in a school setting who are experiencing, witnessing, or at high risk of abusive relationships. This includes both intimate partner abuse and domestic abuse within the family home. The course focuses on achieving three outcomes to help girls better identify and respond to abuse, improve their mental well-being, and build wider support networks. In addition to core topics, we have also covered areas identified by the girls themselves, such as managing emotions and self-harm.

Referrals received: 66

Girls supported: 48

Group sessions: 36

1 to 1 sessions: 7

Light touch support: 26

Highlights: This year, we delivered seven 6–8 week courses, covering our core sessions on healthy and unhealthy relationships and wellbeing, while also adapting to the specific needs of each group through a flexible, co-produced approach. This included sessions on online safety, managing emotions, anger management, and confidence building. In response to one group raising concerns about self-harm and limited support, we developed a tailored session linking young people with specialist services. We also supported a Specialist Inclusive Learning Centre (SILC) school, working with students with a range of learning needs, including moderate and severe learning difficulties, complex needs, and Autism.

Challenges: This year, we faced significant challenges working with one school, an independent alternative provision supporting young people with Social, Emotional, and Mental Health (SEMH) needs. Poor communication and early session times, which didn't align with student attendance, made delivery difficult. Although we began with a good group, numbers dropped due to students moving schools or having personal issues. The girls faced complex challenges, including mental health struggles, family issues, and high safeguarding concerns, requiring a flexible approach. Due to the small number of female students and individualised timetables, we delivered only three sessions. After reflecting with the school, we agreed that a structured course wasn't the best fit and instead planned two half-day workshops for April 2025 to better meet the students' needs.

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Looking to the future: Moving forward, we will continue delivering our groups to schools across Leeds while expanding our reach by engaging with more schools and community partners. We will regularly assess and adapt our content based on feedback to keep sessions relevant and effective, with a strong focus on strengthening partnerships to build sustainable relationships. We are confident that these efforts will ensure the ongoing success of the project and enable more girls and young women across Leeds to benefit from our support.

Case Study: T is a 14-year-old struggling with substance misuse and mental health challenges. She joined the Key Change Project and initially appeared disengaged and resistant, often disrupting sessions and affecting the group dynamic. After she had missed the second session, the facilitators reflected on strategies to better support her. When T returned for the third session, a subtle shift in her engagement became noticeable; she began participating in discussions, listening actively, and reducing her disruptive behaviour. By the fifth session, T's transformation was clear. She openly shared personal experiences, built trust with the group, and contributed positively to discussions. A particularly notable change occurred during session five's checkout, where she moved away from her usual comment about "getting drunk" and instead mentioned playing her guitar as a positive activity. T's journey demonstrates the importance of patience, consistency, and a safe environment. It shows how targeted intervention programs can significantly support young people in building healthier relationships and improving their mental well-being.

The Key Change in SILCs (Specialist Inclusive Learning Centres)

Overview: Funded by Baily Thomas, the Key Change in SILCs supports girls aged 11–18 in school settings who are experiencing, witnessing, or at high risk of abusive relationships. This includes both intimate partner abuse and domestic abuse within the family home. The project focuses on achieving three core outcomes: helping girls better identify and respond to abuse, improving their mental well-being, and building wider support networks. We worked with Specialist Inclusive Learning Centres (SILC) to tailor the mainstream Key Change course for girls with learning disabilities, consulting with teachers and adapting materials to meet each girl's learning age and needs.

Referrals received: 45

Girls supported: 24

Group sessions: 15

Highlights: Designing the course to be adaptable has been highly beneficial, allowing us to customise the content for various groups and individual service users. This adaptability has been especially valuable in meeting the unique educational requirements of the specialist inclusive learning centres. Schools have given us positive feedback on our adaptable approach to tailoring the course to suit different learning needs.

Challenges: One challenge we encountered at a particular school involved attendance issues among some of the girls who were registered for the programme. Despite their initial interest and enrolment, many of them could not attend the whole course due to the group conflicting with their work experience placements. This limited their ability to fully engage with and benefit from the program's content. We are now exploring ways to improve coordination with schools in advance to better align the program with scheduling other academic commitments, such as work experience.

Looking to the future: Baily Thomas's funding is due to end in June 2025. However, we remain committed to supporting as many Specialist Inclusive Learning Centres as possible through our other Key Change funding stream. We recognise the importance of

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continuing this work and are actively exploring additional funding opportunities that could provide targeted support specifically for Specialist Inclusive Learning Centres.

Case Study: U was referred to the Key Change group by their school to help develop a better understanding of healthy relationships and to receive additional support with personal and social development. At the start, U was quiet and withdrawn, finding it challenging to engage confidently in group discussions or express thoughts and feelings. Throughout the group, U responded positively to the supportive and inclusive environment. The creative and interactive sessions helped U to explore key themes around relationships, self-awareness, and communication in a safe space. Over time, U's confidence grew noticeably, and she became more vocal and engaged, even contributing actively to group discussions. School staff observed a clear improvement in U's ability to form positive peer connections and express herself more openly.

Pregnancy, parenting, and support for women whose children are being cared for by someone else

Breastfeeding Peer Support

Overview: Funded by Leeds City Council Public Health and in partnership with Health for All, Bosom Buddies provides one-to-one breastfeeding advice and support to new mums from specialist, trained advisers. The service trains experienced mums to be peer supporters to provide support and guidance across 11 weekly groups, and in hospitals. The service also provides free loan of breast pumps to mums in need.

Women supported (WHM element): 57

Children supported: 59

Group sessions: 72

1 to 1 sessions: 144

Light touch support: 150

Highlights: The project delivers one-to-one support across 11 weekly groups and supports new mums on hospital wards. This year has seen an increase in the number of trained peer supporters offering one-to-one support on wards to new mums, establishing it as a very much needed service by mums and staff alike. This has resulted in new mums getting support and advice around breastfeeding before they leave the hospital, increasing their chances of breastfeeding after they have left the ward. The service was highly commended in this year's Leeds City Council's Compassionate Leeds Award for outstanding community health and wellbeing service.

Challenges: There is much demand for breast pump loans for mums who are struggling with feeding – this might be due to health issues for mum or baby, the baby may be in the ICU, or mum and baby may be separated for other reasons, meaning mum needs to express milk to continue breastfeeding. For babies who are unwell, still receiving breast milk is important and can play a part in their recovery. However, the service cannot keep up with demand and is unable to meet the needs of all the mums and babies who need access to breast pumps.

Looking to the future: In partnership with Rainbow Hearts at Women's Health Matters, we are hoping to deliver breastfeeding peer support to women from a wider demographic, namely, women seeking asylum or refuge in Leeds. Although the groups are always busy, we noted that there are a few women seeking support whose first language isn't English. We want to ensure that all women, regardless of their background or language, can access the same level of support around breastfeeding. We hope that by training women from this community, some women who are currently not receiving support will be able to access support around breastfeeding.

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Case Study: C, a 17-year-old mum, had very low confidence due to bad experiences of being bullied throughout high school, and struggled in groups. Her baby's father was not involved due to his abusive behaviour towards C when she told him about the pregnancy. C wanted to breastfeed her baby but was very nervous about attending group. She first attended with her mum but was still very anxious. She was also concerned about being the only young mum in the group and how the other mums would respond to her. C was provided a lot of one-to-one support in the group sessions, around her breastfeeding, as well as issues relating to her confidence and mental health. Following this support, C continued to attend group by herself, and workers have seen her confidence grow.

Creche

Overview: Creches are provided for the Breathe Free groups that Women's Health Matters runs; for four of the Leeds Domestic Violence groups that are run by Women's Health Matters; for Drop-in; for family work in the school holidays; and for special events that are run by Women's Health Matters, such as the Celebration Events.

Children accessing creche: 152

Creche sessions: 164

Growing Together Group ended 31/7/2024

Overview: Growing Together Group was funded by Awards for All. It is a group run from a nursery room in a children's centre where women and their preschool-aged children can mix with other families and benefit from peer support and expert support from a qualified early years worker. Sessions are planned but loosely so that the women can introduce and identify the areas that they need support with. There is a focus on health, behaviour and a gentle and safe introduction to early years settings.

Women supported: 10

Children supported: 12

Other children impacted: 22

Group sessions: 13

1 to 1 sessions: 11

Light touch support: 28

Highlights: The relationships formed among the women participating in this group have been strong, with women offering peer support to each other and to their children. Most families have engaged in one-to-one support, allowing for the promotion of various government health initiatives, such as vaccinations. We have signposted women to other groups and services and made appropriate referrals for women and their children, where needed, to other professionals, including schools and mental health services.

Challenges: The groups were quite quiet to begin with, however, with promotion internally at WHM and within the children's centre, we got more women coming with their children. As we got a higher number of women attending, we had to change how the group was structured to accommodate the varied ages of the children attending. We implemented a circle time with songs and props, which proved to be very successful and helped women join in and learn songs that they can use for playing with their children at home.

Looking to the future: The Growing Together work ended during the financial year and we then lost our experienced Early Years practitioner as she moved onto other work. We are always looking out for other funding that could offer support to women and their children as we recognise the benefits this makes to the women we support.

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Case study: In a group discussion about vaccinations, **J** raised concerns about vaccines, in particular the MMR vaccine, and the link to autism. The Project Worker created space for a safe and informative conversation where the women could ask questions about vaccinations without fear of judgement. **J** was worried about the impact of vaccinations on her child and had read things which had worried her. The Project Worker held space for the discussion and offered reputable sources and research to show the safety and efficacy of vaccinations. The women also then discussed herd immunity and the importance of this within communities. **J** felt the conversation was useful and gave her the information she needed to make an informed decision for her child.

Growing Together 1-1 Family Project

Overview: Growing Together works with women and their children to rebuild relationships after trauma. We work with women to build confidence in their parenting, support with onward referrals and signposting, and improve communication, enabling them to best support their children in the future. Growing Together was funded by Leeds Community Foundation as part of their Trauma Informed Work in Communities, and as part of this, the Project Lead was part of a larger community of professionals and organisations working to make Leeds a more trauma-informed community.

Women supported: 34

Children supported: 38

Other children impacted: 79

Family sessions: 30

Light touch support: 132

Highlights: Throughout the project, we have learned the importance of building trust with women and their children and how taking the time to do this supports women to feel safer and engage better with our work together. Having a holistic approach, including children attending our on-site creche, participating in other WHM groups, and receiving targeted one-to-one support, has been key in being able to create safety and trust in our relationship with women and their children. Working in this trauma-informed way has been rewarding and enabled us to meet the women and their families where they are, resulting in better outcomes.

Challenges: A challenge we faced was when our project lead left the organisation with three months left of the project due to worries about continuation of funding. We could not recruit a short-term worker, so we looked at our existing projects and recognised a need for trauma-informed support for families within our Rainbow Hearts group, which supports women and their children in the asylum process. We were aware of the high levels of trauma these families have experienced, and we were able to support these families with targeted resources and activities to help bring families together, support mums and their children with language learning and provide space for families to have fun together.

Looking to the future: Unfortunately, the funding for this project ended in 2024. We have taken the lessons from the trauma-informed work and implemented them into all aspects of work at WHM, sharing good practice and reflecting on our work as a team in peer support meetings. We continue to look for alternative funding sources for this work.

Case Study: **I** and her two children worked with the Growing Together project for nine months. Workers from the Breathe Free project referred the family due to concerns about the children's challenging behaviour at home, particularly around bedtime. **I** felt that this behaviour was impacting her parenting and overall well-being, while also recognising that it stemmed from the children having directly witnessed the abuse she had experienced. **I** and her children were highly engaged with the support offered,

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demonstrating openness and honesty throughout the process. The project worker provided practical strategies to support the family and facilitated onward referrals, including internal referral to the Family Canvas project and external referral to KidzClub. The project worker also provided relevant resources to I and her children and demonstrated how to use them together. The family participated in trips organised by Women's Health Matters alongside Healthy Holidays, helping them to build friendships and connections with other families. I continued to receive support from other Women's Health Matters projects beyond the family's engagement with Growing Together.

Inside Out

Overview: Funded by the Albert Gubay Charitable Foundation, Inside Out is a 13-week parenting course for women who live apart from their children or are involved with Children's Social Work Services. The course aims to help women understand what their children need from them and what barriers might exist for them to meet these needs.

Referrals received: 67

Women supported: 50

Children impacted: 121

Group sessions: 39

1 to 1 sessions: 114

Light touch support: 132

Highlights: We have seen a change and/or improvement in the outcomes for women in respect to their children: Two women started to have unsupervised contact; one woman now has overnight contact with her child; one woman no longer has Social Care involvement; two women are having new assessments to have their children returned to their care; three women have seen an increase in the amount of contact they are allowed to have with their children; and two women have requested new assessments. The women reported that these changes happened due to their learning on the course, and their greater understanding of their children's needs and what they can do to meet them.

Challenges: The challenge remains the chaotic nature of the women's lives who attend the course and its impact on their ability to engage and complete the course. Due to the difficulties the women face and the effect it has on their mental health, we have seen a higher-than-usual dropout rate in the course. As the women's access to mental health services has become more difficult, we have seen a deterioration in the mental health of the women, women who have experienced profound trauma, and in turn this makes it hard for them to manage weekly sessions. The stresses the women face – debt, food and energy poverty, inappropriate housing – can make it hard for them to commit to attending a weekly course when they have so many other things going on in their lives.

Looking to the future: This funding has ended, and we haven't yet been able to secure new funding. Women's Health Matters are funding a further cohort from core funding. This is with the aim of continuing to apply for further funding for the project. There is nothing else like this course in the region, let alone in Leeds, offering support to women in this very specific situation. Women will be told by Children's Social Work Services and the courts that they need to undertake a parenting course. However, this isn't available outside of Inside Out. This means that women will not be able to do what they have been told to do by the courts. We will continue to apply for funding to continue this valuable work.

Case Study: K is a 28-year-old mother of three children who has experienced significant trauma throughout her life. K grew up in the care system, having been removed from her mother's care due to neglect. She was groomed and experienced domestic violence

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from a young age. K had her first baby at 18 years old and had her first two children removed from her care and placed for adoption. Her youngest child was placed in long-term foster care following a court ruling. Despite these challenges, K began attending Inside Out, where, for the first time, she acknowledged and began to process her own childhood trauma. This marked a turning point, as she reached out to Children's Social Work Services (CSWS) for support and to advocate for herself around what happened to her as a child. K worked to rebuild her relationship with CSWS, independently arranging meetings to request increased contact with her youngest child and pushed for a reassessment. Though K was denied legal aid, she showed remarkable strength by choosing to represent herself in court, something she never believed she could do. Her daughter's social worker recognised the significant changes K has made and supported a further assessment, with the longer-term goal of potential reunification.

Maternity & Neonatal Voices Partnership (MNVP)

Overview: A key highlight was working with the health equity specialist midwifery team at LTH to develop a staff training day on health equity and service user voice. The MNVP conducted several focus groups with different communities, including Mothers with care experience, women seeking asylum, and women with experience of perinatal mental health issues. This feedback then went into creating sessions for staff to demonstrate what trauma-informed care looks like for these groups. The Trust and MNVP ran the day, which was attended by eighty staff members, including frontline midwives and senior leadership. Another of these events is planned for 2025/26 to focus on different groups.

Women supported: 194

Children supported: 44

Group sessions: 18

1 to 1 sessions: 42

Light touch support: 120

Highlights: A key highlight was working with the health equity specialist midwifery team at LTH to develop a staff training day on health equity and service user voice. The MNVP conducted several focus groups with different communities, including Mothers with care experience, women seeking asylum, and women with experience of perinatal mental health issues. This feedback then went into creating sessions for staff to demonstrate what trauma-informed care looks like for these groups. The Trust and MNVP ran the day, which was attended by eighty staff members, including frontline midwives and senior leadership. Another of these events is planned for 2025/26 to focus on different groups.

Challenges: An ongoing challenge is ensuring that the feedback collected is representative of women and birthing people across the city. Different methods of engagement have been employed, including social media callouts, surveys, open-access focus groups, and visits to community groups, but identifying ways to speak to those most marginalised is an ongoing focus.

Looking to the future: A key focus for 2025/26 is to expand the MNVP's focus to neonatal services. While neonatal feedback has been heard organically by the MNVP to date, new funding specifically for neonatal means that the experiences of parents who have gone through stillbirths, the death of their babies, late term miscarriage, and had their baby in neonatal for any length of time, will be a particular area of focus in a trauma-informed way.

Case study: O came to an open-access MNVP focus group looking at antenatal care. She was initially reluctant to talk about her experience, but as she heard other women

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speaking, she opened up to the point of speaking not just about her youngest baby but the experience of a stillbirth she had had in her previous pregnancy. As a result of coming to the focus group and having a positive experience, she has since signed up as a regular Parent Representative and attended online meetings and a 15-steps walk around of the hospital, reviewing maternity services for their accessibility, cleanliness, and safety. She will be continuing to inform MNVP work, particularly on engaging bereaved parents.

Pregnancy Choices Advocacy Service (PCAS)

Overview: This work is now funded by Women's Health Matters after the previous funding from the NHS came to an end. PCAS provides impartial one-to-one telephone support for women and pregnant people around their pregnancy choices – providing information on midwifery and termination options, offering support whether the decision is to continue with a pregnancy or access a termination. We provide advice and support around both emotional and practical issues. WHM decided to continue this project as there is no other service offering this kind of support, and we recognise the importance for women to be able to make safe, informed decisions around fertility and pregnancies.

Women supported: 25

Children impacted: 14

1 to 1 sessions: 33

Light touch support: 19

Highlights:

Despite no current funding, WHM continues to champion and support women's rights to make informed choices around their pregnancies. Risk of abuse can either start or escalate during pregnancy, making it a dangerous time for many women. It can also be the time when women seek support or help. We have offered one-to-one support to women who wouldn't have had anyone or anywhere to get support from. Although the service offers support around pregnancy choices, we also support with issues such as mental health, domestic violence and abuse, housing and other problems that women face that can make pregnancy a more difficult or dangerous time in their lives.

Challenges:

This project initially started with NHS funding, and we were able to offer one-to-one support in person and by phone. This included attending appointments for women who didn't have anyone to attend with them. We were able to fund travel to termination appointments, which are often outside of Leeds. Although we now provide telephone support, we cannot meet women or attend appointments with them, something we know is still lacking in Leeds. We will continue to offer telephone support as long as we are able to support this provision financially.

Looking to the future:

We continue to look for funding so that we can offer the full range of support women need at these difficult times. Until then, we will provide telephone support to women.

Case Study: P contacted the service for support in accessing a termination appointment in Doncaster. P was a woman seeking asylum, with no recourse to public funds and no permanent place to live. She was unable to travel to her appointment due to a lack of funds. Although someone had offered to cover the cost of travel, she had no bank card and therefore could not purchase a train ticket. Train tickets and hotel accommodation near the clinic were arranged on her behalf, and she was met in person to be given the tickets, a map, and relevant information. Continued contact was maintained with both P and the hotel. When she didn't arrive at the hotel, they contacted WHM and support was provided to ensure she reached the clinic and the hotel safely, enabling her to access the

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termination. Referrals were also made for group support and legal advice regarding her immigration status, which helped her begin the process of securing suitable housing.

Rosebuds

Overview: Funded by Jimbo's Fund until 31/8/2023 and The Charles Plater Trust from 1/9/2023. for women living apart from their children. Over 6 months, women develop coping strategies to manage difficult situations and emotions, alongside increasing their understanding of abusive relationships and the long-term impact on them.

Rosebuds is a course for women living apart from their children, who have been affected by domestic violence and abuse. A mix of peer support, structured learning sessions and visits from other support services to offer support, learning and healing, it is funded by the Charles Plater Trust. The course aims to offer support around mental health and well-being and preparing for the future, supporting them to be able to find ways of managing the difficulties they face – both practical and emotional. The aim is for women to build their resilience and start thinking about their futures – what they will look like and how they will get there.

Referrals received: 55

Women supported: 32

Children impacted: 70

Group sessions: 39

1 to 1 sessions: 72

Light touch support: 99

Highlights: The women of Rosebuds played a key role in shaping a new training programme for professionals working with mothers living apart from their children. By sharing their lived experiences, they helped inform the content and ensure it truly reflected the challenges women face. Notably, one participant has gone on to co-deliver this training alongside the facilitator, using her voice and insight to influence practice and inspire change.

Challenges: Due to the complexity of the women's circumstances, it often takes time for them to build the confidence to attend the course for the first time. When a place becomes available, we begin contacting women from the waiting list. However, even after initial contact, it may take several weeks before a woman feels ready to join. We offer a two-week window of encouragement and support, and if she doesn't attend by the third week, her place is reallocated and she is removed from the list. In some cases, women still don't attend within this timeframe, and the process must begin again with the next person on the list. While this can result in places remaining unfilled for some time, the flexibility and understanding built into this approach are essential for creating a safe and supportive space for engagement.

Looking to the future: This funding ends in August 2025. We are actively seeking further funding to continue delivering this vital work. In the meantime, we remain committed to running sessions that support women in managing their mental health and well-being, while also encouraging them to plan for their futures.

Case Study: S is 22 and had her son removed from her care due to an unexplained injury. Both she and her ex-partner were in the pool of perpetrators, and she was arrested. She engaged well and has shared that she has made many changes to her life. She is no longer in contact with her ex-partner and has moved into her own property. S shared that through the course, she has a better understanding of the concerns held by Children's Social Services and feels better able to be open with them about how she is feeling. She has changed how she communicates with them, building up trust on both sides. As a result of this improved confidence, relationship, engagement and

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communication with Children's Social Work Services, the decision has been made to return her son to her care. They are now starting the process of reunification.

Specialist support for women seeking asylum and refugees

Rainbow Hearts (Leeds City Council Public Health funding)

Overview: Rainbow Hearts is a well-being and social group for women seeking asylum or recently granted refugee status. It is funded by Leeds City Council, with additional support from The Evan Cornish Foundation. The group offers a range of informative and social sessions focused on health and well-being, self-care, and the therapeutic arts. Women also have the opportunity to learn English through informal classes with our qualified ESOL teacher. Our aim is to help women build support networks, engage in activities that improve their well-being, and become more familiar with their new city.

Women supported: 105

Children supported: 27

Children impacted: 109

Group sessions: 64

1 to 1 sessions: 37

Light touch support: 59

Highlights: This year, we've delivered a variety of health information sessions and therapeutic well-being activities, supporting women in caring for their physical and mental health. A key highlight has been our partnership with MESMAC, a Yorkshire-based sexual health charity, who now attends the group monthly to lead sessions on sexual and women's health. In addition, our informal ESOL (English for Speakers of Other Languages) classes have been impactful. We've received positive feedback, with one participant saying, "This 1-1 English lesson helped me to improve my English more than other classes I've attended in the past few weeks."

Challenges: The project has faced several external challenges that have impacted the women we support. At the beginning of the year, the passing of the Rwanda Act caused significant stress and fear, followed by race riots in the Harehills area of Leeds during the summer, where many of the women live. Additionally, changes in government and asylum policies have created further uncertainty. While Rainbow Hearts has remained a safe space for the women to escape these stressors, the women have had heightened support needs, which have at times been difficult to manage within the group setting.

Looking to the future: Recently, our current group venue has become insufficient to meet the needs of the women we support. The community centre, which features a single central space, has expanded its offerings through projects like SIM card gifting and bilingual advocacy support. As a result, there has been an increase in foot traffic, with people entering the space during our sessions. This has compromised our ability to maintain a safe, women-only environment. Additionally, it has become challenging to facilitate certain sessions, particularly those addressing sensitive topics like women's health and sexual health. We are actively seeking a new venue to better serve the women and ensure a safe and private setting.

Case Study: Q, a 48-year-old woman from Libya, arrived in the UK with her husband and five children, facing a challenging asylum process. She experienced stress and anxiety due to her uncertain status, along with various health issues. As a former doctor in Libya, Q also struggled with the loss of her professional role, which had a significant impact on her mental health and well-being. Seeking connections and information about asylum support services in Leeds, Q joined Rainbow Hearts.

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Since joining Rainbow Hearts, Q has found a supportive community that has greatly improved her mental health. She attends the group regularly and has shared how it boosts her mood, saying, "I'm in a low mood, but when finishing the group and leaving, I always have a good mood." Participating in creative and mindful activities such as weaving and decorating a 'wellbeing box' allowed Q to disconnect from external stressors and focus on self-care and relaxation. Through the group, Q has made meaningful friendships and been connected to additional services in the city, expanding her support network. Q has also appreciated being able to communicate in Arabic with our Project Worker, helping to remove barriers and ensure she receives the emotional support she needs.

Rainbow Hearts (Migration Team funding)

Overview: This funding from Leeds City Council's Migration Team furthers the support we offer to women seeking asylum and newly granted refugees. Adding to the Rainbow Hearts offer, the project consists of a second weekly peer support group where women can socialise and participate in activities to improve their well-being. Women can practice their English, learn about other support services in Leeds and participate in physical activity by joining our monthly walking group. There is also the opportunity for one-to-one support, especially for women in the 28 day move-on period. We support the women to feel settled in Leeds, by building their support networks and helping them feel more familiar with their city.

Women supported: 79

Children supported: 14

Children impacted: 76

Group sessions: 38

1 to 1 sessions: 28

Light touch support: 41

Highlights: The project has supported many women who have been in the UK and/or Leeds for a short period. These women have benefited from connecting with others who share similar experiences, cultures, and languages. They have appreciated the combination of well-being activities and informative sessions. Some key highlights include an Indian dance workshop that provided an opportunity to connect with and learn about South Asian culture, a cooking demonstration with Get Cooking that incorporated ESOL (English for Speakers of Other Languages), and informative sessions on fire safety with the West Yorkshire Fire Service.

Challenges: This year, external factors, including political changes and ongoing shifts in asylum policies, have had a significant impact on the project. The increasing complexity and uncertainty of the legal and welfare systems have placed additional stresses on the women we support, particularly as they navigate the asylum process and transition after receiving a positive decision. This has resulted in a heightened demand for mental health and wellbeing support. One of the major challenges faced by the women has been securing stable housing during the 28-day move-on period after their asylum claim is approved. Many have struggled to find accommodation within this timeframe, leading to increased numbers of women facing housing crises. In response, we have provided one-on-one support, referrals, signposting, and, where possible, financial assistance to help them through this difficult period.

Looking to the future: The funding for this project ends in June 2025. Given its success and impact, we are actively seeking additional funding to ensure that this vital support can continue. The project has played a crucial role in supporting women's well-

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being, skills development, and integration, and we are committed to continuing this important work.

Case Study: R, a 39-year-old woman from Uganda, joined the Rainbow Hearts group in June 2024 to build a supportive community in Leeds after being separated from her children, which had significantly impacted her mental health. Her regular participation in the group provided a safe space that helped reduce stress and anxiety while enabling her to build meaningful friendships.

In November 2024, R received her refugee status but felt overwhelmed by the next steps, especially regarding her housing situation. With Rainbow Hearts' support, she received housing guidance and was connected to services such as Leeds Housing Options and RETAS for additional assistance. She also benefited from valuable peer support from other group members who had navigated similar challenges. R expressed her gratitude, stating, "If I was going through this process without the support of Rainbow Hearts, I don't know how I would cope." She is now exploring family reunification options to bring her children to the UK, feeling more hopeful about the future thanks to the ongoing support from the group.

Support for women with learning disabilities

Feel Good

Overview: Feel Good is a health and wellbeing course for women with learning disabilities, funded by Leeds City Council. The course covers topics such as healthy friendships and relationships, taking care of our bodies, being confident, and staying safe. We also invite speakers into the group to talk to the women about specific issues such as online scams, safety, and domestic abuse. The group is a safe space where women can learn about themselves and their bodies and ask questions without judgment.

Women supported: 20

Children impacted: 6

Group sessions: 35

1 to 1 sessions: 16

Light touch support: 149

Highlights: In addition to our regular sessions, this year the women have contributed to the development of easy-read documents for Leeds Community Healthcare (LCH). LCH attended several sessions to present documents on topics such as dental health, attending dentist appointments, and pulmonary health. The women provided valuable feedback, suggesting improvements to ensure the information was clear and easy to understand before being finalised and released. These documents are now being used by the NHS in Leeds to support people with learning disabilities.

Challenges: Feel Good was originally delivered in partnership with People in Action, a Leeds-based charity supporting learning-disabled and autistic people, who managed referrals and promotion. Due to funding changes, the partnership ended in March 2024, leading to a venue relocation and WHM taking over referrals and promotion. This initially caused a slight decrease in attendance, but outreach to social workers, care services, and third-sector organisations gradually boosted referrals. We also partnered with Connect in the North, a charity led by people with learning disabilities, who have supported us by promoting the course through their information and signposting service, 'Through the Maze'.

Looking to the future: This year, we aim to strengthen connections with organisations supporting people with learning disabilities and explore new partnership opportunities.

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We will continue to expand our outreach efforts to raise awareness of our work in this area and further promote the Feel Good course.

Case Study: H, a 62-year-old woman, was referred to Feel Good in April 2024 by the Service Manager at her Supported Living facility due to her vulnerability to abuse and exploitation, having experienced sexual assault in the past. The referral aimed to help H set boundaries, understand consent, and develop strategies to keep herself safe.

H joined the group in May 2024 and initially struggled with confidence, often deferring to others during discussions and hesitating to share her thoughts. With tailored support, including extra time to process and encouragement to participate, her confidence grew. Over time, H became more engaged, actively participating in discussions about consent, private body parts, and assertiveness. During a session on consent, role-playing "saying no" allowed her to practice in a safe environment. By the end of the course, H had gained valuable knowledge on how to stay safe in public and assert herself in unsafe situations.

Support for women with complex needs, mental health, and wellbeing needs

Being You Leeds

Overview: Being You Leeds (BYL) is a wellbeing service funded by Leeds City Council Public Health which provides people aged 16+ with groups & activities for protective wellbeing. It also provides mental health training and anti-stigma awareness sessions for third sector volunteers and practitioners across Leeds. We work together with partners Touchstone, Hamara, Holbeck Together, LS14 Trust, Barca and Health for All.

Women's Health Matters delivers BYL wellbeing groups in Leeds communities for women including Sister Songbirds singing group, Creative Journaling, Make & Do crafts group, and city-wide Women's Walking Group.

Women supported: 55

Children supported: 16

Group sessions: 136

1 to 1 sessions: 18

Light touch support: 97

Highlights: Our Being You Leeds groups have engaged many new women in our services in new experiences and positive social interactions. We have worked together with 4 Touchstone volunteers who are trained in Mental Health awareness and anti-stigma to co-produce our groups and sessions. These volunteers share their skills and encourage group members to also share and develop their ideas for new sessions which make the service more inclusive and dynamic. Some examples are new walk routes for the walking group to Churwell Woods and Rodley Nature Reserve, and a song - Life is a Journey which the Sister Songbirds co-created and performed at the Women's Health Matters annual celebration. Two women's community wellbeing groups which Women's Health Matters supported have now become self-sufficient in this year.

Challenges: Many women who engage in the service experience financial struggles including women who are seeking asylum. Many of these women find it difficult to access the sessions by bus without financial support. It has been possible to offer bus fare support to many women this year, however with growing group sizes and increased need for participation and access, it is identified that this is not sustainable within project budget limits. We seek additional funding support to sustain and increase access for women who benefit from these groups.

Looking to the future:

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Being You Leeds is currently funded until March 2028 and we plan to continue to deliver vibrant and engaging groups within Leeds communities. This year our workers will support our volunteers to deliver some of the Women's Walk sessions and support the group to become semi-sufficient. We plan to visit the Yorkshire Dales with our women. We will also deliver activities for local mental health awareness events including Mental Health Awareness Week with South Leeds Community Hubs & Libraries and Lets Move South Leeds event with Active Leeds.

Case Study: **A** arrived in Leeds from Zimbabwe in 2018 seeking asylum and, as of the time of writing, had not yet received her status to become a UK resident. She began attending the Women's Make and Do group and the Women's walking sessions in Autumn 2023 and joined Sister Songbirds in April 2024. **A** expressed that before joining these groups, she would stay at home and would feel afraid and unsure about going out. She didn't know any other people in her community and she felt low, lonely and isolated. After joining the Being You Leeds groups, **A** began to connect with other women from different cultures and backgrounds, quickly forming new friendships and gradually growing in confidence, feeling more able to try new experiences. She described the Women's Walking group as helping her feel more connected to Leeds and the UK as she has been able to explore more outdoor spaces in a safe and sociable group. **A** also reported feeling physically fitter because of walking longer distances. She found the arts, crafts and singing activities to be both therapeutic and relaxing, supporting her emotional wellbeing while allowing her to develop creative skills and express herself more freely.

Art Therapy

Overview: The project provides up to twelve one-to-one Art Therapy sessions for any woman in WHM's service, facilitated by a student art therapist on placement. It offers women a safe and confidential space to explore and process their emotions, experiences, and internal world through conversation and the creation of artwork.

Women referred: 18

Women supported: 11

Children supported: 1

1 to 1 sessions: 103

Light touch support: 112

Highlights: Over the past year, women have used art therapy as a powerful tool for expressing difficult emotions and healing from trauma, making significant strides toward recovery and improved well-being. Key developments include expanding the program from 6 to 12 sessions for enhanced support, creating an informative leaflet about art therapy for distribution to project workers and women in service, and introducing a structured assessment period to help women determine how or if art therapy can best support their individual needs.

Challenges: As we have no external funding for this work, it's not always possible to provide funding for women's transport to attend art therapy, which has created a barrier to access in some cases. Client cancellations have also posed a challenge, as large breaks in short-term therapy can negatively affect the impact.

Looking to the future: Building on this year's progress, we look ahead with renewed optimism. Key developments, such as extending the art therapy period and introducing clearer structures around cancellations, will be carried forward and further refined for future placement students. These enhancements are expected to deepen the therapeutic impact and provide a more consistent, supportive framework for both clients and students.

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Case Study: X, a woman with complex PTSD, attended Art Therapy for 8 weeks. At the beginning of therapy, X had stepped away from work following a breakdown and the passing of two loved ones. She expressed the desire to reclaim and rebuild herself after an extensive history of abusive relationships. The space was used predominantly to understand and process traumatic memories and emotions related to past traumas and explore routes to express anger in a way that felt safe.

Painting initially felt intimidating for X due to its fluidity and lack of control, yet because of these properties, it became favoured by her to visually explore her emotions. Each week, X selected a different emotion to explore through large-scale, free painting.

Through this creative approach to emotional processing and discussion with the art therapist, valuable insights and realisations were reached that brought clarity to her internal sense of disorganisation, dysregulation and overwhelm. These feelings were concluded to be caused by years of suppression driven by fear, and Art Therapy ultimately provided a route to releasing, exploring and making sense of these feelings. At the end of Art Therapy, X was able to make significant steps towards her recovery that initially felt impossible, like returning to part-time work, continuing to use art as an emotional outlet and reclaiming her living space, which initially felt tainted by distressing memories as her own.

Family Canvas

Overview: Family Canvas is a project aimed at providing dyadic therapeutic interventions to mothers and their children by a licensed Art Psychotherapist. The project was funded by the D'Oyly Carte Charitable Trust; and has been ongoing for the past 2 years. Through Art Therapy the project aims to increase communication and emotional understanding between families, offering them a safe space to express themselves and share.

Women referred: 33

Women supported: 19

Children supported: 31

Additional children impacted: 50

Family sessions: 72

Light touch support: 30

Highlights: Throughout the year, the Family Canvas project has supported more families than anticipated, with fantastic feedback from mums who participated. We had more external referrals than in previous years and were able to offer ongoing or additional support to some mothers within the organisation following the culmination of their therapy sessions.

Challenges: Whilst Family Canvas has made huge strides in removing barriers to engagement, such as providing a free therapy service to make it accessible for families with lower incomes, challenges still exist regarding families' ability to access the service. Larger families typically have more services involved, such as schools, places of work, nurseries, and social care.

Looking to the future: Family Canvas has been refunded by The D'Oyly Carte foundation for another year, we aim to reach more mothers and their children. Family Canvas will continue to offer a safe and confidential space to support families to reconnect, heal and express themselves with the support of a qualified Art Psychotherapist. Art Therapy offers a creativity and a freedom for self-expression and communication which can help families to engage in healing in a way that is both enjoyable as well as helpful.

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Case Study: G came in with her three children to access therapeutic support after Domestic Abuse had affected their family. The family had kept their focus on survival for a long time and thought they would benefit from a safe, confidential space to express themselves. Using Art Therapy to explore, communicate and for self-expression, the family engaged more and more each week. Only two of the children initially attended, but at the halfway point, G's eldest child changed their mind and decided to join after hearing from their younger siblings what sessions were like. The Art Therapist worked collaboratively to help them reconnect as a family and to establish themselves in their new family identity after all the change they had endured. The family began to prioritise fun activities they could enjoy together outside of sessions, using their heightened understanding of each other to further bond. In her project evaluation, G wrote: "We have become closer and spend more time together now. Thank you"

Support across Women's Health Matters and beyond

Digital Support and Inclusion Project and Databank

Overview:

The Digital Support and Inclusion Project, funded by the Leeds Community Foundation, is open to women accessing any other WHM service and offers a Digital drop-in service, and one-to-one support. The project focuses on building confidence with technology, improving online safety and enhancing self-care through digital tools.

Weekly drop-in sessions cover a range of digital topics, including self-care apps, online security, and staying safe on social media, while one-to-one support offers up to six sessions tailored to specific needs. In addition, online training has been provided free of charge by High Speed Training across a variety of subjects.

We also provide loans of tablets, laptops, and mobile phones and provide digital data.

Women supported: 80

Group sessions: 28

1 to 1 sessions: 16

Women supported through the databank: 36

Highlights:

The women participating in the Drop-In sessions have been enthusiastic and well-engaged. Each week, they have shown interest and curiosity and have shown an improvement in their digital knowledge. Additionally, they have supported one another throughout the sessions and have created a space to support and learn from each other. The women often feedback that they look forward to these sessions and feel they provide the women with vital skills. We have also had a crossover between participants of the drop-in sessions and 1-1 programme, whereby women who chose to do 1-1 as to avoid groups of people have found their confidence to attend drop-in.

Challenges:

Initially, the drop-in sessions were quiet, with only a few women in attendance; however, through advertising a digital drop-in schedule, taking the sessions into other WHM groups and through 1-1 support, attendance has increased, as has engagement with the sessions. By delivering sessions in other WHM groups, women have been able to recognise areas they may need support in and have then been referred for one-off or up to 6 weeks of 1-1 digital support.

Looking to the future:

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In the upcoming year, we will seek to secure additional funding for the Digital Support and Inclusion Project, enabling us to continue offering digital support to disadvantaged women.

Case Study

When Y began digital support 1-1, she was nervous and critical of her inability to use a laptop and, on occasion, her smartphone. Y is partially deaf and uses a hearing aid, she has also experienced historic abuse and, as a result, struggled with anxiety going to new places and being in groups of people. Despite this, Y attended 1-1 sessions for 6 weeks, she was extremely engaged and excited to learn. Y needed support with a variety of digital skills, most importantly, emailing with her children's school, with other professionals and using online banking (particularly smart wallets). During her sessions, Y learnt how to connect her new hearing aids to her phone, navigate Gmail and compose formal emails, recognise universal digital symbols and set up her smart wallet and her son's online banking.

In one session, the Project Worker encountered challenges with a smart wallet app and planned to address it the following week. However, Y successfully developed the ability to set up her smart wallet app independently at home. Over the six weeks, Y also built her confidence to attend digital support drop-in sessions, overcoming her initial nerves about participating.

WHM Drop In – Cuppa & Conversation

The Jimbo's Fund funded the weekly Cuppa & Conversation sessions, and they are open to all women who have attended our services and wish to continue receiving informal support. We also offer light-touch, one-to-one support for women who require additional assistance. Cuppa & Conversation offers a range of activities to promote positive well-being, including decorating wellbeing boxes, plant pot painting, bead making, colouring, and seasonal crafts. The group also welcomed a yoga and breathing coach to lead a relaxation session. Alongside activities, women are provided with information about local events, services, and practical support to help reduce isolation and address issues such as financial difficulties.

Alongside our Cuppa & Conversation group, we facilitate a monthly Legal Drop-in, in partnership with Ramsden's Solicitors. Women from all WHM projects can access legal advice on issues such as obtaining injunctions, care proceedings, and family and divorce law.

Women supported at Cuppa & Conversation: 59

Children accessing creche: 23

Women supported at Legal Drop-In: 30

Women supported by Impact North: 12

Highlights:

The highlight of the Cuppa & Conversation group was the strong sense of community, emotional support, and practical assistance it provided to women who had previously engaged with Women's Health Matters. Over the course of a year, the group ran 39 co-produced weekly sessions featuring both creative and mindful activities such as wellbeing box decorating, yoga, and holiday crafts, tailored based on participants' feedback. These sessions offered more than just activities—they helped reduce isolation by connecting women with local services and offering access to essentials like food, toiletries, and legal advice. The group became a safe, welcoming space where women could build confidence, form friendships, and improve their mental and emotional well-being.

Challenges:

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We initially struggled with low attendance and engagement in the Cuppa & Conversation group, however, once additional marketing took place there was a rise in both attendance and participant diversity. Women from our Rainbow Hearts group who are in the asylum process particularly enjoyed the sessions and encouraged friends to join, further expanding engagement.

Looking to the future:

The hope for Cuppa & Conversation is to continue growing as a safe, welcoming space where women can connect and share. The aim is to introduce more guest facilitators to offer specialist sessions, such as well-being workshops, while also enhancing the variety of creative and mindfulness activities available. By responding to the women's feedback, the group hopes to strengthen its role in reducing isolation, boosting confidence, and promoting overall well-being for all who attend.

Case Study: including brief background / differences made / successes

F has been a regular attendee at our Cuppa & Conversation group, having previously participated in our Breathe Free group, a support program for women who have experienced domestic violence, abuse (DVA), and complex trauma. Since joining Cuppa & Conversation, F has attended sessions with her children, finding the group to be an essential source of support for her mental health and well-being. While she has access to other playgroups and children's activities, Cuppa & Conversation is the only space she attends specifically for herself.

F has actively engaged in the sessions, finding comfort in the activities and the supportive environment. Recently, she shared that she is pregnant and has been told her baby will have a long-term disability, a challenging situation for her to process. She expressed fear of judgment, confiding that she has not shared this news with many people. Through Cuppa & Conversation, F has accessed one-to-one emotional support and has also benefited from our Product Bank, receiving essential items for her and her family.

WHM Emergency Fund, Household Support Fund, and Product Bank

Overview: The Product Bank is available to all women who access any of our services and provides a selection of beauty products, toiletries, clothing, shoes, occasional gifts, homeware, and toys. It is primarily funded through generous donations from our women, members of the public, and supporting organisations such as The Beauty Bank. Women access the Product Bank while attending sessions at our premises, and for those engaging with services elsewhere, selected items are bought along by members of staff to ensure access remains as broad as possible.

WHM also have an Emergency Fund to support women in crisis. Emergency funding has been used to support women with, for example, purchasing food, paying bills, transport to and from appointments, moving from a violent home. The funding comes from WHM core funding.

In addition, we secured funding from Leeds City Council's Household Support Fund to provide food vouchers, energy costs, and a product bank of non-perishable food, clothing, footwear, toiletries, sanitary products, and nappies. This Fund provides direct support to women accessing our groups and services by helping with the cost of food, energy, and other essential items. Through targeted distribution, we ensure that women facing financial hardship receive practical support to help ease immediate pressures, aiming to improve financial stability and well-being.

80 % of women supported by WHM have accessed the product bank, Household Support Fund, or accessed emergency financial support from WHM.

Highlights:

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The Product Bank and Funds have offered meaningful support to many women in small but important ways. For example, one woman who was unable to afford a gift for her daughter's first birthday was able to choose toys from the Product Bank, which made a big difference to her. While no formal feedback is collected, women frequently express appreciation informally. Staff have observed that the ease of accessing food and essential items within our setting has helped remove some of the stigma attached to asking for financial help and support. This has made it easier for many women to seek support when needed, and for staff to be able to respond quickly and compassionately.

Challenges:

There have been occasional challenges in maintaining suitable stock, with some donations not always appropriate for the Product Bank. Additionally, for women accessing services delivered from external venues, staff need to transport items with them, limiting what can be offered on site and creates a small logistical hurdle.

Looking to the future:

The Product Bank and support funding remains a valued means of support within the wider framework of our services, and we continue to look for partners and suppliers.

WHM Student Placements

Overview: Over the past year, we have offered six student placements across a range of disciplines including social psychology, international relations and politics, social care and art therapy. These placements have varied in length and focus. Some students undertook short placements shadowing service delivery, while others contributed through research or specialist roles, such as our long-term art therapy placement. Most students are referred directly through university connections and specialist placement programmes (such as the Leeds Beckett Summer Graduate Programme). Through these placements, we aim to offer hands-on experience, insight into the services we offer, experience of trauma-informed support, and experience of group facilitation. For longer placements, we also support students in gaining the practical experience required to complete their qualifications.

Highlights: Two standout placements this year demonstrated the unique value student contributions can bring. One long-term art therapy student has been able to offer tailored programme of therapeutic support to several women. Another student focused their placement on research into increasing fundraising and social media engagement, leading to improved social media interaction and the development of a future fundraising strategy. All students shared positive feedback about their placements, and one has since moved into a paid role within the organisation.

Challenges: While student placements have been overwhelmingly positive, they can place additional pressure on staff, particularly during short-notice programmes such as the LBU Summer Graduate Programme. These have been notably positive, they have increased workloads for placement supervisors due to tight turnaround times. There have been no major issues around student readiness, safeguarding or boundaries, and no placements required early withdrawal or additional support.

Looking to the future: We plan to continue offering student placements in the coming year, with the next LBU Summer Graduate Programme already confirmed. Work is already underway to improve both the induction process and exit process, ensuring that students have a strong start to their placements, and that we can capture meaningful feedback at the end. Going forward, we hope to focus more on students from backgrounds in social care and art therapy. We are also exploring the possibility of hosting a year-in-industry placement.

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Case Study: Student **AA** joined the organisation as part of a three-week summer graduate placement. Throughout the placement, she focused on researching strategies to improve digital outreach and increase both individual and corporate donations. This involved exploring trends across digital platforms and identifying opportunities to strengthen our presence and impact. Alongside her research, she shadowed several of our group sessions to better understand our services and the women we support. With regular check-ins, student AA was supported to work independently while contributing meaningfully to the organisation's wider goals. Her recommendations directly informed improvements to our social media strategy, which helped grow our audience and began increasing donations. The placement demonstrated the value of short-term, focused student projects in driving organizational development while offering valuable experience in a real-world setting.

WHM Volunteering Programme

Overview: WHM hold the Volunteering Quality Kitemark. Our volunteers include those helping in groups and corporate volunteers offering strategy and operational support. Other WHM volunteers support in the groups that we run through helping to set up the room, welcoming women to the groups on arrival, making drinks during the sessions and supporting the Project Workers in tidying away at the end of the group. Volunteers are supported by the Project Lead for the group they assist in.

Highlights: We have had a number of applications for volunteer work over the last year from women who have completed a programme of support in one of our groups and are keen to 'give back' and volunteer their time to support other women in their journey.

Challenges: We have worked hard over the last year to implement a process that feels streamlined and supportive, allowing us to properly support the volunteers we have in place.

Looking to the future: We are hoping to recruit more volunteers to support in groups and have specific requests from Project Leads about available roles that they have for their groups including helping with looking after children in our Rainbow Hearts group which will enable women to better engage with the sessions.

Case Study: BB completed the LDVS group one year ago. At the end of her support programme, she expressed interest in volunteering to the Project Lead. She was advised of the necessary waiting period between finishing the group and beginning a volunteer role and was encouraged to reconnect after a year if she remained interested. BB then contacted WHM following the waiting period and confirmed she was still keen to be involved. After completing her induction and training at WHM, BB began supporting the Project Workers within LDVS. Over the past six months, she has grown in her role; demonstrating excellent communication skills and growing in confidence with her work with women. BB now volunteers in two LDVS groups, balancing this commitment alongside her full-time employment by arranging her hours to enable regular attendance. BB has shown dedication to volunteering, attending recommended training sessions and consistently offering her time and support wherever needed. Her contribution has been incredibly valuable, and she continues to be a positive presence within the team.

Volunteers: 46 (including student placements)

In addition 22 workers from other organisations provided support in our groups.

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Women & Girls Alliance, Leeds: Women Speak Group

Overview: Women Speak is an advisory group made up of women who have used the services in the Women and Girls Alliance, including Women's Health Matters. The group is funded by the Alliance, and ensures Alliance projects are co-designed with, and representative of, the women they support.

Women supported: 21

Group sessions: 7

Highlights: A highlight of the year was the engagement of new women, representing different Alliance organisations. These women brought with them new perspectives, opinions and experiences. They were able to contribute meaningfully to projects. One example of this is when the group were asked for input on the design of a public artwork representing the women harmed by violence by men in Leeds. The women had a great conversation with the artist, discussing how women from different cultures would interpret the piece, whether it should be celebrating women's lives rather than focusing on their deaths, and how it could engage neurodiverse women too.

Challenges: An ongoing challenge with the group is consistent engagement. Women who sit on the group come from different communities, and different contexts. They lead busy lives and sometimes ongoing issues and challenges in their lives can affect their ability to attend every meeting. This does mean that most meetings have a different combination of attendees, and so meetings must stand alone, rather than projects easily flowing over from one meeting to another.

Looking to the future: The Women Speak group ended at the end of March 2025, due to a lack of funding for the next financial year. Group members were invited to attend a celebration event and were signposted to different support organisations and participation groups in the city to get involved with.

Case Study: W started attending Women Speak over the summer of 2024. She was very apprehensive about coming to meetings, due to her social anxiety, autism, and other mobility issues which made travel difficult. She had phone calls with the key worker prior to her first meeting to go through what she could expect in detail. She was able to attend meetings due to a taxi being provided, and although quiet to begin with, began to contribute verbally. Since then, she began to attend regularly, and her confidence increased throughout. While the group has ended, she is hoping to get involved with a similar group due to having enjoyed the experience so much.

Women & Girls Alliance, Leeds: Women's Centre Pilot

Overview: The Women's Centre Pilot was funded by the UK Shared Prosperity Fund (UKSPF). The pilot was overseen by The Women Friendly Leeds (WFL) movement, part of the Women & Girls' Alliance, Leeds and WHM had a worker seconded to the post of Women Centre Pilot Coordinator. The pilot was as a result of a city-wide consultation carried out in 2024 with over 700 women and reflected the views that were shared. The pop-ups offered activities (physical well-being, arts and crafts), provided opportunities for women to connect and spend time together, and gave access to a range of services (e.g. sexual health, mental health, benefits advice, smoking cessation, etc.) Eleven women's centre pop-up sessions were planned to be hosted in nine different venues across the city in January and February 2025. There were differing views on social media, some members of the public were distressed that there were three 'single-sex' sessions and others were pleased that there were 'single-sex' sessions. There was limited capacity to respond to comments and the decision was made to pause the pop-ups.

Women supported: 19

Group sessions: 4

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Highlights: 19 women attended the four pop-ups, describing the pop-ups as being friendly, supportive, engaging, creative and fun. *'It's exceeded my expectations as a welcoming space with opportunities to craft, rest, connect, learn, and engage with other women I probably wouldn't normally get to meet.'*

Women enjoyed being together, the highlights were *'Chatting with other women'*, *'Chatting about menopause'*, feeling safe in the environment where *'Everyone is very friendly and smiley, so relaxed and enjoyable'*, and having the *'Opportunity to relax'*. The workshops were valued as women commented, *'I've loved the arts and crafts!'*, *'It's been great making hand scrub & learning about self-care'*, and there were *'Lots of good activities.'* Women enjoyed *'Making things to take home'* and *'Being creative'*. Women commented on the physical workshops *'I learnt how to use my strength to break a wooden board in self-defence!!'*, *'I loved the yoga'*, *'I feel so relaxed from the yoga.'* When asked, *'Do you want a permanent Women's Centre in Leeds?'* All 19 said yes.

Looking to the future: The funding ended on 31.3.2025; a full report was submitted to UKSPF. Learning has been taken in regard to communication, and the report details things to consider if the project was to receive future funding.

Case Study: Women talked about their anxiety preventing them from accessing services or activities in the past, *'I find it hard to go out because I have anxiety, but I saw this on Facebook and thought I'd try it.'* One woman was supported to the Pop-Up by her Forward Leeds worker as she struggles to leave the house due to anxiety and depression. Once she was settled at the Pop-Up, she agreed with her worker that she could manage on her own. The lady engaged in creative sessions and tried yoga for the first time. Every Pop-Up had stalls where services could share their information leaflets. Women were pleased that there were *'Lots of very helpful leaflets'*, and *'I got a lot of information about safety.'*

WHM External training and workshops for professionals

Overview: WHM continues to develop and deliver training and workshops for professionals. The training is designed to share our knowledge built from years of specialist work in the field and is always co-developed and co-delivered with a women with lived experience. This year we offered:

[Survivors' Voices: Domestic Abuse Awareness Training](#)

[Understanding the Impact of Child Removal on Women: A Compassionate Approach](#)

We also delivered women's wellbeing workplace workshops such as [Menopause Training Session](#).

We utilised support from a Lloyds Foundation Enhance support consultant to start to develop an engagement and marketing strategy to target specific organisations.

Attendees: 68

Training sessions: 9

Experts by Experience co-facilitators: 2

Challenges: Even though our Domestic Violence & Abuse (DVA) awareness training includes the voice of an expert by experience, this is a saturated market, and there is a range of online DVA courses available for free or at a low cost.

Looking to the future: WHM will continue to have a presence at local events to raise the charity's profile, network, promote training and seek opportunities to generate income or explore partnership working.

Feedback:

From the co-facilitator *'I just want to say thank you for giving me the opportunity to do this I can't tell you how much it means to me. I am on such a high after having such a brilliant day'*

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From delegates:

"Well organised training, very interactive and informative."

"Immense to hear from a mum's perspective. Vicky was fantastic and brave in sharing."

"A massive impact!! It gave a real insight into how us as professionals can do better."

"The training was fantastic and incredibly engaging. I feel more confident and prepared."

"Great to hear real experiences and to see the story from a mum's perspective."

"This training will help me support women in the most effective and appropriate way, using an approach that works for the women and helps them feel supported."

"Amazing training. Plenty of breaks and awareness of self-care."

"Very good training. Well-structured day, good use of resources and varied delivery style."

Further information about any of our projects can be sought by requesting the specific reports for each programme.

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Financial review

WHM continued to raise sufficient funds to continue its main areas of activity. The inflationary increases required to maintain salaries, overheads, and running costs continued not to be met in full by some funders. We continued our strategy to secure the long-term future of our work by diversifying and securing multi-year income.

Our total income for the year was £998,420 (£752,364 in 2023/24; £813,032 in 2022/23; £528,678 in 2021/22; £506,388 in 2020/21; £489,480 in 2019/20; £442,484 in 2018/19 and £373,453 in 2017/18).

Our total expenditure was £801,775 (£717,354 in 2023/24; £655,528 in 2022/23; £526,306 in 2021/22; £442,478 in 2020/21; £491,524 in 2019/20; £399,792 in 2018/19 and £393,477 in 2017/18).

Reserves policy

Our Reserves policy was reviewed and approved in January 2025 as below:

Women's Health Matters believes that for the Board of Trustees to act prudently they must maintain a reserve of funds principally to allow for any unexpected or unforeseen events that cannot be met from current funds.

Reserve funds will be built up from two sources:

- Any funds raised by the project through fundraising events or donations towards general running costs
- Any monies remaining from unrestricted funds when all commitments have been met

Reserves will be available for the following purposes:

- to cover a short-term unexpected cost
- to fund investment e.g. match funding, project seed-funding, additional staffing for required posts, additional income generating capacity and other professional expertise
- to maintain the organisation for a period of time and allow time to try to secure new funding in the event of a loss of, or a very significant proportion of, project funding
- allow for an orderly closure in the event of the organisation becoming insolvent

The Trustees have agreed to a target level of Reserves of:

- Between 3 and 6 months of running costs in total
- The reserves amount must be at least equal to the amount of required closing costs (designated reserves)

This policy and calculations are updated annually. Trustees monitor actual and forecast expenditure of reserves quarterly. Reserves are invested in a high interest account to maximise earnings. In making this policy the Trustees have taken into consideration the costings involved with a planned closure including staff redundancies.

At the end of the 2024/25 year, the level of reserves was £685,536 (2024: £488,891); £224,712 in restricted income funds (2024: £41,531); £132,764 in designated reserves (2024: £92,506); and £328,060 in free reserves (2024: £354,854). This equates to 4.91 months of running costs (2024: 5.93 months).

Women's Health Matters

Trustees' annual report for the year ended 31 March 2025

Plans for the future

The Trustees' plan for the charity's services activity in 2025/2026 remains focused on supporting vulnerable and disadvantaged women, their families, and girls in and around Leeds through our Domestic Violence work, support for young women and girls who have experienced or are at risk of violence and abuse, women whose children are at risk of or have been taken into care, women seeking asylum, women with learning disabilities, women experiencing maternity and parenting, and women with complex and wellbeing needs. Each service has an agreed set of targets with funders. Our themes of effective service delivery, increasing our reputation and reach, and ensuring a robust and sustainable organisation remain integral to our plans. We continue to look for and develop partnerships and collaborative working with other organisations.

We will:

- Work within our 3-year strategy
- Continue to prioritise our staff wellbeing with regular and meaningful support
- Ensure a high level of quality beneficiary support across our projects through access to staff training, regular supervision and feedback, and our Internal Quality Assurance Process
- Audit and overhaul our IT systems, database and associated policies to ensure these are fit for purpose
- Investigate new premises that are accessible, suitably located, affordable, and meet our needs
- Develop and deliver training courses and workshops for professionals
- Continue to assess and develop the diversity of our funding base and prioritise funding bids to sustain and continue the growth of our services for women whose children are at risk of or have been taken into care, those who have or are experiencing Domestic Violence and Abuse, and those seeking asylum
- Investigate an increase in our work with women and their children together
- Explore the extension of our work in schools into primary settings
- Explore a system and process to gather information around sustained improvements for women after support has ended
- Ensure our practices, policies, and procedures are in line with ongoing changes and enhancements to employment law, SORP, and the Supreme Court ruling on the Equality Act
- Regularly revisit our Safeguarding procedures and test their effectiveness
- Recruit new trustees as appropriate, including former service users
- Continue to develop opportunities for women currently involved in our services to support our work through helping at events and activities and through formal, regular volunteering after support has ended
- Continue to develop our external volunteering offer, student placements, and contributions from external workers
- Hold a celebration event for WHM women in 2025
- Update and complete our annual snapshot survey

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Trustees' annual report for the year ended 31 March 2025

Structure, governance, and management

Structure and governance

The organisation is a charitable company limited by guarantee, incorporated on 13 July 1993, and registered as a charity on 22 August 1995.

The company was established under a memorandum of association that established the objects and powers of the charitable company and is governed under its articles of association.

The Articles of Association were reviewed and updated in October 2023.

Only Directors (trustees) are Members of the charity and guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees as of 31 March 2025 was 9.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Recruitment and appointment of Trustees

Board of Trustees members are recruited through advertising and via networking, interviewed independently by the Chair and Chief Executive and attend a Board meeting to observe and participate. The Board of Trustees approves any appointment. New trustees complete all relevant paperwork before joining. There is specific guidance when recruiting former service users and former staff as trustees.

Induction and training of Trustees

New Board of Trustees members complete a skills audit and receive a comprehensive induction session with the Chief Executive, as well as receiving good practice guidelines such as the Good Trustee Guide (NCVO) and additional Trustee guidance from the Charity Commission. Trustees are offered training in areas where there are gaps in skills e.g. governance and financial management. Trustees are also offered the support of a Buddy trustee.

Organisational direction

The Board of Trustees is responsible for the direction of the organisation and ensuring that effective plans supporting the achievement of the strategic direction are in place and being met. They review policy and are responsible for ensuring effective governance including the financial management of the organisation. The Chair of Trustees line manages the Chief Executive who has day-to-day operational management responsibility. The Board meets at least six times a year and aims to hold an Away Day for strategic planning and an Away Day with staff once a year. There is also a Finance committee attended by the Treasurer, the Chief Executive, Finance Manager, and at least one other trustee.

Operational management

Rachel Kelly was appointed as Chief Executive in 2019. The Finance and Office Manager, Projects Manager, and the Operations Manager, along with Project Leads, support the Chief Executive in the day-to-day management of the organisation.

Related parties and relationships with other organisations

WHM retains good relationships with its funders and delivers multiple services in partnership with other agencies, under partnership agreements and service protocols.

There is a breadth of referrals into services from statutory and charitable sector agencies. We are a partner of the Women and Girls' Alliance Leeds, a partner in LDVS and LDVS Sanctuary Support, in Being You Leeds, and in the Breastfeeding Peer Support Service. In addition, we are active members of a range of Leeds strategic networks,

Women's Health Matters

Trustees' annual report for the year ended 31 March 2025

including Women Friendly Leeds, 3P Network, Leeds Domestic Abuse Voice and Accountability Forum, the Domestic Abuse & Violence Strategy Working Group, West Yorkshire Improving Women's Lives, EVAWG (Ending Violence Against Women and Girls), Third Sector Safeguarding Group, Forum Central Networks (Mental Health and Third Sector Health and Care Leaders), Leeds Migration Partnership, and Young Lives Leeds. We chair the Leeds Maternity and Neonatal Voices Partnership and we are a member of NCVO. Our Chief Executive is a member of ACEVO and the national GSK Impact Awards Network and was the Third Sector representative on the Maternity population board for the NHS in Leeds in 2024.

Remuneration policy for key management personnel

When appointing a Chief Executive of WHM, the Trustees benchmark the salary with other similar positions within Leeds and surrounding areas. All senior and junior staff are appointed in line with similar positions within Leeds. Key management personnel receive the same annual cost of living increment as applied across all the staff.

Risk management

WHM has a risk register and management plan, which is reviewed at every board meeting. Organisational risks are assessed. Risks are categorised such as People, Operational, Financial, Governance, etc. and a scale of probability and impact and steps taken to mitigate are agreed and monitored with a RAG rating.

Women's Health Matters

Trustees' annual report for the year ended 31 March 2025

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Women's Health Matters for the purposes of company law) are responsible for preparing the trustees' annual 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 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 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company 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 corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' annual report has been approved by the Trustees on 25 September 2025 and signed on their behalf by:

Hannah Jones
Chair of Trustees

Independent examiner's report
to the members of
Women's Health Matters

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 49 to 75.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Jennifer Daniel FCCA
Slade & Cooper Limited
Beehive Mill, Jersey Street
Manchester, M4 6JG

Date 14/10/2025

Women's Health Matters
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	5,474	290,937	296,411	127,744
Charitable activities:	4	-	696,073	696,073	621,846
Other trading activities	5	3,902	-	3,902	2,311
Investments	6	2,034	-	2,034	463
Total income		11,410	987,010	998,420	752,364
Expenditure on:					
Raising funds	8	19,068	-	19,068	16,143
Charitable activities:	7	(21,042)	803,749	782,707	701,211
Total expenditure		(1,974)	803,749	801,775	717,354
Net income/(expenditure) for the year	10	13,384	183,261	196,645	35,010
Transfer between funds		80	(80)	-	-
Net movement in funds for the year		13,464	183,181	196,645	35,010
Reconciliation of funds					
Total funds brought forward		447,360	41,531	488,891	453,881
Total funds carried forward		460,824	224,712	685,536	488,891

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Women's Health Matters
Company number 2835637
Balance sheet as at 31 March 2025

	Note	2025	2024
		£	£
Fixed assets			
Tangible assets	15	2,007	3,560
Total fixed assets		2,007	3,560
Current assets			
Debtors	16	14,495	34,435
Cash at bank and in hand	17	762,992	495,711
Total current assets		777,487	530,146
Liabilities			
Creditors: amounts falling due in less than one year	18	(93,958)	(44,815)
Net current assets		683,529	485,331
Total assets less current liabilities		685,536	488,891
Net assets		685,536	488,891
The funds of the charity:			
Restricted income funds	20	224,712	41,531
Unrestricted income funds	21	460,824	447,360
Total charity funds		685,536	488,891

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 SORP, and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 52 to 75 form part of these accounts.

Approved by the trustees on 25/09/2025 and signed on their behalf by:

Hannah Jones(Chair)

Amita Fearon (Treasurer)

Women's Health Matters
Statement of Cash Flows
for the year ending 31 March 2025

	Note	2025 £	2024 £
Cash provided by/(used in) operating activities	23	266,607	(3,624)
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		2,034	463
Proceeds from sale of tangible fixed assets		-	-
Purchase of tangible fixed assets		(1,360)	(1,110)
Cash provided by/(used in) investing activities		674	(647)
Increase/(decrease) in cash and cash equivalents in the year		267,281	(4,271)
Cash and cash equivalents at the beginning of the year		495,711	499,982
Cash and cash equivalents at the end of the year		762,992	495,711

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with 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), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Women's Health Matters meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other 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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the accounts for the year ended 31 March 2025 (continued)

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund accounting

Unrestricted funds are available to spend on activities that further any purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

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. Expenditure is classified under the following

- Costs of raising funds comprise the costs of external fundraisers.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Furniture & equipment	4 years
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k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end.

The money purchase plan is with The People's Pension managed by B&CE Holdings Ltd plc and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 1% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2025 £
Expendable endowment			
The Edward Gostling Fund	-	195,000	195,000
Donations	2,574	-	2,574
Core funding			
Brook Trust	-	-	-
The Henry Smith Charity	-	65,037	65,037
Garfield Weston Foundation	-	30,000	30,000
Sir George Martin Trust	-	-	-
Other grants < £5k	2,900	900	3,800
Total	5,474	290,937	296,411

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

<i>Previous reporting period</i>	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2024</i> £
<i>Donations</i>	2,744	500	3,244
<i>Core funding</i>			
<i>The Henry Smith Charity</i>	-	40,000	40,000
<i>Postcode Neighbourhood Trust</i>	-	25,000	25,000
<i>The Edward Gostling Foundation</i>	-	25,000	25,000
<i>The Brook Trust</i>	-	5,000	5,000
<i>Sir George Martin Trust</i>	-	-	-
<i>Lloyds Bank Foundation</i>	25,000	-	25,000
<i>Other grants < £5k</i>	-	4,500	4,500
 <i>Total</i>	 27,744	 100,000	 127,744

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2025 £
Women's Health Matters			
Other	-	-	-
Domestic Violence			
Bluebirds - Ministry of Justice via West Yorkshire Combined Authority	-	48,709	48,709
Breathe Free 2 - National Lottery Community Fund	-	100,248	100,248
LDVS - Leeds City Council Public Health	-	19,863	19,863
LDVS Access - Leeds City Council Public Health		8,000	8,000
LDVS - DHLUC Funding	-	106,938	106,938
LDVS - Sanctuary Support - Pregnancy post	-	39,798	39,798
LDVS - Sanctuary Support - Disability post	-	40,864	40,864
Women's Lives Leeds			
Women Lives Leeds - Women Speak Group via LWA	-	13,192	13,192
Other projects			
Being You Leeds - Touchstone	-	41,891	41,891
Breast Feeding Peer Support - Health for All	-	8,961	8,961
Cupp and Conversation - Jimbo's	-	19,999	19,999
Digital Inclusion – 100% Digital Leeds	-	20,043	20,043
Family Canvas - The D'Oyly Carte Charitable Trust		6,000	6,000
Growing Together - Leeds Community Fund	-	1,611	1,611
Household Support Fund – Forum Central	-	10,000	10,000
Inside Out – The Albert Gubay Charitable Foundation	-	22,500	22,500
Maternity Neonatal Voices Partnership - NHS West Yorkshire ICB	-	18,608	18,608
Maternity Neonatal Voices Partnership – NHS West Yorkshire ICB - WY&H Local Maternity & Neonatal System	-	4,960	4,960
Maternity Neonatal Voices Partnership – Leeds Teaching Hospital	-	11,646	11,646
Rainbow Hearts & Feel Good – Leeds City Council Public Health	-	60,400	60,400
Rainbow Hearts – Leeds City Council Migration Team	-	17,359	17,359
Rainbow Hearts – Evan Cornish Foundation	-	7,500	7,500
Rosebuds – The Charles Plater Trust	-	20,000	20,000
The Key Change – Masonic Charitable Foundation	-	19,959	19,959
The Key Change – The Baily Thomas Charitable Fund	-	10,000	10,000
Women's Centre Pilot via LWA/ W& GAL - UKSPF	-	17,024	17,024
Total	-	696,073	696,073

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

Income from charitable activities continued

Previous reporting period	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>Total 2024 £</i>
Women's Health Matters			
Other	400	-	400
	400	-	400
 Domestic Violence			
West Yorkshire Combined Authority - Local Victim Services	-	-	-
Bluebirds - Ministry of Justice via West Yorkshire Combined Authority	-	48,709	48,709
Breathe Free - National Lottery Community Fund	-	99,208	99,208
Drop in Group - National Lottery Community Fund	-	14,812	14,812
LDVS - Leeds City Council Public Health	-	19,863	19,863
LDVS Access - Leeds City Council Public Health	-	8,000	8,000
LDVS - DHLUC Funding	-	61,516	61,516
LDVS - Sanctuary Support - Pregnancy post	-	34,593	34,593
LDVS - Sanctuary Support - Disability post	-	37,778	37,778
 Women's Lives Leeds			
WLL ESC post via LWA	-	22,355	22,355
Voices - Comic Relief	-	-	-
 Other projects			
Breastfeeding Peer Support via Health for All	-	8,516	8,516
Being You Leeds - Touchstone	-	31,057	31,057
Maternity Voices Partnership - NHS West Yorkshire ICB and WY&H Local Maternity & Neonatal System	-	18,608	18,608
Maternity voices partnership - Leeds Teaching Hospital Trust	-	11,646	11,646
Rainbow Hearts & Feel Good - Leeds City Council Public Health	-	63,926	63,926
Rainbow Hearts - Leeds City Council Migration Team	-	17,359	17,359
Pilgrim Trust	-	(5,000)	(5,000)
Rosebuds - The Charles Plater Trust	-	25,000	25,000
The Key Change - Children In Need	-	32,529	32,529
Inside Out - Albert Gubay Trust	-	22,500	22,500
Family Canvas - D'Oyle Carte	-	6,000	6,000
Growing Together - Leeds Community Foundation	-	10,000	10,000
Digital Inclusion - Good Things Foundation	-	2,000	2,000
Digital Inclusion - High Speed Training	-	7,000	7,000
Household Support Fund - Forum Central	-	13,000	13,000
Your Space via Touchstone	2,032	8,439	10,471
	2,032	619,414	621,446
 Total			
	2,432	619,414	621,846

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

5 Income from other trading activities

	2025 £	2024 £
Fees, Charges and other income	3,902	2,311
	3,902	2,311

All income from other trading activities is unrestricted.

6 Investment income Current reporting period

	Unrestricted £	Restricted £	2025 £
Income from bank deposits	2,034	-	2,034
	2,034	-	2,034

Previous reporting period

	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>2024 £</i>
<i>Income from bank deposits</i>	463	-	463
	463	-	463

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

7 Analysis of expenditure on charitable activities

	Staff costs	Admin costs	Premises	Depreciation	Other project costs	Governance costs (see note 9)	Total 2025
	£	£	£	£	£	£	£
Core	107,154	25,554	38,020	2,913	(99,453)	3,180	77,368
Women's Health Matters	-	-	-	-	-	-	-
Domestic Violence	241,513	129	-	-	121,564	-	363,206
The Key Change	25,633	-	-	-	2,127	-	27,760
Women's Lives Leeds	12,031	20	-	-	2,432	-	14,483
Other projects	212,633	75	-	-	87,182	-	299,890
Total	598,964	25,778	38,020	2,913	113,852	3,180	782,707
	-						
					Restricted expenditure		803,749
					Unrestricted expenditure		(21,042)
							782,707

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

Analysis of expenditure on charitable activities continued

Previous reporting period

	Staff costs £	Admin costs £	Premises £	Depreciation £	Other project costs £	Governance costs (see note 9) £	Total 2024 £
Core	13,119	24,381	31,590	-	(83,303)	3,024	(11,189)
Women's Health Matters	(3,448)	(3,536)	-	2,925	(49,098)	-	(53,157)
Domestic Violence	256,593	-	-	-	110,531	-	367,124
The Key Change	27,764	-	-	-	5,161	-	32,925
Women's Lives Leeds	23,786	-	-	-	2,895	-	26,681
Other projects	235,087	70	-	-	103,670	-	338,827
Total	552,901	20,915	31,590	2,925	89,856	3,024	701,211
					Restricted expenditure		861,929
					Unrestricted expenditure		(160,718)
							701,211

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

8 Cost of raising funds

	2025 £	2024 £
Staff costs	-	-
Fundraiser's fees	19,068	16,143
	19,068	16,143
Restricted expenditure	-	424
Unrestricted expenditure	19,068	15,719
	19,068	16,143

9 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	Total 2025 £
Auditor's fees	Governance	-	3,180	3,180
Board costs	Governance	-	-	-
		-	3,180	3,180

Previous reporting period	Basis of apportionment	Support £	Governance £	Total 2024 £
Independent examiner fees	Governance	-	3,024	3,024
Board costs	Governance	-	-	-
		-	3,024	3,024

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

10 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2025 £	2024 £
Depreciation	2,913	2,925
Independent examiner's fee - accountancy	2,160	2,304
Independent examiner's fee	840	720

11 Staff costs

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	511,630	476,461
Social security costs	41,258	43,182
Pension costs	25,110	18,921
Consultancy & HR fees	10,576	3,484
Recruitment & staff expenses	13,250	13,554
Volunteers' expenses and training	-	247
Holiday pay accrual	(2,860)	(2,948)
	598,964	552,901

No employees has employee benefits in excess of £60,000 (2024: Nil).

The average number of staff employed during the period was 20.5 (2024: 20).

The average full time equivalent number of staff employed during the period was 16.8 (2024: 16.2).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and the Finance and Office Manager. The total employee benefits of the key management personnel of the charity were £102,052 (2024: £95,886)).

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

12 Trustee remuneration and expenses, and related party transactions

No (2024: Zero) trustees, were paid in the year (2024: £Nil).

No (2024:Zero) member of the management committee received travel and subsistence expenses during the year (2024:£Nil).

Aggregate donations from related parties were £Nil (2024: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: Nil).

13 Government grants

The government grants recognised in the accounts were as follows:

	2025 £	2024 £
Leeds City Council	88,263	91,789
NHS West Yorkshire ICB	20,608	20,608
Ministry of Justice via West Yorkshire Combined Authority	48,709	48,709
	<u>157,580</u>	<u>161,106</u>

There are no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

15 Fixed assets: tangible assets

Cost	Furniture & equipment £	Total £
At 1 April 2024	15,312	15,312
Additions	1,360	1,360
Disposals	-	-
At 31 March 2025	16,672	16,672
Depreciation		
At 1 April 2024	11,752	11,752
Charge for the year	2,913	2,913
Disposals	-	-
At 31 March 2025	14,665	14,665
Net book value		
At 31 March 2025	2,007	2,007
<i>At 31 March 2024</i>	<i>3,560</i>	<i>3,560</i>

16 Debtors

	2025 £	2024 £
Grants receivable	-	24,805
Trade debtors	160	930
Other debtors	5,910	3,556
Prepayments and accrued income	8,425	5,144
	14,495	34,435

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

17 Cash at bank and in hand

	2025 £	2024 £
Short term deposits	155,000	70,000
Cash at bank and on hand	607,992	425,711
	762,992	495,711

18 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	5,498	3,804
Short term compensated absences (holiday pay)	2,861	3,011
Other creditors and accruals	11,605	9,928
Deferred income	62,138	18,646
Taxation and social security costs	11,856	9,426
	93,958	44,815

19 Deferred income

	2025 £	2024 £
Deferred grant brought forward	18,646	29,292
Grant received	62,138	7,000
Released to income from charitable activities	(18,646)	(17,646)
	62,138	18,646

Deferred income received in advance of the period to which it relates

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

20 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Core					
The Henry Smith Charity	-	65,037	(65,037)	-	-
Garfield Weston Foundation	-	30,000	(30,000)	-	-
Brook Trust	5,000	-	(5,000)	-	-
Sir George Martin Trust	-	-	-	-	-
Other	24	900	-	-	924
Women's Health Matters					
Small grants	-	-	-	-	-
Domestic Violence					
Bluebirds – Ministry of Justice via West Yorkshire Combined Authority	-	48,709	(48,709)	-	-
Breathe Free 2 - National Lottery Community Fund	-	100,248	(97,408)	-	2,840
LDVS - Leeds City Council Public Health		19,863	(19,863)	-	-
LDVS Access - Leeds City Council Public Health	-	8,000	(8,000)	-	-
LDVS - DHLUC Funding	-	106,938	(106,938)		-
LDVS - Sanctuary Support - Pregnancy post	-	39,798	(39,798)	-	-
LDVS - Sanctuary Support - Disability post	-	40,864	(40,864)	-	-
Women's Lives Leeds					
Women Lives Leeds - Women Speak Group via LWA	1,291	13,192	(14,483)	-	-
Other projects					
Being You Leeds - Touchstone	-	41,891	(41,891)		-
Breast Feeding Peer Support - Health for All	-	8,961	(8,961)		-
Cupp and Conversation - Jimbo's	-	19,999	(19,999)		-
Digital Inclusion - High Speed Training	4,056	-	(4,056)		-
Digital Inclusion -100% Digital Leeds	-	20,043	(12,629)		7,414
Family Canvas - The D'Oyly Carte Charitable Trust	-	6,000	(6,000)		-
Growing Together - Leeds Community Fund	6,593	1,611	(8,204)		-
Household Support Fund		10,000	(10,000)		-
Inside Out – The Albert Gubay Charitable Foundation	(80)	22,500	(22,340)	(80)	-
Maternity Neonatal Voices Partnership – NHS West Yorkshire ICB	-	18,608	(18,608)	-	-
Maternity Neonatal Voices Partnership – NHS West Yorkshire ICB-					
WY&H Local Maternity & Neonatal System	-	4,960	(4,960)		-
Maternity Neonatal Voices Partnership – Leeds Teaching Hospital Trust	239	11,646	(11,885)		-

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

Analysis of movements in restricted funds continued

Rainbow Hearts & Feel Good –
Leeds City Council Public Health

		60,400	(60,400)	-
Rainbow Hearts – Leeds City Council Migration Team	12,179	17,359	(22,128)	7,410
Rainbow Hearts – Evan Cornish Foundation		7,500	(7,500)	-
Rosebuds - Duncan Norman	500	-	(500)	-
Rosebuds – The Charles Plater Trust	11,729	20,000	(22,804)	8,925
The Key Change – Masonic Charitable Foundation	-	19,959	(19,959)	-
The Key Change – The Baily Thomas Charitable Fund	-	10,000	(7,801)	2,199
Women's Centre Pilot via LWA/ W& GAL - UKSPF	-	17,024	(17,024)	-
Expendable Endowment				
The Edward Gostling Fund	-	195,000	-	195,000

Total	41,531	987,010	(803,749)	(80)	224,712
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Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

Analysis of movements in restricted funds continued

Previous reporting period	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Balance at 31 March 2024 £</i>
Core					
The Henry Smith Charity	-	40,000	(40,000)	-	-
Garfield Weston Foundation	30,000	-	(29,000)	(1,000)	-
Postcode Neighbourhood Trust	-	25,000	(25,000)	-	-
Trusthouse Charitable Foundation	6,844	-	(6,844)	-	-
The Brook Trust	-	5,000	-	-	5,000
The Leigh Trust	-	1,000	(1,000)	-	-
The Seedlings Foundation	-	1,500	(1,500)	-	-
The Edward Gostling Foundation	22,771	25,000	(25,000)	(22,771)	-
Souter Trust	-	2,000	(2,000)	-	-
Other	24	-	-	-	24
Women's Health Matters					
Small grants	-	-	-	-	-
Domestic Violence					
Bluebirds - Ministry of Justice via West Yorkshire Combined Authority	-	48,709	(48,709)	-	-
LDVS (includes Access and DLUHC)	37,210	89,379	(131,213)	4,624	-
LDVS - Sanctuary Support - Disability post	4,323	37,778	(42,101)	-	-
LDVS - Sanctuary Support - Pregnancy post	5,300	34,593	(39,893)	-	-
Breathe Free - National Lottery Community Fund	4,000	99,208	(105,208)	2,000	-
Drop In - National Lottery Community Fund	-	14,812	(14,812)	-	-
Women's Lives Leeds					
WLL ESC post via LWA	3,417	22,355	(24,481)	-	1,291
Voices - Comic Relief	1,700	-	(1,700)	-	-
Other projects					
Family Canvas - D'Oyle carte	-	6,000	(6,000)	-	-
Inside Out - Albert Gubay Trust	-	22,500	(22,580)	-	(80)
The Pilgrim Trust	-	(5,000)	-	5,000	-
Rosebuds - Jimbo's	7,663	-	(7,663)	-	-
Being You Leeds - Touchstone	-	31,057	(31,057)	-	-
Maternity Voices Partnership - NHS West Yorkshire ICB and WY&H Local Maternity & Neonatal System	2,000	18,608	(20,608)	-	-

Analysis of movements in restricted funds for previous reporting period continues on following page

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

Analysis of movements in restricted funds for previous reporting period continued

Leeds Teaching Hospital Trust	-	11,646	(11,407)		239
Rainbow Hearts & Feel Good -					
Leeds City Council Public Health	-	63,926	(63,926)	-	-
Rainbow Hearts - Leeds City					
Council Migration Team	-	17,359	(5,180)		12,179
Rosebuds - The Charles Plater					
Trust	-	25,000	(13,271)		11,729
Rosebuds - Duncan Norman	-	500	-	-	500
Your Space via Touchstone	(1,520)	8,439	(10,769)	3,850	-
The Key Change - Children In					
Need	912	32,529	(32,925)	(516)	-
Rainbow Hearts - Evan Cornish					
Foundation	10,000	-	(10,000)	-	-
Breastfeeding Peer Support via					
Health for All	-	8,516	(8,516)	-	-
Growing Together - Awards for A	9,998	-	(9,998)	-	-
Growing Together - Leeds					
Community Foundation	6,260	10,000	(9,667)	-	6,593
Digital Inclusion - High Speed					
Training	-	7,000	(2,944)	-	4,056
Pregnancy Choices Advocacy					
Service - NHS West Yorkshire	34,133	-	(34,133)	-	-
Digital Inclusion - Good Things					
Foundation	597	2,000	(2,597)	-	-
Energise & Empower -					
Yorkshire Sport Foundation	7,651	-	(7,651)	-	-
Household Support Fund -					
Forum Central	-	13,000	(13,000)	-	-
Other	1,491	-	-	(1,491)	-
Total	194,774	719,414	(862,353)	(10,304)	41,531

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

Name of restricted fund	Description, nature and purposes of the fund
Core	This funds the administration and management of the charity as a whole.
Women's Health Matters	
Domestic Violence	
Bluebirds	Bluebirds offers three groups (one online, one in-person, and one for girls) and one-to-one support to aid in trauma recovery.
LDVS	Domestic Abuse Education and Support Groups, funded by Leeds City Council Public Health and DLUHC New Burden Funding.
LDVS Sanctuary Support	The Sanctuary Support Scheme aims to provide ongoing support, safety planning of domestic abuse for recipients of sanctuary measures.
Breathe Free 2	Breathe Free is a 24-week course for women (those who identify as women, aged 16+) living in Leeds who have experienced domestic abuse and complex trauma.
Women's Lives Leeds	Women's Lives Leeds funding to reimburse expenditure of hosting a Project Worker and for engagement activities.
Other projects	
Rosebuds - Charles Plater and Duncan Norman	Group work supporting women whose children are being looked after by someone else.
Inside Out - Albert Gubay Charitable Foundation	A parenting course for women whose children are being looked after by somebody else, such as through adoption or a kinship order.
Rainbow Hearts -	Weekly emotional support group for women seeking asylum.
Feel Good -	Weekly healthy relationships group for women with learning disabilities.
Leeds City Council Public Health	
Rainbow Hearts - Leeds City Council Migration Team	Weekly emotional support group for women seeking asylum.
Maternity Voices Partnership - NHS West Yorkshire ICB and WY&H Local Maternity & Neonatal System	A forum bringing together health professionals and women who access maternity services.
Being You Leeds via Touchstone	Hosting of a Community Wellbeing Worker.
The Key Change -The Baily Thomas Charitable Fund, Masonic Charitable Foundation	Project to provide early intervention work around domestic violence and child sexual exploitation.
Breastfeeding Peer Support via Health for All	Breastfeeding peer support trains experienced mums to peer support through social media, face to face and on the telephone. Also provides advice and support from specialist, trained advisors.
Pregnancy Choices Advocacy Service - Women's Health Matters	The Pregnancy Choices Advocacy Service offers impartial information on midwifery and termination options and 1-1 support.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

Growing Together - Leeds
Community Foundation

Growing Together is a project to provide in-depth whole family support for children and their mums, working with each individual family according to their needs.

Digital Inclusion - High Speed
Training, 100% Digital Leeds

Support and families engaged in WHM programmes with an IT lending library, access to online learning modules and 1-1 support to enhance digital skills.

Household Support Fund -
Forum Central
Family Canvas - The D'Oyly
Carte Charitable Trust
Other projects
Transfers

Funding enabling WHM to financially support women affected by cost of living crisis engage in our services with practical Family Canvas offers short-term trauma informed art therapy to women and their children.

Donations to specified projects or groups.

Transfers from unrestricted funds to cover overspends.

Transfers out are in respect of support given to projects from unrestricted funds in previous periods.

Expendable Endowment

The Edward Gostling Fund

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

21 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	As at 31 March 2025 £
General fund	352,681	9,492	10,080	(62,766)	309,487
Training and Social Enterprise Development	2,173	1,918	(8,106)	22,588	18,573
Designated funds					
Redundancy and notice period liability	92,506	-	-	40,258	132,764
	<u>447,360</u>	<u>11,410</u>	<u>1,974</u>	<u>80</u>	<u>460,824</u>
Previous reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
General fund	178,428	31,540	145,456	(2,743)	352,681
Designated funds					
Redundancy and notice period liability	79,459	-	-	13,047	92,506
Training	1,220	1,410	(457)	-	2,173
	<u>259,107</u>	<u>32,950</u>	<u>144,999</u>	<u>10,304</u>	<u>447,360</u>

Name of unrestricted fund

Description, nature and purposes of the fund

General fund
Designated funds

The free reserves after allowing for all designated funds.
Funds designated by the management committee for the
support and development of existing work.

Training

This is a fund that ringfences net income from training in order
that it can applied to this service.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

22 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	2,007	-	-	2,007
Net current assets/(liabilities)	307,480	151,337	224,712	683,529
Total	309,487	151,337	224,712	685,536
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	3,560	-	-	3,560
Net current assets/(liabilities)	349,121	94,679	41,531	485,331
Total	352,681	94,679	41,531	488,891

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income/(expenditure) for the year	196,645	35,010
Adjustments for:		
Depreciation charge	2,913	2,925
Dividends, interest and rents from investments	(2,034)	(463)
Decrease/(increase) in debtors	19,940	(16,739)
Increase/(decrease) in creditors	49,143	(24,357)
Net cash provided by/(used in) operating activities	266,607	(3,624)

Women's Health Matters

Notes to the accounts for the year ended 31 March 2025 (continued)

24 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies		27,744	100,000	127,744	157,221
Charitable activities:					
		2,432	619,414	621,846	650,337
Other trading activities		2,311	-	2,311	5,097
Investments		463	-	463	377
Total income		32,950	719,414	752,364	813,032
Expenditure on:					
Raising funds		15,719	424	16,143	10,772
Charitable activities:					
		(160,718)	861,929	701,211	644,756
Total expenditure		(144,999)	862,353	717,354	655,528
Net income/(expenditure) for the year		177,949	(142,939)	35,010	157,504
Transfer between funds		10,304	(10,304)	-	-
Net movement in funds for the year		188,253	(153,243)	35,010	157,504
Reconciliation of funds					
Total funds brought forward		259,107	194,774	453,881	296,377
Total funds carried forward		447,360	41,531	488,891	453,881

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

WOMEN'S HEALTH MATTERS

England & Wales - Charity number 1048788

Accounts

Company number: 2835637

Charity Number: 1048788

Women's Health Matters

Report and financial statements

For the year ended 31 March 2024

Women's Health Matters
Reference and administrative information
for the year ended 31 March 2024

Charity name Women's Health Matters

Company number 2835637

Charity number 1048788

Registered office and operational address

44a-48 The Refinery, Sugar Mill Business Park, Oakhurst Avenue, Leeds, LS11 7DF

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Alison Cater	Chair of Trustees
Shirley-Anne Paul	appointed May 2023, Vice Chair of Trustees from 23/5/24
Emma Dickens	Vice Chair of Trustees until 23/5/24, remains as a trustee
Amita Fearon	Treasurer
Federica Angeli	appointed December 2023
Lillian Ayala	resigned November 2023
Tessa Johnson Jones	
Hannah Jones	
Nicola Rhodes	
Sarah Salahuddin	
Aimee Ward	appointed May 2023

No trustees are related or live at the same address

Key management personnel

Rachel Kelly	Chief Executive
Bridget Walker	Finance & Office Manager

Bankers

Unity Trust Bank plc
4 Brindley Place, Birmingham, B1 2HB

Solicitors

Ison Harrison
Duke House, 54 Wellington Street, Leeds, LS1 2EE

Independent examiner

Jennnifer Daniel FCCA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester M4 6JG

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2024

The Trustees present their report and the unaudited financial statements for the year ended 31 March 2024.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Objects (as set out in the company's articles of association on the Charity Commission)

Trustees reviewed our Articles of Association in 2022/23 and these were approved in October 2023 by the Charity Commission.

The Charity's objects are restricted specifically to:

- (a) preserve and protect the good health, both physical and mental of Women in Leeds and the surrounding area;
- (b) the prevention or relief of poverty of Women and Girls and their families, residing or working within Leeds and the surrounding areas; and
- (c) the advancement of education to improve knowledge and understanding of the rights and freedoms for the benefit of disadvantaged Women, and Girls and their families, so they have a fair chance at a better life

In particular by:

- (a) the provision of advice, counselling, assistance, training, and other support services;
- (b) providing grants to individuals in need and/or charities, or other organisations working to prevent or relieve poverty

With the support of Lloyds Bank Charitable Foundation Enhance programme, Women's Health Matters' trustees, staff, beneficiaries, and stakeholders took part in a process to establish a new strategic direction, vision, purpose, mission, and values in 2023/24.

Our Vision: All women and girls are safe and healthy.

Our Purpose: Supporting disadvantaged and marginalised women and girls to have a fair chance at a better life.

Our Mission: Women's Health Matters exists to support women and girls to live safe and healthy lives. We achieve this by providing a holistic, trauma-informed service for women and girls who are socially, economically, or politically marginalised. This includes, but is not limited to, those affected by domestic abuse, those whose children live elsewhere, those accessing maternity services, women seeking asylum, women with disabilities, and women and their children experiencing trauma.

We take a woman-centred holistic approach, creating a safe, nurturing environment to help women and girls recover their confidence, explore their own needs, regain control of their lives, and build secure and healthy relationships.

Our Values:

By women, with women

A women-led organisation, working with, and responsive to, the needs of women, their families, and girls.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2024

Warm

We are respectful, compassionate, and kind. We provide welcoming and safe spaces and remove barriers to engagement.

Brave

We are bold, resilient, and courageous in our approach, and encourage bravery and strength in those we support.

Empowering

Women are the experts in their own lives. We work holistically to empower, inspire, and support them.

Our Strategic Priorities for April 2024 – March 2027:

Priority 1: Identify the needs of women and girls and develop effective services in response.

We provide a supportive, holistic, trauma-informed approach to women and girls with a range of complex, interconnected issues. It is imperative that we maintain this safe, non-judgemental, and effective approach, and increase our capacity in Leeds and surrounding areas, to provide the best quality services to women and girls who need them the most.

Priority 2: Ensure that we can continue to meet the needs of women and girls.

We will develop income from diverse sources, continually monitor and review our working practices, and expand our partnerships and influence, to ensure women and girls are supported fully, and that we can deliver value for money to our supporters.

Priority 3: Give voice to the experience of women and girls.

We support women and girls to build their confidence; to work towards a more positive future for them and their children; and to find and use their voice to influence and improve the systems in our society, which could help women and girls in the future.

From our 2023/24 survey of women and girls we intensively support, over half live in the top 3% most deprived wards in England and almost all live in the 20% most deprived wards. The women we work with face significant health inequalities. The State of Women's Health in Leeds report noted 23% of women (98,556) live in the most deprived areas of Leeds, with only 8% in the wealthiest. In addition that deprivation has a major impact on the health of the population with the mortality rate in women in the more deprived areas of Leeds 40% higher than that in the wealthiest areas. 63,914 domestic abuse related incidents were reported to Police in West Yorkshire last year. 60% of women who experience DV also experience mental health problems.

We specialise in group work, peer support, and providing one to one support. We work intensively with women and girls who are most at risk, including those experiencing domestic violence, sexual and emotional abuse; those with children in care or at risk of being removed; young mums and disadvantaged parents and their children; women seeking asylum; women with learning disabilities; and women with complex needs or mental health and wellbeing needs. We take a woman-centred holistic approach, creating a safe, nurturing environment to help women recover their confidence, explore their own needs, and regain control over their lives. Where capacity allows, we undertake outreach work that enables us to broaden our reach to a wide range of women who have often found it more difficult to work with statutory services.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2024

Our funding limits the number of women we can help. For some services we hold waiting lists when necessary. We ensure that women have information about other services available in the city and are referred appropriately when additional support is required or is not within our remit.

Our aim is to make our services accessible. All are provided free of charge. We work in ways that help overcome barriers to participation, for example specific services working with women with learning disabilities, women seeking asylum with interpretation support and young women. We build in costs (where funding permits) for crèche, interpreters, and access costs travel into our services and use safe and accessible venues from which to run services and events.

We undertake equal opportunities monitoring to try to ensure women from multiple backgrounds are accessing our services. Women's Health Matters (WHM) has an Equal Opportunities Policy that supports recruitment, monitoring, induction, training and all the services we deliver. We recognise that there are disadvantaged groups in our society and affirm that the charity has a responsibility for combating the causes of these disadvantages. We strive to ensure that all women have full access to employment, voluntary work, services provided and Board of Trustees membership. It is fundamental that no one is treated less favourably by WHM on the grounds of race, colour, nationality, religion, disability, age, marital status, class, sexual orientation, or responsibility for dependants.

We ensure that staff members are experienced, trained and supervised to carry out the work of the charity and we strive not to embark on areas of work that will cause detriment or harm. Volunteers support some services to achieve their aims and objectives. They receive induction and ongoing support as well as out of pocket expenses.

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's 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.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2024

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on women and girls in disadvantaged areas of Leeds and surrounding areas, and with groups of women and girls who experience additional disadvantage. Activities are undertaken to further Women's Health Matters charitable purposes for the public benefit.

In 2023/2024, we worked directly with 1554 women and girls; 1219 women and girls accessed intensive group and 1 to 1 support (2022/2023: 1209) and a further 335 were reached through lighter touch support. In addition, we supported 387 (2022/2023: 303) children. We ran 1221 group sessions (2022/2023: 869), 2712 one to one sessions (2022/2023: 1728) and carried out 2411 light touch contacts.

We delivered our work across 28 services during the year:

Art Therapy
Being You Leeds
Bluebirds
Breastfeeding Peer Support
Breathe Free
Creche
Digital Support and Inclusion
Emergency Fund, Household Support Fund, and Product Bank
Energise and Empower
Family Canvas
Feel Good
Growing Together 1-1 Family Support
Growing Together support group
Healthy Holidays
Inside Out
Leeds Domestic Violence Service
LDVS Sanctuary Support
Maternity Voices Partnership
Pregnancy Choices Advocacy Service
Rainbow Hearts
Referrals and Short Term Work
Migration support
Rosebuds
The Key Change
Women's Lives Leeds – Empowering Systems Change
Women's Health Matters Drop In
Women's Health Matters external training for professionals
Women's Health Matters Volunteering Programme and Student Placements

During the year, we recruited three new trustees to the board. Our trustee board currently numbers ten, and is representative of the women we support, with trustees from a range of personal and professional backgrounds and experiences, nationalities and ethnicities, sexual orientation and disabilities. 50% of our trustees and 70% of our staff team have declared lived experiences of Domestic Abuse and Violence.

Women's Health Matters
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This year we engaged with 79 volunteers across our services, including 5 student placements, plus 13 external workers, seconded to us, to provide support in our groups. These areas continue to be part of our future growth plans.

WHM have continued to implement our social media strategy to ensure a social media presence across all platforms, raising awareness of the work we do and to encourage donations to support our services. Creating content can be time-consuming, even with support from volunteers. This can affect our presence on social media over short periods of time.

Followers: X/Twitter: 2615 / Instagram: 772 / Facebook: 984 / MVP closed Facebook group: 1,122 / Facebook MVP: 217 / Linked In: 229: Total 5939 (2022/2023: 5609)
Post Reach in 2023/2024 of 65,200 (2022/2023: 63,565): X/Twitter: 47.5k (+5%) / Instagram: 1.8k (-46%) / Facebook: 15.7k (+44.4%).

We continued to develop and deliver Domestic Violence Awareness training for professionals ensuring the voice of victim-survivors continues to be heard.

We delivered a celebration event in December 2023 with all our service users, joining forces with artist Bobby Baker. As part of Leeds 2023 Year of Culture, EPIC DOMESTIC presented the Practising Propaganda Party: a takeover of The Tetley in Leeds including the presentation of Subversive Sandwiches created by women supported by Women's Health Matters. The aftermath of the party – a total installation in which traces and evidence of the party could be encountered – remained open to The Tetley's public audiences from 14 to 17 December. This was supported by Unlimited, Arts Council England and The National Lottery Heritage Fund.

We were delighted to win two awards at the 2023 Leeds Compassionate City Awards and be highly commended for another. The awards celebrate the unsung heroes and showcase the best that Leeds has to offer, highlighting those who go above and beyond to help make Leeds a special place to live and work.

Rainbow Hearts and Feel Good won Health & Wellbeing Project of the Year.

Hala Wadi, our Health & Wellbeing worker, won Unsung Hero of the Year.

Leeds Domestic Violence Service was highly commended as Diversity Project of the Year.

Beneficiaries of our services

As of 31 March 2024, 71% of women supported by WHM were aged 26-50, with 13% aged under 26, and 13% aged over 50 (3% unanswered).

46% of women do not identify their ethnicity as British. 9% chose not to disclose this information.

With regards to residency status, 27% of women state they are not British nationals, of these 46% are seeking asylum, 26% are refugees, 8% have limited or indefinite leave to remain and 2% have settled status. The remaining 18% include those on a spousal visa, and those with unknown status.

30 different languages were spoken, and 39 different nationalities were represented in the women we support including Afghan, Albanian, Eritrean, Iranian, Iraqi, Nigerian, Pakistani, Polish, Sudanese, Syrian, and Ukrainian.

39% of women identify as having no religion, 24% as Christian, 14% as Muslim, 4% as another religion including Buddhist, Hindu, and Sikh. 19% chose not to disclose this information.

Women's Health Matters

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for the year ended 31 March 2024

40% of women report having a disability including physical or learning disability, mental health, or long-term health condition. 48% report having no disability and 12% chose not to disclose this information. Of those with a disability, 17% report multiple disabilities.

Our 2024 survey of beneficiaries ran between January and February 2024:

School/Work/Benefits

- 72% (2023: 65%) currently receiving benefits
- 15% currently in school, college, university, or training
- 57% (2023: 78%) are currently unemployed
- 44% have been unemployed for over 6 months
- 35% left school without qualifications (2023 data)

Statutory Services

- 22% (2023: 24%) have or previously had adult social care involvement
- 4% were in care as a child
- Of those with children, 24% have current social care involvement

Finances

- 62% (2023: 51%) have used a foodbank
- 12% (2023: 25%) are currently or have been homeless
- 30% (2023: 30%) are or have been vulnerably housed
- 6% (2023: 16%) have had benefits stopped, sanctioned, or delayed
- 13% (2023: 30%) are in or have been in emergency accommodation
- 60% (2023: 60%) have or have had money worries and have been unable to afford basic things

Police Contact

- 59% (2023: 71%) have had contact with the police as a victim of crime
- 10% (2023: 22%) have been arrested
- 5% (2023: 9%) have been charged with a criminal offence
- 6% have had contact with the police as an alleged offender
- 4% (2023: 3%) have been convicted of a criminal offence

Health, Disability and Emotions

- 69% currently identify as having mental health problems
- 14% have had mental health problems in the past
- 36% currently have a long-term health condition
- 1% have had long-term health conditions in the past
- 23% (2023: 37%) currently have a physical health condition or disability
- 5% have had a physical health condition or disability in the past
- 16% (2023: 20%) currently have a learning difficulty/disability
- 4% have had a learning difficulty/disability in the past
- 62% (2023: 57%) currently have a lack of self-confidence
- 24% have had a lack of self-confidence in the past
- 60% (2023: 41%) are currently feeling lonely
- 23% have felt lonely in the past
- 4% are currently self-harming
- 50% have self-harmed in the past
- 6% are currently experiencing suicidal thoughts
- 51% have experienced suicidal thoughts in the past
- 3% currently have problems with alcohol use
- 20% have had problems with alcohol use in the past
- 3% currently have problems with substance misuse

Women's Health Matters

Trustees' annual report

for the year ended 31 March 2024

- 13% have had problems with substance misuse in the past
- 1% currently have problems with gambling
- 1% have had problems with gambling in the past
- 43% currently take antidepressants or other medication for mental health problems
- 27% have taken antidepressants or other medication for mental health problems in the past

Personal Experiences

- 21% (2023: 23%) have had a pregnancy terminated
- 33% have had a pregnancy loss/miscarriage
- 5% have experienced the death of a child
- 53% have experienced a close bereavement
- 90% (2023: 78%) have had problems with unhealthy or abusive relationships
- 92% (2023: 73%) have experienced domestic, emotional and/or sexual abuse
- 78% have been the victim of violence
- 3% have experienced FGM
- 5% have been trafficked
- 19% (2023: 19%) have been sexually exploited
- 31% (2023: 28%) have been sexually assaulted or raped as a child
- 38% (2023: 36%) have been sexually assaulted or raped as an adult
- 3% have experienced forced marriage
- 20% have taken on a carer's role for a friend or someone in their family
- 55% have witnessed domestic abuse as a child or teenager

Feelings

- 98% agree that they feel able to get the support that they need from WHM
- 68% agree that statutory services listen to them
- 77% (2023: 73%) worry about what people will think if they know about the challenges they have faced
- 95% (2023: 93%) agree that they received help from WHM that they couldn't have got anywhere else

Support Received

- 100% of women felt satisfied with the support they have received from WHM
- 97% (2023: 91%) agree that they have increased their self-confidence
- 96% (2023: 96%) agree that they feel better about themselves
- 94% agree that they feel better able to stand up for themselves
- 98% (2023: 92%) agree that support received has improved their mental wellbeing
- 92% agree that support received has improved their physical wellbeing
- 93% (2023: 96%) agree that they feel safer following support
- 93% (2023: 90%) agree that they feel less anxious following support
- 94% (2023: 90%) agree that they feel more positive about the future following support
- 95% (2023: 96%) agree that they feel better able to make their own choices following support
- 81% feel more ready to get a job, access training or volunteer following support
- 94% (2023: 95%) agree that they have widened their support network following support
- 94% (2023: 90%) agree that they feel less lonely following support
- 93% agree that they have made friends who understand them following support

Women's Health Matters

Trustees' annual report

for the year ended 31 March 2024

- 95% (2023: 95%) agree that they better understand what abuse is following support
- 98% (2023: 93%) agree that they are better able to respond to abusive relationships following support
- 99% (2023: 95%) agree that they can leave or feel able to leave an abusive relationship if they wanted following support

Financial Support

- 77% (2023: 30%) of women have received items from WHM
- 45% (2023: 30%) have received financial support from WHM
- 70% have received support with travel costs to attend sessions
- 50% agree that receiving financial support from WHM has helped them and their family cope better with the cost-of-living crisis
- 59% agree that they would not have been able to attend sessions without travel costs

Children

- 66% (2023: 73%) have children
- 43% (2023: 41%) are single mums

Supporting Children

Of the women who have children:

- 65% are single mums
- 27% have a child in someone else's care
- 81% of those who have had children removed from their care agree that any children they have in the future are less likely to be removed from their care
- 96% (2023: 94%) agree that their children feel safer after support
- 91% agree that their children have made friends following support
- 100% (2023: 96%) agree that their children have increased their confidence following support
- 96% (2023: 96%) agree that their children have learnt new things following support
- 100% (2023: 98%) agree that their children have improved mental wellbeing following support
- 96% (2023: 94%) agree that they have increased their confidence about parenting following support
- 96% (2023: 90%) agree that they have improved their parenting skills following support

Improved Lives

- 86% of women who feel that their lives have improved feel that this is, in part, due to the support received from WHM, as below:
- 24% of women who feel that their lives have improved feel that **all** of this is due to the support received from WHM
- 46% of women who feel that their lives have improved feel that **most** of this is due to the support received from WHM
- 16% of women who feel that their lives have improved feel that **some** of this is due to the support received from WHM

Feedback from women:

I feel listened to, understood, and it's given me hope. I'm starting to feel more positive about the future. I have also had the strength to leave an abusive relationship.

Brave, I can say no. I have a voice and use it.

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I feel confident in my everyday life, making friends and happy getting out of the house, meeting other people, going to the park and walking.

Coming here has definitely helped me to understand better what I went through, understand better who I am, and much more, it has helped to build my confidence.

I am more confident now about understanding what has happened to us. I have been given the tools and support to help me improve my mental health. I feel understood and more informed.

I am so much more positive about the future. I believe in myself a little more and realise it wasn't my fault.

I'm not alone anymore.

Further information about each of our services and examples of key activities are included below with case studies:

Domestic violence and abuse work

Bluebirds

Overview: Funded by the Ministry of Justice via West Yorkshire Combined Authority, Bluebirds is a project for women and girls aged 11+ who have experienced domestic abuse and/or sexual violence, and as a result, are experiencing mental ill-health. Bluebirds offers three groups (one online, one in-person, and one for girls) and one-to-one support to aid in trauma recovery.

Numbers supported in 2023/24:

Women / girls: 131

Group sessions: 19

1 to 1 sessions: 36

Light touch support: 15

Highlights: Managing the transition of the venue from The Tetley to the Women's Health Matters base. This transition went smoothly with women transferring to the new venue, and we have seen an increase in numbers since delivering the group at WHM.

Challenges: Initially, the Bluebirds group ran with one new cohort starting each month, one online and one meeting in person. This was challenging as we found it did not give enough time for enrollment between cohorts. We decided to create a buffer of two weeks between each cohort starting, meaning a new cohort now starts every six weeks. This has given flexibility at the start and end of each cohort and allows more time to register women in each group.

Looking to the future: We are building on our work with girls and creating trauma recovery workshops during the school holidays. We are working in partnership with LS-Ten to deliver Bluebirds workshops to the girls who attend the LS-Ten Youth Group. We are increasing our 1:1 provision for women and girls to help them gain confidence and self-esteem, offering up to six sessions of support in addition to attending the trauma recovery group.

Case Study: A joined Bluebirds group having been referred externally by a family support worker. A bonded with her peers in the Bluebirds group and began engaging more each week in the sessions. A was supported by the Bluebirds Project Worker on a 1-1 basis, working alongside other professionals. This ensured her issues were dealt with

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holistically and helped to maintain her safety and wellbeing. Over the course of the Bluebirds group, A built a good working relationship with WHM enabling her to trust us to where she felt able to try a new, longer-term group. She has now started a 20-week Domestic Abuse recovery group with WHM.

Breathe Free

Overview: Breathe Free is a 24-week course for women (those who identify as women, aged 16+) living in Leeds who have experienced domestic abuse and complex trauma. The course is run three times a week. The group is two hours long and travel costs and creche are provided. Funded by the National Lottery Community Fund, Breathe Free's course is structured with the first six weeks being the 'Stabilisation' aspect of the programme. This section of the course supports women to engage in groups (some for the first time), the focus is on well-being, safety planning and linking in with partner agencies, e.g. Linking Leeds. The following 18 weeks focus on Domestic Violence and Abuse (DVA) Awareness & Healthy Relationships. Breathe Free also offers one-to-one support on a needs basis to individual women. Multi-agency working, referrals and signposting are key aspects within Breathe Free. Once women have completed the course there is an opportunity for them to become Breathe Free volunteers.

Numbers supported in 2023/24:

Women: 74

Group sessions: 137

1 to 1 sessions: 155

Light touch support: 5

Volunteers in the project: 24

Highlights: Running six cohorts of the course in 2023/24, some feedback from participants:

"I've gone on a journey of self-discovery and I'm very proud of myself for keeping an open mind and letting staff lead us through the course. It has introduced me to gateways and other help. It has been the key to motivating me and accepting it. Also being surrounded by people who are aspiring to change, even in different ways to me."
"It was the most empowering experience"

"I have learned so much about how abuse affects a person and I have healed so many of my wounds while attending this course. I have achieved everything that I was hoping to from this course and I feel a lot stronger and loving the new version of myself."

Once women complete the course they can become volunteers, the volunteers have worked on:

- '16 Days of Action' social media DVA campaign
- Co-producing and co-delivering training for Leeds Beckett Social Work students
- Co-producing a resource for children to help them understand their experience of DVA

As part of the Breathe Free course, conversations take place around 'reclaiming your space,' for example redecorating rooms, moving bedrooms to lounge, but women said they do not have the skills or experience to do this. In response, practical workshops for anyone who has been involved in the Breathe Free course over the three years have been offered in partnership with Seagulls Reuse. 30 women attended four workshops over two months which were organised in response to direct feedback from women who have said they struggle to feel relaxed in their homes after experiencing domestic abuse.

Challenges: Throughout year three of the project, continuous efforts have been made to collaborate with sister organisations that support women from minority communities. Breathe Free offers a condensed version of the course in their community setting,

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alongside one of their staff. The aim was to raise awareness of DVA and to facilitate onward referrals to the full Breathe Free course. Despite the efforts of Breathe Free staff, these sessions have not been taken up. The feedback from a meeting where Breathe Free staff had presented handouts translated into Urdu / Punjabi was deemed too advanced for the target group regarding educational ability, and it was suggested that the sessions focus on well-being and crafting activities instead. Taking into consideration the time constraints, only delivering crafting sessions, and the lack of onward referrals to Breathe Free, it was decided that we would not offer the sessions as they wouldn't meet the outcomes of the programme and they didn't fall under the remit of Breathe Free. All the resources that had been prepared were given to the organisation for them to use as and when appropriate.

Looking to the future: Breathe Free 2

Having secured a further three years of funding from The National Lottery, Breathe Free will deliver 6 cohorts per year of a 20-week course that is co-delivered with a woman with lived experience who has recently completed the Breathe Free course and who is a paid sessional worker. There is an added element of employability skills and opportunities integrated into the course and women will be able to apply to be the next co-facilitator.

Case Study: B is originally from South Africa, but lived in France for many years before coming to Leeds where she has been granted settled status. She has three daughters aged 12, 14, and 17. Her ex-husband remains in France, and he was extremely abusive during their relationship. B experienced verbal, psychological, physical abuse, and coercive control. B moved to Leeds with her children, escaping the abuse from her husband, but has been experiencing Child-to-Parent abuse from the two older daughters. B made a self-referral to Breathe Free stating:

"My children hit me and call me names. They monitor me and tell my ex what's happening in my life. My ex keeps threatening to take the children to France and filing for custody even though he hasn't seen them in 7 years. My middle child has accused me of sexual abuse - I feel that my ex is poisoning them against me. Social Services has decided that this is a fabricated story as the children declined medical checkups. They steal money from my purse."

B was enrolled on the course and within two weeks of attending, she informed staff that this was the first time in 10 years that she felt listened to and supported and that people had made onward referrals for specific support for her. By week 3, B felt empowered to go to the police to report her continued coercive control from her ex-husband via social media and his influence on her children, and the abuse she was experiencing from her children.

Referrals made for B during her support:

- Linking Leeds - holistic support, 1 to-1 intensive support with a DVA specialist worker (16 weeks of support)
- Complete Woman - for migrant women, to reduce isolation and share knowledge to help integrate into new unfamiliar cultures
- Smart Works -support in job coaching and interview preparation
- Impact North for counselling sessions
- MARAC – to report concerns with Child-to-Parent abuse
- PACT- Child to parent DVA support

Breathe Free staff advocated for B, not only organising professional meetings to plan support, but also highlighting previous barriers identified in B accepting support in the past including language and cultural barriers, and a lack of understanding of what support entails. Breathe Free staff have spent over 50 hours outside of group time to

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support B in a 1 to 1 capacity, to liaise with professionals and coordinate support, to complete referrals, and to raise safeguarding incidents and complete actions.

Leeds Domestic Violence Service (LDVS) Domestic Abuse Education and Support Groups, funded by Leeds City Council Public Health and DLUHC New Burdens funding. As part of the LDVS consortium of Leeds Women's Aid, Behind Closed Doors, and Women's Health Matters, WHM run and deliver the Domestic Abuse Education and Support Groups. There are five groups in total, delivered in various locations at contrasting times across the city. A creche is available in four of the five groups. Every week we talk through issues that affect the safety and wellbeing of women experiencing domestic abuse and violence. We know that women are the experts in their own situations and that with the right support women themselves will find the best way to move forward. We offer advice and referrals for other support where it is needed.

Numbers supported in 2023/24:

Women: 181

Group sessions: 190

1 to 1 sessions: 145

Light touch support: 20

External workers in the project: 2

Highlights: The highlight of the year is always being part of a woman's journey and supporting recovery from trauma. Women are often subjected to the 'blame game' when it comes to domestic violence and abuse, we know that this leaves victim-survivors feeling responsible for their abuser's behaviour, guilty, and ashamed. We help women to understand that the abuse was never their fault, abuse is always on the abuser.

Challenges: Staffing has been a major challenge for the groups this year. Historically Linking Leeds and Engage Leeds have provided support in two groups, unfortunately due to their own staffing and capacity issues they are no longer able to continue with the partnership.

Looking to the future: We have a highly skilled team who each bring a unique and invaluable quality to the groups. The upcoming challenge is funding uncertainty and potentially having to cut the number of weekly groups from five to two next year.

Case Study: When C enrolled in the group, she was living in an abusive relationship with her husband of 8 years. C had met T when she was in her early 20's, she was a school teacher at the time and loved her job. They married and C soon became pregnant with their daughter. T had his own business and encouraged C to leave work to focus on being a 'stay at home mum'. T was extremely controlling and manipulative. T would make all the decisions for the family, to the point that C would have to ask if she needed a bath or a shower. C was undermined as a parent, and T didn't like her spending time with family or friends and she became extremely isolated.

C wanted to end the relationship but was fearful, she had no money of her own and felt that her situation was hopeless. Throughout her journey in group we were able to visibly see C growing in confidence. We gained her additional support to safely leave the relationship and offered her some interview coaching after group, this helped C to feel confident enough to apply for a teaching assistant post.

We are happy to say that C and her daughter are doing really well, C is financially independent and in full time work.

Testimonial: from Federica Angeli, 11 March 2024

Professor of Management and Deputy Dean of School (Strategy and People) at the University of York and Women's Health Matters trustee

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I attended the LDVS group driven by the curiosity to learn more about WHM's work in the domestic violence space and its impact on the participating women.

Little did I know I would leave the meeting emotionally and personally touched on a very deep level. Abuse is a societal plague that concerns us all and that cuts across professions, ethnicity, culture, socio-economic backgrounds, and education. It takes many forms and can be extremely subtle and difficult to recognise, until its effects become clear and often irreversible: increasing social isolation, destroyed sense of self-worth, burning self- and societal blame, fear to speak up, loss of trust and loss of understanding of what a healthy relationship sounds and feels like.

Through the extremely sensitive and highly effective coaching provided by (worker), women attending LDVS learn how to recognise abuse and react to it over the 14 weeks of the course. But crucially, they have the opportunity to co-create a community and a weekly safe space that acts as powerful hooks against isolation, nurturing self-worth, and self-care, undermining the sense of guilt and self-blame. This ultimately breaks the psychological chains that abuse creates, and that manipulates women into 'thinking that there is something fundamentally wrong about them'.

In LDVS women are able to 'find their voice again': because of the group support, they find again the capability to be assertive, to learn how to say 'no' and have it respected. The group acts as a life jacket out of the lethal isolation that abuse creates, where sharing and listening to others' experience becomes a source of strength and a way out, for life.

Thank you WHM and LDVS, to (worker) for her outstanding guidance, and thank you to all the women I met. I learnt a lot from you and I will hold on to my self-care box (the one we designed and crafted together) dearly.

Leeds Domestic Violence Service – Sanctuary Support Scheme

Overview: The Leeds Domestic Violence Services (LDVS) Sanctuary Support Scheme started in January 2022, funded by Leeds City Council Public Health, is a partnership of 9 organisations led by LDVS. The Sanctuary Support Scheme aims to provide ongoing support safety planning and experiences of domestic abuse for recipients of sanctuary measures. The project aims to widen access to tailor one-to-one support for marginalised groups who've experienced domestic abuse. These groups include LGBTQIA+ people, people seeking asylum, culturally diverse and migrant communities, those with disabilities, forced marriage and honour-based violence, older people, and pregnancy and maternity. Referrals mainly come through Leeds Housing Options or internally through partner agencies. The Sanctuary Support scheme then offers emotional, practical support and advocacy.

Disability specialism

This role specifically specialises in working with clients with both physical and mental disabilities.

Numbers supported in 2023/24:

Women: 26

1 to 1 sessions: 951

Case Study: When I first began working with D, she was struggling with severe depression, anxiety, and strained relationships with her children after fleeing an abusive relationship. She struggled with irregular sleeping and eating patterns and felt immobilized by overwhelming thoughts. Her new, partially unfurnished home exacerbated her feelings of despair. Together, we developed a safety plan and slowly sourced household items to make her house feel more like a home, despite her initial resistance. We worked together to set small daily tasks and using a checklist, which helped D to start structuring her days, gradually improving her self-care and household management. This approach helped her organise her thoughts and gave her a sense of

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accomplishment. As we continued our work, D rediscovered her interests and began engaging in activities she once enjoyed, like reading and helping with friends at a charity shop. Our discussions on mental health empowered her to communicate openly with her sons and seek professional support, leading to therapy through the Leeds Mental Wellbeing Service. D's increased presence and emotional support significantly improved her relationship with her children. When she entered a new relationship, she trusted her intuition to end it when it didn't feel right, demonstrating her regained sense of control. D is now thriving, enjoying her interests, being present for her children, and confidently seeking support when needed. Her progress and self-awareness make me proud, and she is ready to continue her journey independently.

Pregnancy and Maternity Specialism

This role works with women who are pregnant and includes those who have young children.

Numbers supported in 2023/24:

Women: 18

1 to 1 sessions: 720

Highlights: A highlight of the year has been having a Creche worker at WHM, enabling more accessibility for service users.

Challenges: The challenge this year has been around the current housing situation and the strict policies which create barriers for people being able to move to certain areas, such as local connections. The policies have repeatedly been challenged by professionals, as women fleeing abuse need to move to areas away from perpetrators.

Case Study: E was pregnant and had a young son when she came into service. A victim-survivor of Domestic Abuse, E was living in a property known to the perpetrator and was keen to find a secure home in an area unknown to the perpetrator. E was supported around her housing and housing needs panel attendance. Baby essentials were provided near to her due date such as a Moses basket, clothes, nappies, and comforters. Emotional and financial support was provided by WHM and through referrals/signposting. E has now secured a property in a different town and was supported around further safety planning. E and her children are doing well and have settled into their new area. E is attending a Baby group nearby, socialising with other mums and her baby is developing new interaction skills. E feels this is her dream home and was feeling more optimistic about the future for herself and her children.

The Key Change

Overview: Funded by Children in Need over three years The Key Change works with girls from the age of 11-18 years. The project facilitates structured courses of between six to eight weeks within schools across the city. The Key Change offers group support within a school setting to young women and girls who have witnessed, experienced or are at risk of experiencing unhealthy or abusive relationships. Over the course of 6-8 weeks, The Key Change offers a flexible, tailored programme of support covering topics such as healthy and unhealthy relationships, domestic violence, consent, CSE, assertiveness, confidence building and self-esteem.

Numbers supported in 2023/24:

Girls: 55

Group sessions: 55

1 to 1 sessions: 4

Highlights: Keeping the course flexible has worked well as this has allowed us to tailor it to specific groups and individual service users. The flexibility of the course also allowed

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us to tailor it to the special educational needs of the specialist inclusive learning centres. This was appreciated by the schools and teachers who gave us excellent feedback this year.

Challenges: The main challenges we faced included finding enough time to deliver one-to-one support which was needed by the girls due to their high risk level.

Looking to the future: Moving forward, The Key Change will be funded by The Masonic Charitable Foundation and Baily Thomas Charitable Fund, and we aim to replicate the success of the Children in Need funded programme by delivering The Key Change to schools and Specialist Inclusive Learning Centres across Leeds.

Case Study: F lives in one of the most deprived areas of Leeds (quintile 1) and nationally (English decile 1). She has learning disabilities and attends a special needs school. She was referred to the group due to having witnessed domestic abuse at home. She was very mistrusting of professionals as she had been told by her parents that she could be put into care.

Through the group, F started to understand more about appropriate and inappropriate behaviours in relationships and began to gain the confidence to ask questions and challenge assumptions in the group. She finally asked for 1-1 support, and this was arranged with our young people's specialist worker.

The 1-1 sessions continued after the course sessions had finished, due to F's needs. The sessions covered healthy and unhealthy relationships and when asked what she had learnt, she said that people in relationships need to be kind and nice, not nasty or hit each other. She also said that people need to know everyone needs space and not isolate each other from other people. When asked who they would speak to if she was worried about being in an unhealthy relationship, F said her Dad, school or Childline.

Pregnancy, parenting, and support for women whose children are being cared for by someone else

Breastfeeding Peer Support

Overview: Working in partnership with Health for All – funded by Leeds City Council Public Health.

Providing advice and support from specialist, trained advisors to mums with breastfeeding babies and training mums as breastfeeding peer supporters to offer support in groups, at hospitals, online, and over the phone.

Numbers supported in 2023/24 (WHM element):

Women: 60

Group sessions: 63

1 to 1 sessions: 189

Light touch support: 5

Children supported in creche: 55

Highlights: In January there was a citywide breastfeeding conference bringing together professionals and peer supporters to celebrate all the work done to support breastfeeding mums across the city.

Each week there are 10 separate groups across Leeds, offering support to mums who are experiencing difficulties with breastfeeding – allowing them to overcome the problems and continue breastfeeding their children.

Challenges: Alongside the general support provided to the service, we are working to increase the support offered to young mums in Leeds. Due to the lack of specialist support specifically for young mums now offered in Leeds, this has proved difficult as it

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is extremely hard to find young breastfeeding mums to engage with. We are producing s leaflets specifically for young mums which we will distribute through midwives.

Creche

Overview: Creches are provided for all of the Breathe Free groups that Women's Health Matters runs; for four of the Leeds Domestic Violence groups that are run by Women's Health Matters; for Coffee and Conversation (formerly Drop-in), family work in the school holidays, and for special events that are run by Women's Health Matters, such as the Celebration Events. We have a creche worker, who works at most of the creches, who is qualified as an early years teacher, and we also use workers from an agency, who are also very experienced with these kind of creches and who will where possible provide the same worker for the same creche each week, so that the children and the mums get to know the workers and there is consistency in care.

Numbers supported in 2023/24:

Children: 44

Group sessions: 240

Volunteers in the project: 2

Highlights: We successfully applied for a grant for £1500 for creche resources and we have been able to provide high-quality toys and equipment to help enhance the children's learning in the EYFS curriculum. The creche is often the first setting a child attends, and it is a lovely, safe, and gentle introduction to a nursery environment, for the child and for the mum. The mums can build confidence in talking to early years / educational professionals and we can model what those conversations hopefully will look like when the children start to attend school or nursery. We have good relationships with the staff at the three children's/outreach centres which we regularly run creches from, and we have started to get referrals to groups from the workers at these centres.

Case Study: Child **G** started attending creche in May 2023 when she was five months old while her mum attended a LDVS group. Her mum finished LDVS in April 2024 and G is now attending creche while her mum attends a new Breathe Free group. Creche is the only setting that G attends without her mum, and she has settled well into the environment. She has learned how to select her own activities, as she would in a nursery, and to make attachment bonds with a worker – G's mum reports she uses language such as 'Shall we go and see (worker)?' when she sets off for creche, and G responds positively. G has formed positive relationships with the other children who attend the creche – she is now the oldest child in the creche she attends, having been the youngest in the first she attended, and she likes to help to look after the babies, giving them toys etc. G's mum can see that G is able to settle elsewhere and this gives her confidence for G joining a nursery when she goes back to work. G's mum is also happy to talk about any concerns she has regarding G's behaviour and development, and we offer reassurance, and signpost where needed.

Growing Together Group

Overview: The Growing Together Group was funded by Awards for All. It is a group run from a nursery room in a children's centre where women and their preschool-aged children can mix with other families, benefit from peer support, and access expert support from the worker. Sessions are planned but loosely so, so that the women can introduce and identify the areas that they need support with. There is a focus on health, behaviour and of a gentle and safe introduction to early years settings.

Numbers supported in 2023/24:

Women: 11

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Children: 11

Group sessions: 36

Highlights: The relationships built between the families who take part in this group have been very solid, and the mums are all incredibly supportive of each other and of each others' children. I have been able to work with most families on a one-to-one basis and promote various government health initiatives such as vaccinations and If They Could Tell You. We have made onward referrals and signposting through this group.

Challenges: The group was quiet at first, even with lots of promotion internally and externally. This did mean that on the weeks there was only one family present, I was able to work with them on a 1:1 basis.

Looking to the future: We have applied for funding to continue this group and are hoping to run it twice a week, at two different venues, going forward. We would like to continue to reach out to new families via this group. This group has been valuable in promoting the other support available from Women's Health Matters.

Case study: H started in the group in January and comes every week with her now six-month old baby boy. She was referred by the Children's Centre as she accesses help from them, and she has also started to come to Women's Health Matters Coffee and Conversation group, formerly Drop-in. H's baby also attends a creche while H attends another Women's Health Matters DV support group. H is frank and open and can access immediate peer and professional support while attending the group, in a very natural way, by starting and taking part in conversations e.g., about weaning; baby's sleep; attachment.

H is going back to work in a few months, and she had a lot of trepidation about leaving her baby in a nursery before starting the Growing Together Group. Attending Growing Together group, along with the other support Women's Health Matters are offering her, has enabled her baby to settle with other people and has made her feel confident and comfortable with leaving him in a nursery. She has made friends with other women who go to the group, as well as a woman whose baby attends the creche that she uses.

Growing Together 1-1 Family Project

Overview: Growing Together 1:1 is funded by Leeds Community Foundation. It is a project to work with women and their children up to the age of 18 to rebuild relationships after trauma. Each family has a series of sessions with the project worker, customised to the needs of the family and to the needs of the individuals within that family.

Numbers supported in 2023/24:

Women: 34

Children: 52

Family sessions: 60

Highlights: Growing Together families have clearly and noticeably benefitted from the work they have done, and this is seen in so many ways other than in written evaluation. The trust that has grown between the families and the worker has been very apparent when the women who have closed with Growing Together have approached WHM at a later date with further issues they would like support with.

Challenges: Some families referred are too high-risk and we cannot meet them in their homes, we have overcome this by meeting on parks chosen by the family.

Looking to the future: We have applied for funding to continue Growing Together 1:1 from October 2024, as the current funding finishes then.

Case Study: J and her two children R and T started with the Growing Together project in February last year and closed in November. The family were referred originally

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because of the children's behaviour at home, and J felt that this was impacting her parenting and her wellbeing, whilst understanding that the behaviour was probably caused by the children being direct witnesses to the abuse she suffered.

J, R and T were easy to work with, open and very honest and we had frank conversations, and I was able to offer practical ideas as well as onward referrals, such as to Family Canvas and Kidzclub. I provided resources to the family, and demonstrated how they are used. The whole family attended all the trips that Women's Health Matters hosted alongside Healthy Holidays, and they made connections and friendships with other families through this. J is still supported by Women's Health Matters for DV.

Healthy Holidays

Overview: This was a joint venture between Healthy Holidays Leeds (Leeds City Council) and Women's Health Matters to provide family trips out in the main school holidays for the families that Women's Health Matters works with. The coaches, extra staff, equipment, booking, and admin were all provided by Healthy Holidays and Women's Health Matters provided staff on the day and managed the attendance administration. In the 2023 summer holidays, we visited Eureka (children's museum); the Royal Armouries Museum, and the Yorkshire Dales. In the Christmas break, we went to a pantomime in Leeds Central Library.

Numbers supported in 2023/24:

Women: 32

Children: 51

Group sessions: 4

Light touch support: 4

Volunteers in the project: 1

External Workers in the project: 5

Highlights: The Yorkshire Dales trip was a particular success. We were provided with guides who work at the centre we started from, and they provided interesting activities for the children and then a nice walk, ending at a waterfall. The staff who came with Healthy Holidays were all teachers or playworkers and were effective on each trip. The background administration, safety and weather equipment, and lunches all provided by Leeds City council were good and there was highly effective communication between all the professionals involved.

Looking to the future: We are hoping to partner with Leeds City Council in the upcoming summer holidays and provide trips for current families we are working with.

Case study: K had completed an LDVS course at Women's Health Matters, and she and her son A had recently also completed Growing Together 1:1. K and A attended all four of the trips provided. K is a single mum and has had several referrals to the Household Support Fund and has struggled with getting out with her son. Her and A really enjoyed all the trips and fully participated in all the activities within each trip e.g.: doing craft at Eureka and playing outside in the sand; watching a jousting tournament at the Royal Armouries; interacting with the outdoors staff at the Yorkshire Dales; taking part in the audience participation in the pantomime. K and A have a lovely relationship and there were plenty of positive interactions between them on each trip, and they made friends with another family who were on all the trips.

Inside Out

Overview: Funded by The Albert Gubay Charitable Foundation. Inside Out is a parenting course for women whose children are being looked after by somebody else, such as through adoption or kinship care, or who have Social Care involvement.

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Numbers supported in 2023/24:

Women: 40

Group sessions: 39

1 to 1 sessions: 117

Light touch support: 2

Highlights: We have delivered 3 courses, supporting 35 women. Of these women, 11 women either passed Social Care assessments or were given additional time to complete their assessments, and 18 said they felt that they had better relationships with Social Care which improved their engagement with things like assessments and managing child contact times.

Challenges: The impact of the trauma faced by women who have had children removed from their care can make it difficult for them to attend groups and courses. They often have poor mental health and suffer from anxiety, creating barriers to engagement. When women are going through assessments and court, or have contact time with their children, they have many conflicting appointments which can create more problems around being able to attend consistently. Working with Children Social Work Services before the courses start can help with managing these conflicts.

Looking to the future: We continue to offer courses to women who want to improve their understanding of their own and their children's needs, aiming to improve their relationships with other professionals or family members who have the care of their children. The feedback we have received from women who have already completed the course is that it improves their sense of understanding of an arduous process and leaves them with greater, healthier ways to manage these often-difficult relationships.

Case Study: L is a young mum, who had her first child at 15 who lives with L's grandmother. L had another baby, with a man who was much older than she was, who died suddenly. Social Care were involved and placed her in a mother and baby unit to conduct an assessment. Unfortunately, this assessment failed, and L and her baby went to live with her mum. This was often a difficult relationship as L's mum had to leave her job to be at home with L and her child. L felt very resentful of the decision to not allow her to live alone with her baby and could not understand why she had failed the initial assessment. This was getting in the way of her engagement with her new assessment. Through the course, and with additional 1-1 sessions, L was supported to manage these challenging relationships and given space to work through these frustrations and find more positive ways to address her concerns. L has had a positive outcome of this assessment and the plan is now for L to find her own property for her and her baby. L feels her confidence really grew due to attending the course and is now looking forward to a better future for her and her baby.

Maternity Voices Partnership (MVP)

Overview: The Maternity Voices Partnerships is funded by the NHS and is a city-wide forum that brings health professionals and funders for maternity services together with those who have used maternity services in Leeds. The forum enables professionals to listen to those who have recently been pregnant and given birth to identify issues with care and work together to find solutions. From 2024, the MVP is now Maternity and Neonatal Voices Partnership.

Numbers supported in 2023/24:

Women: 57

Group sessions: 20

1 to 1 sessions: 5

Light touch support: 2

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Volunteers in the project: 14

Highlights: A diverse women's group was set up in November 2023, and has run monthly since then. The group brings together women from different ethnicities living in Leeds with experience of using Leeds maternity services. The group has been consulted on several issues by the MVP including access to interpreter services, care in the community, and support on postnatal wards.

Challenges: The MVP recruits for what is known as Parent Representatives – volunteers who have used maternity services in the last two years and would like to input into improving services. While there are currently around fifteen Parent Representatives signed up, they often cannot make meetings due to childcare or work. This has at times meant a small number of voices being involved in Parent Rep projects.

Looking to the future: In 2024/2025 there will be several focus groups held with racially minoritised women across Leeds to hear their experiences of patient voice – both using their voice during their maternity journey and feeling that their voice was listened to. These feedback themes will inform the policy and practice of health professionals and midwifery lecturers.

Case study: During a diverse women's group meeting, it was raised by **M** that some women had contacted the GP to register their pregnancy at the ten-week mark but had been told to come back at a later date by the receptionists. This directly contradicts the public awareness campaign encouraging women to register at ten weeks and is particularly important for racially minoritised women. Since the MVP fed this back to the health professionals, a letter highlighting the ten-week campaign has been recirculated to all GPs in the city and put in regular community practitioner newsletters.

Pregnancy Choices Advocacy Service

Overview: Funded by NHS Leeds Health and Care Partnership and providing 1-1 support to girls, women, and people who are pregnant and would like to talk through the options available to them. Offering support and advice around midwifery, abortion, and adoption. Support to attend appointments and/or travel costs to appointments where needed. Post pregnancy support is also offered.

Numbers supported in 2023/24:

Women / girls: 31

Light touch support: 6

1 to 1 sessions: 46

Looking to the future: Funding has now ended for this piece of work; however, Women's Health Matters recognise the importance of support for women during this exceedingly challenging time. With no other provision offering this kind of support, we have decided to continue to offer a pared-down service, offering impartial 1-1 emotional support and practical advice for girls, women, and pregnant people around pregnancy choices.

Case Study: N is a young mum with two children at home and was supported to attend a late-stage termination appointment outside of Leeds. Previous appointments had to be cancelled due to not having someone to attend with her, due to lack of family support. She had accessed an early abortion (using the abortion pill) but had found out later that this had not been successful and had to travel to have a much later abortion. Without this support, she would not have been able to have this treatment and would have had a severely negative impact on her mental health and her family. N stated, "This is the first day of the rest of my life."

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Rosebuds

Overview: Funded by Jimbo's Fund until 31/8/2023 and The Charles Plater Trust from 1/9/2023. A mix of peer support, structured learning sessions and visits from other support services to offer support, learning and healing for women living apart from their children. Over 6 months, women develop coping strategies to manage difficult situations and emotions, alongside increasing their understanding of abusive relationships and the long-term impact on them.

Numbers supported in 2023/24:

Women: 40

Group sessions: 38

1 to 1 sessions: 20

Light touch support: 10

Highlights: We took the women on a trip to Yorkshire Sculpture Park. Collaborating with staff from the sculpture park, the women were shown around and encouraged to engage with their environment and the art and to produce their own versions of the art they saw. The women absolutely loved the day – none of them had ever been before. They continue to talk about their experience with some members having returned to visit again.

Challenges: Women living with the trauma of losing their children can find it extremely hard to attend groups, with extremely elevated levels of mental health issues and anxiety faced by the group members. It can take a prolonged period of pre group support for them to feel confident to start.

Looking to the future: We have a strong programme of visits from other services in Leeds planned. We feel it is important for women to increase their knowledge of what services are available across the city to improve their wider support system.

Case Study: O has two children who live with her parents in another part of the country. O's children were removed due to addiction and placed in her parent's care. O moved away from the area to aid and support her rehab and her new drug free life. O has been living drug free for a few years and visits to see her children every two weeks. However, things have been difficult with her relationship with her mother, with O feeling like despite the incredibly positive changes she had made and sustained, her mother was still behaving as if she was still using drugs, and contact continued to be supervised by her mother. O has been supported to work through these difficulties and find ways to rebuild her mother's trust. O's oldest child is now visiting O and spending weekends with her. She is working towards her youngest child also being able to visit her – something O feels confident will happen given the improvements she sees in her communication and relationship with her mother.

Specialist support for women seeking asylum and refugees

Energise and Empower (ended 30/11/2023)

Overview: Energise and Empower was funded by Yorkshire Sport to provide Afghan women and their children living in hotel accommodation across Leeds with physical activities to boost their physical and mental health.

The project began in January 2023 working with women and their children living in two hotels in Leeds delivering weekly circuit, relaxation, and family fun sessions. However, after changes made by the Government, the hotels were closed, and the project moved to work with women in the asylum system living in the community across Leeds and delivered a variety of fitness and exercise sessions ranging from a regular weekly

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walking group to circus skills for families in the school holidays and classical Indian dance sessions.

Numbers supported in 2023/24:

Women / girls: 48

Group sessions: 28

Children supported in creche: 33

Highlights: The highlight for Energise and Empower was the 4-week classical Indian dance classes that we took part in. The classes taught women relaxation skills and breathing techniques along with a simple dance that we learnt together over the sessions. We finished with a performance of the dance and shared refreshments as we reflected on the project. The dance sessions were a celebration of the end of Energise and Empower and women reflected that it gave them space away from their busy lives to come together and celebrate the community they have created through the Project.

Challenges: The challenge of the Energise and Empower project was making the transition from working in the hotels to working out in the community. We had to build up a new group of women to attend the sessions and find activities that were low-cost and accessible to all. We reached out to contacts with Leeds Girls Can who supported the transition and helped us run taster sessions where they supported with room hire costs which meant we were able to invite new women to join the group.

Looking to the future: Unfortunately, the Energise and Empower project funding from Yorkshire Sport ended in November 2023 and we have been unsuccessful with other funding applications. We have however continued to work the classical Indian dancer who has linked in with Rainbow Hearts and is planning to deliver work with the women there.

Case Study: P discovered Energise and Empower through Rainbow Hearts, a group she has attended for a long time as a woman seeking asylum. P is in her 60s and suffers from ill health, she walks with a stick and struggles with asthma. P came to the second walking group we ran out in the community and from her first day showed a commitment to the project. P went on to attend every single session and activity – from the walking group each week, to yoga, spin classes, circus skills and Indian dance. She also encouraged others to come along, bringing friends and telling other members of Rainbow Hearts about the sessions.

By the end of the project P's fitness had improved, she was able to walk faster and needed fewer rest stops along our route. P disclosed that her doctor had been impressed with the physical changes to her health and P also found her mental health had benefitted from the sessions, in particular the walking group. She said she was too scared to walk in parks on her own and that being able to walk once a week had been a boost to her wellbeing. At the end of the project P was referred to Being You Leeds women's walking group.

Rainbow Hearts

Overview: Rainbow Hearts is a well-being and social group for women seeking asylum and newly granted refugees. It is funded by Leeds City Council, with additional support funding from The Evan Cornish Foundation. We run informative and social sessions focusing on health and well-being, self-care, and the therapeutic arts. Women also have the opportunity to learn English with our qualified ESOL teacher. We aim to support the women to develop support networks, engage in activities to improve their wellbeing and feel more familiar with their city.

Numbers supported in 2023/24:

Women: 87

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Children: 32

Group sessions: 43

1 to 1 sessions: 14

Light touch support: 2

Volunteers in the project: 2

Highlights: We partnered with several organisations this year, which allowed us to expand the variety of activities we were able to offer in our sessions. We took part in a singing workshop with Stitched Up Theatre; visited the Yorkshire Dales and explored Ingleborough cave; created 'recipes for life' with the Women and Girls Alliance; had trips to Leeds City Museum and the central library; enjoyed a swim and sauna session at The Edge gym; and took part in a series of photography workshops with Leeds Art Gallery as part of their 'Lost Cities, Found Objects' exhibition. The women have fed back how much they enjoy the breadth of activities Rainbow Hearts offers.

Challenges: At the beginning of 2024, we saw an increase in women receiving their refugee status and being made homeless after the 28-day move-on period, due to a lack of council housing. Women found themselves being moved to different temporary accommodations, often in other cities (such as Bradford and Huddersfield). This made it difficult for them to attend Rainbow Hearts, during a period when they most needed the support. We provided 1-1 support to these women, signposting them to services such as Leeds Housing Options and RETAS (Refugee Education Training Advice Service). We also supported them financially through WHM's Household Support Funding.

Looking to the future: We are looking forward to building on the partnerships we developed this year. We are planning another project with Leeds Art Gallery that focuses on sculpture. Leeds Discovery Centre have invited us to visit their archive to learn about the items in their collection. We have also met with the Get Cooking enterprise to discuss running cooking sessions in Rainbow Hearts that incorporate learning English.

Case Study: Q is 45 years old and fled Albania to seek asylum in the UK. She was referred to Rainbow Hearts in September 2023 by her GP's social prescribing team. She spoke little English and was isolated due to having no friends or family in the UK, which was impacting her mental health. Q lacked confidence using public transport, so we arranged to meet her outside the bus station before the group to show her how to get to the venue. Q was emotional and told us "I am a single woman alone in this country". At the group, she was pleased to spend time with other women who shared her experience and enjoyed joining our ESOL class. Q disclosed that she regularly didn't have enough money to buy food so we referred her to Give a Gift's 'Cultural Food Hub' to receive weekly food parcels. She also told us that she couldn't communicate with her family in Albania, due to issues with her phone. We were able to loan Q a smartphone and SIM card loaded with unlimited calls, texts and 20GB of data from WHM's Digital Support project to help her stay connected. We also referred her to PAFRAS for legal advice to help with her asylum case.

Within a few weeks of joining Rainbow Hearts, Q told us "I think things will be better from now on". She looks forward to joining each week and has made some friends in the group. She has become more confident practising her English and uses her smartphone to watch English classes on YouTube at home. Q's mental health has improved significantly and she feels optimistic about the future.

Rainbow Hearts (Migration funding– started 01/01/2024)

Overview: At the beginning of 2024, we received funding from Leeds City Council's Migration Team to further the support we offer to women seeking asylum and newly granted refugees. Adding to the Rainbow Hearts offer, the project consists of a second weekly peer support group where women can socialise and participate in activities to

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improve their well-being. Women can practice their English, learn about other support services in Leeds and participate in physical activity, by joining our monthly walking group. There is also the opportunity for one-to-one support, especially for women in the 28-day move-on period. We support the women to feel settled in Leeds, by building their support networks and helping them feel more familiar with their city.

Women: 35

Children: 7

Group sessions: 11

Volunteers in the project: 1

Highlights: Within the first 3 months of the project, we supported 35 women. We set out to engage 100 women over a period of 18 months, therefore we are on track to meet this target. This is a mix of new referrals and women who formerly attended our Tuesday Rainbow Hearts group but had to stop coming due to other commitments (such as ESOL classes and therapy). Our monthly walking sessions have been particularly successful. We have visited various places and taken the bus together which has increased the women's confidence in going to unfamiliar places and navigating the public transport system. We have received positive feedback about the benefits that walking has had on their health and wellbeing, particularly their mental health. Additionally, the women have discussed feeling safer walking as a group, due to fears of getting lost on their own.

Challenges: When the project started, we expected to accommodate 15 women at each group, however after the first few weeks, we decided to limit the numbers to 13 women plus 2 preschool children. Although the group room has a capacity of 20 people, this felt safer and more manageable. However, this has created a barrier for the women with preschool children. We have encouraged these women to attend our other Rainbow Hearts group if possible, due to it being a more suitable space to facilitate children. We are continuing to monitor the number of women with children who wish to attend the group and, if necessary, explore whether we need a creche. Unfortunately, we do not have room in the budget for a this and would need to source further funding.

Looking to the future: We will be continuing our monthly walking group and hope to get the women more involved in planning where we go, by providing them with options to choose from. The Yorkshire Dales Millenium Trust have invited us out to explore Brimham Rocks in June and we are looking forward to taking the women somewhere further afield. We hope to secure additional funding to allow us to continue the group when the grant funding ends in June 2025.

Case Study: R is 47 years old and came to the UK from Iraq to seek asylum. She had only been in Leeds for two days when her housemate brought her to a Rainbow Hearts session. She spoke no English and did not know how to write her name on the group sign-in sheet. Our Project Worker spent time showing her how to write the letters in her name and getting her to practice from memory. R has been attending the group early to learn basic English.

R has also benefitted from attending our monthly walking sessions. We have been meeting the group in the city centre and taking the bus together to the location of the walk. We showed R how to use Google Maps to work out which bus to take and how to follow the journey, so she knows when to exit the bus. This has helped R to feel more confident going to unfamiliar places.

As R has no family or friends in the area, she has benefitted from the social aspect of the group and has made friends with other women who speak her language. She now accesses other services in the city such as Conversation Club and Meeting Point, and her support network has grown in a short period of time.

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Support for women with learning disabilities

Feel Good

Overview: Feel Good is a health and wellbeing course for women with learning disabilities and autism, funded by Leeds City Council. We cover topics on healthy relationships, looking after our bodies, being confident, and staying safe. We also invite speakers into the group to talk to the women about specific issues such as scams, safety, and domestic abuse. We aim to provide a safe space where women can learn about themselves and their bodies and ask questions without judgment.

Numbers supported in 2023/24:

Women: 18

Group sessions: 35

Volunteers in the project: 2

External workers in the project: 1

Highlights: Alongside our usual sessions, this year the women participated in coproducing a leaflet about menopause with the NHS Health Facilitation Team. The group looked through the first draft of the leaflet and thought about what could be improved. The women suggested adding more information about Hormone Replacement Therapy (HRT) and perimenopause as they were unsure what these things were. This is now being used in the community with the people they support.

Challenges: Feel Good has been delivered in partnership with People in Action (a Leeds based charity that supports learning-disabled and autistic people) for several years. They have managed the referrals and promotion of the course due to their reputation and expertise in this field. Unfortunately, due to changes to People in Action's funding, our formal partnership ended in March 2024. Consequently, the group is undergoing changes, including moving venue. This has affected our budget for the next financial year due to added staffing and venue costs.

Looking to the future: Our focus for the next year is to promote the course more widely to increase referrals. We have been advertising the group in newsletters, speaking with local Learning Disability organisations, and attending relevant events and forum meetings. We know that there are women with learning disabilities in Leeds who would benefit from attending the group, so we hope this will spread the word and bring new women to the group.

Case Study: S was referred to Feel Good because she showed difficulty understanding boundaries in relationships. Consequently, she struggled with maintaining friendships and felt isolated. During a session on friendships, we played the 'Traffic Light' board game: an educational game to help adults with learning disabilities understand and manage relationships, identify risks, and avoid unsafe situations. The women took turns moving around the board and responding to scenarios about everyday life and social situations by displaying a green, amber, or red card based on whether they would 'go ahead', 'need time to think' or 'don't do it'. S benefitted from practicing her response to everyday situations from within the safety of the group environment. At the beginning, S was hesitant to answer and seemed unsure of how to respond. However, by listening to the other group members explain their choices, she was able to assess the risks involved and identify the appropriate action.

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Support for women with complex needs, mental health, and wellbeing needs

Being You Leeds

Overview: Being You Leeds (BYL) is funded by Leeds Public Health and launched on 1 July 2023. This service provides groups, activities, training, and awareness sessions for community wellbeing across Leeds. BYL is run by a partnership of third sector organisations. This partnership is made up of: Touchstone, Barca, Hamara, Health for All, Holbeck Together, LS14 Trust, Women's Health Matters, Community Links and Humans Being.

BYL promotes positive wellbeing with people aged 16+ in Leeds in 3 ways:

- Providing groups and activities focusing on wellbeing. These fun, welcoming groups - with a strong focus on co-production - run 7 days a week, including weekends, and are based around activities chosen by group members.
- Providing training and awareness raising sessions to staff and volunteers working in community organisations and to members of the general public in Leeds.
- Tackling Mental Health Stigma and Discrimination, through all of our activities and training, campaigns, and with strategic partnerships.

Women's Health Matters & BYL have delivered 3 women's wellbeing groups this year: Women's Make & Do group in Beeston, Women's Walking Group (citywide) and Women's Brunch Club in Lincoln Green. We have co-created and supported 2 semi-sufficient groups: Disco Tuesdays in Richmond Hill and Women's Wellbeing Group in Beeston.

Numbers supported in 2023/24:

Women: 78

Group sessions: 106

1 to 1 sessions: 38

Light touch support: 57

Volunteers in the project: 3

External workers in the project: 3

Children supported in creche: 8

Highlights: The Women's Make & Do group members engaged in new crafts and arts projects co-designed with group members and one volunteer. Some group members now meet regularly outside of the group for social engagements, and there is evidence of strengthening friendships & peer support within the group.

Some of the most popular Women's Walks locations/activities were a city walk around Granary Wharf & Holbeck discovering local history & urban art such as the Dark Arches installation & Tower Works, Primrose Valley with panoramic views of Leeds and wildlife and Middleton Park; an accessible walk including single mothers with babies, and mindfulness activities. Our project worker has collaborated with WHM project workers & partner organisations within the service and additionally - Opera North, Active Leeds Walk-it-Ride-it project, Shantona, and South Leeds Communities Team to co-create the programmes of activity & engagement.

Challenges: Our groups are at full capacity and community members are waiting to access the service. Engaging more volunteers would be helpful to increase capacity, however it can be challenging to engage new volunteers for out-of-hours sessions. The project budget does not allow for regular creche and so it is difficult for many women to access some of the sessions, especially those which are out-of-hours

The project allows for just 1 worker per group, and so this limits the amount of 1-1 support which can be offered – often which is high-demand.

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Looking to the future:

A new group Sister Songbirds is being launched and BYL project workers are co-facilitating sessions with RHEA Women's Wellbeing Group, Walk it Ride it project team, and Leeds Discovery Centre

Case Study: The Women's Walking Group started in August 2023 for BYL and includes group members from the former Your Space & WHM Women's Walking Groups. The group focus is on exercise/fitness, outdoors & nature, mindfulness, social experience, discovery of new places and increasing confidence for women to access to green spaces. The sessions run in North, South, East and West Leeds and on main bus routes, in order for women to access the sessions who live in all locations of the city. 2 volunteers and 5 regular group members help informally and co-produce the programme. This year we have engaged women who have learning disabilities and Autism, physical disabilities, mental health issues, single mothers with young children, women seeking asylum and women who experience domestic violence.

Group members communicate via a shared WhatsApp group with 30 members, and the group members share photos, information and moments of connection and joy – both within and outside of group session times.

Many group members report that they have seen new places – including locations within their own neighbourhoods/postcodes which they may not feel safe to explore by themselves; the sessions offer an opportunity to travel further and experience healthy challenges. They report that their fitness has increased, and that they feel more confident in walking in diverse routes/terrains. Since there is a wide age range and cultural diversity of group members, and there is a great deal of sharing of local knowledge, history, culture, nature & wildlife, and support between group members - including women emotionally sharing and supporting one another around relationships, parenting and home life. 3 members have accessed Ramblers Walk Leader training through Active Leeds Walk it Ride it Project this quarter and plan to co-facilitate & co-produce future sessions.

T said: I joined the walks in Jan 2024 and every other week it has given me something to look forward to. My mental health has improved greatly since starting the walks and I feel far more a part of society and my anxiety is much better. I've had a lot of bad weeks recently and once I get to the walk it's as if the outside world doesn't exist and I can just have 2 hours away from life's worries. The group is very inclusive and everyone is very friendly and makes you feel welcome.

Family Canvas and Art Therapy

Overview: Funded by The D'Oyly Carte Charitable Trust, Family Canvas offers short-term Art Therapy to women and their children. Through art making, women and their children can explore themes such as family, memories, and hopes. The project also helps to build bonds between women and their children as the artmaking encourages sharing, turn-taking, mutual reflection, and boundary setting. Sessions are delivered by an HCPC registered Art Psychotherapist. Art Therapy is offered to women who are already in service with Women's Health Matters. Sessions offer the opportunity to work creatively in an encouraging and non-judgemental environment, with a choice of materials at hand. Sessions are delivered by a trainee Art Psychotherapist. There is no one reason why women and children may be referred to Family Canvas, though we often support families where there have been periods of separation, experiences of domestic abuse, or childhood trauma.

Numbers supported in 2023/24:

Women: 46

Children: 36

Sessions: 138

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Case Study: Our Art Therapist described her experience of the sessions as follows: "It has been such a joy to run these sessions. The issues we deal with in the art room can be really heavy; domestic abuse, children living apart from their parents, disconnected family relationships. These sessions give mums and kids a way to communicate their feelings without having to say them out loud, or head on. I have been able to gently offer some bridges in understanding and watch families leave sessions with a greater sense of togetherness. Also, it is lovely to see families have fun together, and surprise each other with how much fun they can have. At the minute, when everyone is struggling for money and time, that feels like a really positive thing". One mum, **U**, said "I've enjoyed spending some family-focused time together... I find it difficult to organise activities with the kids and this has helped me to feel like I have done something positive with them. My children were asked to pick words they felt had described their experience, and they picked "happy", "excited", "relaxed", "perfect", "freedom", and "creative" among other positive reflections. My therapist has taken the time to get extended support for me in place for after our sessions have ended... she has gone above and beyond to try and help".

Support across Women's Health Matters and beyond

Digital Support and Inclusion

Overview: The Digital Support Project has been funded by the Good Things Foundation (April-August 2023), and by High Speed Training (September 2023 onwards).

The Digital Support Project provides women access to digital devices such as Chromebooks, Mobile Phones, and Data to increase digital inclusion. Through High Speed Training Funding, the digital support project has also provided women access to online courses to increase online skills and employability. The project also has the capacity to provide one-to-one support for women with little to no IT literacy skills, increasing their confidence to use devices such as laptops.

Numbers supported in 2023/24:

Women: 45

1 to 1 sessions: 6

Highlights: An increase in numbers of women accessing digital support (almost double last year), being able to provide access to online courses for women, scope to provide additional one to one work with women to improve basic digital literacy.

Looking to the future: Since we have established a weekly digital drop-in, the uptake of support offered is increasing. Women can complete more courses and seek additional support with IT literacy skills. We are hoping to complete more work in WHM groups and will be offering more 1-1 work with women to improve digital literacy.

Case Study: Quote from woman **V** accessing the project:

"I have really enjoyed the courses. I have ADHD and dyslexia and normally when I do courses like this, I find it really difficult to read the content so I have to speak to someone who passes me on to someone else to get the course made easier or have a 'read aloud' thing enabled, but this wasn't like that. It was all already there and it made it so much easier. I really liked the amount of pictures that were included too, it broke it up a little bit and helped me to process the information. I find that doing these courses is much better than in college, it's much more relaxed and less stressful. I can do it in my own time after my little boy has gone to bed, and I can take a break when I need to. Like with the Excel course I'm doing at the minute. I'm struggling to take in some of that information so I've decided to step away from it for a few days and I can come back to it once I'm ready and try again. There isn't the pressure of deadlines and things like that that you get in college. I'm also a really anxious person and it makes me nervous

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meeting new people so I like that I can do it in the comfort of my own home and not have to be pushed into meeting new people when I don't feel ready to do that."

WHM Drop In

Overview: Our Women's Health Matters Drop-in is funded through the Ministry of Justice / WYCA Bluebirds funding and The National Lottery Community Fund. It is a space for women who are currently in service or have accessed support at Women's Health Matters. We offer women a social space to connect with others but also offer light-touch support and signposting to additional services. We also run a weekly digital drop and a monthly Legal drop-in, in partnership with Ramsden's Solicitors. Women from all WHM projects can access legal advice on issues such as obtaining injunctions, care proceedings, and family and divorce law.

Numbers supported in 2023/24:

Women: 65

Group sessions: 39

Volunteers in the project: 1

Children supported in creche: 7

Looking to the future: Moving forwards, Drop-in will be funded by Jimbo's Fund and changing its name to Cuppa & Conversation which will offer more of a holistic support service to our women. With this funding, we can provide women with various activities in the session such as pot planting, colour-scratching pictures, no-bake recipes, and other activities that the women will enjoy. Through the funding from Jimbo's, we are now also able to offer women breakfast foods such as fruit, croissants, and pastries. Securing the new funding has allowed us to offer more which has increased the number of women attending our sessions.

Case Study: W is in her late twenties and is a single mum to her seven-month-old baby. W started to attend our Drop-in after accessing Growing Together. Following a period of social isolation, W wanted to join groups and meet new people. W now attends our social peer support sessions weekly and interacts with other women and workers in the session. W has accessed our product bank for herself and her baby and has been referred to our support services.

WHM Emergency Fund, Household Support Fund, and Product Bank

Overview: WHM have an Emergency Fund to support women in crisis. Emergency funding has been used to support women with, for example, purchasing food, paying bills, transport to and from appointments, moving from a violent home. The funding comes from WHM core funding. In addition, we secured funding from Leeds City Council's Household Support Fund to provide food vouchers, energy costs, and a product bank of non-perishable food, clothing, footwear, toiletries, sanitary products, and nappies. 77% of women supported by WHM have accessed the product bank or accessed financial support from WHM.

WHM External training for professionals

Overview: WHM continues to deliver a full-day, in-person training course that has been co-produced and is co-delivered with victims-survivors of Domestic Violence and Abuse (DVA). The training is designed to share our knowledge built from years of specialist work in the field of DVA.

Numbers supported in 2023/24:

Attendees: 31

Training sessions: 3

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Volunteers: 1

Feedback:

'(Co-facilitator) was amazing and it's so much more impactful to lived experience on training.'

'Really powerful to hear the voice of service users.'

'It's brought a paper story that I read all the time to life and fights compassion fatigue.'

WHM Volunteering Programme, Student Placements, and External Workers

Overview: WHM hold the Volunteering Quality Kitemark. Our volunteers include those helping in groups and corporate volunteers offering strategy and operational support. We have also hosted five students on placements in Art Therapy, Nursing, Sexual Health, and Psychology and have welcomed 13 external workers who help with facilitation of our groups.

Numbers supported in 2023/24:

Volunteers: 79 (including 5 student placements)

External workers: 13

Women's Lives Leeds – Empowering Systems Change

Overview: Empowering Systems Change is one of the projects run by the Women and Girls Alliance Leeds (funded by the National Lottery). It runs an advisory group made up of women who have used the twelve Alliance services, who meet every six to eight weeks to input into Alliance internal decision-making and external voice and influence projects.

Numbers supported in 2023/24:

Women: 13

Group sessions: 6

Highlights: Throughout the year there have been six in-person meetings with women from ten of the twelve organisations attending at least one meeting. Group members have supported the Alliance in identifying their priority areas of focus, have been consulted three times by the Women Friendly Leeds team on their activities, and contributed to wider projects across Leeds including the Women of the World Barn, and a consultation for a new women's centre in Leeds.

Looking to the future: In 2024/2025 group meetings will continue, with meetings being held at a variety of Alliance venues, providing group members and CEOs the chance to meet. The group will inform the Alliance's focus areas for their Violence Against Women and Girls strategy, be consulted on the Women Friendly Leeds team's new campaigns, and support Alliance organisations with projects specific to their work.

Further information about any of our projects can be sought by requesting the specific reports for each programme.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2024

Financial review

WHM continued to raise sufficient funds to continue its main areas of activity. The inflationary increases required to maintain salaries, overheads, and running costs continued not to be met in full by some funders. We continued our strategy to secure the long-term future of our work by diversifying and securing multi-year income.

Our total income for the year was £752,364 (£813,032 in 2022/23, £528,678 in 2021/22; £506,388 in 2020/21; £489,480 in 2019/20; £442,484 in 2018/19 and £373,453 in 2017/18).

Our total expenditure was £717,354 (£655,528 in 2022/23, £526,306 in 2021/22; £442,478 in 2020/21; £491,524 in 2019/20; £399,792 in 2018/19 and £393,477 in 2017/18).

Reserves policy

Our Reserves policy was reviewed and approved in January 2024 as below:

Women's Health Matters believes that for the Board of Trustees to act prudently they must maintain a reserve of funds principally to allow for any unexpected or unforeseen events that cannot be met from current funds.

Reserve funds will be built up from two sources:

- Any funds raised by the project through fundraising events or donations towards general running costs
- Any monies remaining from unrestricted funds when all commitments have been met

Reserves will be available for the following purposes:

- to cover a short-term unexpected cost
- to fund investment e.g. match funding, project seed-funding, additional staffing for required posts, additional income generating capacity and other professional expertise
- to maintain the organisation for a period of time and allow time to try to secure new funding in the event of a loss of, or a very significant proportion of, project funding
- allow for an orderly closure in the event of the organisation becoming insolvent

The Trustees have agreed to a target level of Reserves of:

- Between 3 and 6 months of running costs in total
- The reserves amount must be at least equal to the amount of required closing costs (designated reserves)

This policy and calculations are updated annually. Trustees monitor actual and forecast expenditure of reserves quarterly. Reserves are invested in a high interest account to maximise earnings. In making this policy the Trustees have taken into consideration the costings involved with a planned closure including staff redundancies.

At the end of the 2023/24 year, the level of reserves was £488,891 (2023: £453,881); £41,531 (2023: £194,774) in restricted income funds, £92,506 (2023: £80,679) in designated reserves, and £354,854 (2023: £178,428) in free reserves. This equates to 5.93 months of running costs (2023: 3.26 months).

Women's Health Matters

Trustees' annual report

for the year ended 31 March 2024

Plans for the future

The Trustees' plan for the charity's services activity in 2024/25 remains focused on supporting vulnerable women, their families, and girls in and around Leeds through our Domestic Violence work, support for young women and girls at risk of violence and abuse, women whose children are at risk of or have been taken into care, women seeking asylum, women with learning disabilities, maternity and parenting, and women with complex and wellbeing needs. We will continue to support families through our work with woman and their children together. Each service has an agreed set of targets with funders. Our themes of effective service delivery, increasing our reputation and reach, and ensuring a robust and sustainable organisation remain integral to our plans. We continue to look for and develop partnerships and collaborative working with other organisations.

We will:

- Prioritise our staff wellbeing with regular and meaningful support
- Work within our new 3-year strategy
- Roll out our new Internal Quality Assurance Process
- Grow our office, finance, and administrative support
- Increase our communications and social media function
- Develop our social enterprise arm
- Develop new external training courses for professional
- Investigate new premises
- Continue to develop the skills of our Board of Trustees, ensure succession planning is in place for key roles, and recruit new trustees as appropriate, including former service users
- Continue to assess and develop the diversity of our funding base
- Prioritise funding bids to sustain and continue the growth of our work within Domestic Violence and Abuse support, those seeking asylum, and work with families
- Continually revisit our Safeguarding procedures and test their effectiveness
- Continue to develop opportunities for women currently involved in our services to support our work through helping at events and activities and through formal volunteering
- Grow the capacity, reach and networks for our services for women whose children are at risk of or have been taken into care
- Ensure strong working relations with our existing delivery partners and seek new partners to reach more women and girls
- Update and complete our annual snapshot survey
- Continue to build the body of evidence on the impact of our work, through externally evaluated projects and the internal use of impact tools
- Continue to develop our volunteering offer, student placements, and contributions from external workers
- Hold a celebration event for WHM women in 2024

Women's Health Matters

Trustees' annual report

for the year ended 31 March 2024

Structure, governance, and management

Structure and governance

The organisation is a charitable company limited by guarantee, incorporated on 13 July 1993, and registered as a charity on 22 August 1995.

The company was established under a memorandum of association that established the objects and powers of the charitable company and is governed under its articles of association.

The Articles of Association were reviewed and updated in October 2023.

Only Directors (trustees) are Members of the charity and guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees as of 31 March 2024 was 10.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Recruitment and appointment of Trustees

Board of Trustees members are recruited through advertising and via networking, interviewed independently by the Chair and Chief Executive and attend a Board meeting. The Board of Trustees approves any appointment. New trustees complete all relevant paperwork before joining. There is specific guidance when recruiting former service users as trustees.

Induction and training of Trustees

New Board of Trustees members complete a skills audit and receive a comprehensive induction session with the Chief Executive, as well as receiving good practice guidelines such as the Good Trustee Guide (NCVO) and additional Trustee guidance from the Charity Commission. Trustees are offered training in areas where there are gaps in skills e.g. governance and financial management. Trustees are also offered the support of a Buddy trustee.

Organisational direction

The Board of Trustees is responsible for the direction of the organisation and ensuring that effective plans supporting the achievement of the strategic direction are in place and being met. They review policy and are responsible for ensuring effective governance including the financial management of the organisation. The Chair of Trustees line manages the Chief Executive who has day-to-day operational management responsibility. The Board meets at least six times a year and aims to hold an Away Day for strategic planning and an Away Day with staff once a year. There is also a Finance committee attended by the Treasurer, the Chief Executive, Finance Manager, and another trustee.

Operational management

Rachel Kelly was appointed as Chief Executive in 2019. The Finance and Office Manager, Projects Manager, and the Operations Manager, along with Project Leads, support the Chief Executive in the day-to-day management of the organisation.

Related parties and relationships with other organisations

WHM retains good relationships with its funders and delivers multiple services in partnership with other agencies, under partnership agreements and service protocols. There is a breadth of referrals into services from statutory and charitable sector agencies. We are a partner of the Women and Girls Alliance Leeds, a partner in LDVS and LDVS Sanctuary Support, in Being You Leeds, and in the Breastfeeding Peer Support

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2024

Service. In addition, we are active members of a range of Leeds strategic networks, including Women's Lives Leeds Empowering Systems Change, Women Friendly Leeds, 3P Network, Leeds Domestic Abuse Voice and Accountability Forum, the Domestic Abuse & Violence Strategy Working Group, West Yorkshire Improving Women's Lives, EVAWG (Ending Violence Against Women and Girls), Third Sector Safeguarding Group, Forum Central Networks (Mental Health and Third Sector Health and Care Leaders), Leeds Migration Partnership, and Young Lives Leeds, and also chair the Leeds Maternity and Neonatal Voices Partnership and, we are a member of NCVO. Our Chief Executive is a member of ACEVO and the national GSK Impact Awards Network and was the Third Sector representative on the Maternity population board for the NHS in Leeds in 2023/24.

Remuneration policy for key management personnel

When appointing a Chief Executive of WHM, the Trustees benchmark the salary with other similar positions within Leeds and surrounding areas. All senior and junior staff are appointed in line with similar positions within Leeds. Key management personnel receive the same annual cost of living increment as applied across all the staff.

Risk management

WHM has a risk register and management plan, which is reviewed at every board meeting. Organisational risks are assessed. Risks are categorised such as People, Operational, Financial, Governance, etc. and a scale of probability and impact and steps taken to mitigate are agreed and monitored with a RAG rating.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2024

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Women's Health Matters for the purposes of company law) are responsible for preparing the trustees' annual 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 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 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company 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 corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' annual report has been approved by the Trustees on 26 September 2024 and signed on their behalf by:

Alison Cater
Chair of Trustees

Independent examiner's report
to the members of
Women's Health Matters

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 38 to 64.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Jennifer Daniel FCCA
Slade & Cooper Limited
Beehive Mill, Jersey Street
Manchester, M4 6JG

Date 11th October 2024

Women's Health Matters
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	27,744	100,000	127,744	157,221
Charitable activities:	4	2,432	619,414	621,846	650,337
Other trading activities	5	2,311	-	2,311	5,097
Investments	6	463	-	463	377
Total income		32,950	719,414	752,364	813,032
Expenditure on:					
Raising funds	8	15,719	424	16,143	10,772
Charitable activities:	7	(160,718)	861,929	701,211	644,756
Total expenditure		(144,999)	862,353	717,354	655,528
Net income / (expenditure) for the year	10	177,949	(142,939)	35,010	157,504
Transfer between funds		10,304	(10,304)	-	-
Net movement in funds for the year		188,253	(153,243)	35,010	157,504
Reconciliation of funds					
Total funds brought forward		259,107	194,774	453,881	296,377
Total funds carried forward		447,360	41,531	488,891	453,881

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Women's Health Matters
Company number 2835637
Balance sheet as at 31 March 2024

	Note	2024	2023
		£	£
Fixed assets			
Tangible assets	15	3,560	5,375
Total fixed assets		3,560	5,375
Current assets			
Debtors	16	34,435	17,696
Cash at bank and in hand	17	495,711	499,982
Total current assets		530,146	517,678
Liabilities			
Creditors: amounts falling due in less than one year	18	(44,815)	(69,172)
Net current assets		485,331	448,506
Total assets less current liabilities		488,891	453,881
Net assets		488,891	453,881
The funds of the charity:			
Restricted income funds	20	41,531	194,774
Unrestricted income funds	21	447,360	259,107
Total charity funds		488,891	453,881

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 SORP, and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 41 to 64 form part of these accounts.

Approved by the trustees on 26th September 2024 and signed on their behalf by:

Alison Cater (Chair)

Amita Fearon (Treasurer)

Women's Health Matters
Statement of Cash Flows
for the year ending 31 March 2024

	Note	2024 £	2023 £
Cash provided by/ (used in) operating activities	23	(3,624)	206,700
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		463	377
Purchase of tangible fixed assets		(1,110)	(1,728)
Cash provided by/ (used in) investing activities		(647)	(1,351)
Increase/(decrease) in cash and cash equivalents in the year		(4,271)	205,349
Cash and cash equivalents at the beginning of the year		499,982	294,633
Cash and cash equivalents at the end of the year		495,711	499,982

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with 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), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Women's Health Matters meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other 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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund accounting

Unrestricted funds are available to spend on activities that further any purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

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. Expenditure is classified under the following activity

- Costs of raising funds comprise the costs of external fundraisers.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Furniture & equipment

4 years

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end.

The money purchase plan is with The People's Pension managed by B&CE Holdings Ltd plc and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 1% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2024 £
Donations	2,744	500	3,244
Core funding			
The Henry Smith Charity	-	40,000	40,000
Postcode Neighbourhood Trust	-	25,000	25,000
The Edward Gostling Foundation	-	25,000	25,000
The Brook Trust	-	5,000	5,000
Sir George Martin Trust	-	-	-
Lloyds Bank Foundation	25,000	-	25,000
Other grants < £5k	-	4,500	4,500
Total	27,744	100,000	127,744

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

<i>Previous reporting period</i>	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2023</i> £
<i>Donations</i>	13,073	-	13,073
<i>Core funding</i>			
<i>The Henry Smith Charity</i>	-	40,000	40,000
<i>Trusthouse Charitable Foundation</i>	-	20,000	20,000
<i>The Edward Gostling Foundation</i>	-	25,000	25,000
<i>Garfield Weston Foundation</i>	-	30,000	30,000
<i>Sir George Martin Trust</i>	3,500	-	3,500
<i>Lloyds Bank Foundation</i>	25,000	-	25,000
<i>Other grants < £5k</i>	648	-	648
<i>Total</i>	42,221	115,000	157,221

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2024 £
Women's Health Matters			
Other	400	-	400
Domestic Violence			
West Yorkshire Combined Authority - Local Victim Services	-	-	-
Bluebirds- Ministry of Justice via West Yorkshire Combined Authority	-	48,709	48,709
Breathe Free - National Lottery Community Fund	-	99,208	99,208
Drop in Group - National Lottery Community Fund	-	14,812	14,812
LDVS - Leeds City Council Public Health	-	19,863	19,863
LDVS Access - Leeds City Council Public Health	-	8,000	8,000
LDVS - DHLUC Funding	-	61,516	61,516
LDVS - Sanctuary Support - Pregnancy post	-	34,593	34,593
LDVS - Sanctuary Support - Disability post	-	37,778	37,778
Women's Lives Leeds			
WLL ESC post via LWA	-	22,355	22,355
Voices - Comic Relief	-	-	-
Other projects			
Breastfeeding Peer Support via Health for All	-	8,516	8,516
Being You Leeds - Touchstone	-	31,057	31,057
Maternity Voices Partnership - NHS West Yorkshire ICB and WY&H Local Maternity & Neonatal System	-	18,608	18,608
Maternity voices partnership - Leeds Teaching Hospital Trust	-	11,646	11,646
Rainbow Hearts & Feel Good - Leeds City Council Public Health	-	63,926	63,926
Rainbow Hearts - Leeds City Council Migration Team	-	17,359	17,359
Pilgrim Trust	-	(5,000)	(5,000)
Rosebuds - The Charles Plater Trust	-	25,000	25,000
The Key Change - Children In Need	-	32,529	32,529
Inside Out - Albert Gubay Trust	-	22,500	22,500
Family Canvas - D'Oyle Carte	-	6,000	6,000
Growing Together - Leeds Community Foundation	-	10,000	10,000
Digital Inclusion - Good Things Foundation	-	2,000	2,000
Digital Inclusion - High Speed Training	-	7,000	7,000
Household Support Fund - Forum Central	-	13,000	13,000
Your Space via Touchstone	2,032	8,439	10,471
Total	2,432	619,414	621,846

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

Income from charitable activities continued

Previous reporting period	Unrestricted £	Restricted £	Total 2023 £
Women's Health Matters			
Other	15,773	-	15,773
	15,773	-	15,773
 Domestic Violence			
West Yorkshire Combined Authority - Local Victim Services	-	50,784	50,784
Bluebirds - West Yorkshire Combined Authority - Mayor's Safer Communities	-	5,936	5,936
Breathe Free - National Lottery Community Fund	-	98,371	98,371
Breathe Free Impact Activities - University of Birmingham	2,000	-	2,000
LDVS - Leeds City Council Public Health	-	19,863	19,863
LDVS Access - Leeds City Council Public Health	-	8,000	8,000
LDVS - DHLUC Funding	-	87,820	87,820
LDVS - Sanctuary Support - Pregnancy post	-	21,277	21,277
LDVS - Sanctuary Support - Disability post	-	21,277	21,277
 Women's Lives Leeds			
WLL ESC post via LWA	-	18,072	18,072
Voices - Comic Relief	-	1,700	1,700
 Other projects			
Breastfeeding Peer Support via Health for All	-	8,516	8,516
Maternity Voices Partnership - NHS West Yorkshire ICB	18,280	2,000	20,280
Rainbow Hearts & Feel Good - Leeds City Council Public Health	-	57,747	57,747
Pregnancy Choices Advocacy Service - NHS West Yorkshire ICB	-	56,000	56,000
Rosebuds - Jimbo's Fund	-	9,219	9,219
The Key Change - Children In Need	-	31,961	31,961
Rainbow Hearts - Evan Cornish Foundation	-	10,000	10,000
Inside Out - Charles Hayward Foundation	-	25,000	25,000
Growing Together - Awards for All	-	9,998	9,998
Growing Together - Leeds Community Foundation	-	10,000	10,000
Jubilee fund - Leeds Community Foundation	-	10,000	10,000
Digital Inclusion - Good Things Foundation	-	2,000	2,000
Energise & Empower - Yorkshire Sport Foundation	-	9,454	9,454
Household Support Fund - Forum Central	-	4,991	4,991
Your Space via Touchstone	544	33,754	34,298
	20,824	613,740	634,564
Total	36,597	613,740	650,337

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

5 Income from other trading activities

	2024 £	2023 £
Fees, Charges and other income	2,311	5,097
	2,311	5,097

All income from other trading activities is unrestricted.

6 Investment income Current reporting period

	Unrestricted £	Restricted £	2024 £
Income from bank deposits	463	-	463
	463	-	463

Previous reporting period

	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>2023 £</i>
<i>Income from bank deposits</i>	<i>377</i>	<i>-</i>	<i>377</i>
	<i>377</i>	<i>-</i>	<i>377</i>

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

7 Analysis of expenditure on charitable activities

	Staff costs £	Admin costs £	Premises £	Depreciation £	Other project costs £	Governance costs (see note 9) £	Total 2024 £
Core	13,119	24,381	31,590	-	(83,303)	3,024	(11,189)
Women's Health Matters	(3,448)	(3,536)	-	2,925	(49,098)	-	(53,157)
Domestic Violence	256,593	-	-	-	110,531	-	367,124
The Key Change	27,764	-	-	-	5,161	-	32,925
Women's Lives Leeds	23,786	-	-	-	2,895	-	26,681
Other projects	235,087	70	-	-	103,670	-	338,827
Total	552,901	20,915	31,590	2,925	89,856	3,024	701,211
	-						
					Restricted expenditure		861,929
					Unrestricted expenditure		(160,718)
							701,211

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

Analysis of expenditure on charitable activities continued

Previous reporting period

	Staff costs	Admin costs	Premises	Depreciation	Other project costs	Governance costs (see note 9)	Total 2023
	£	£	£	£	£	£	£
Core	85,877	(13,362)	(4,636)	-	(2,321)	(257)	65,301
Women's Health Matters	(86)	(1,028)	-	2,647	(11,477)	1,080	(8,864)
Domestic Violence	205,866	15,741	18,859	-	47,530	764	288,760
Snowdrops	19,812	461	318	-	647	460	21,698
The Key Change	26,427	1,231	3,460	-	836	-	31,954
Women's Lives Leeds	16,600	445	622	-	585	-	18,252
Other projects	159,937	13,121	18,806	-	35,260	531	227,655
Total	514,433	16,609	37,429	2,647	71,060	2,578	644,756
					Restricted expenditure		648,156
					Unrestricted expenditure		(3,400)
							644,756

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

8 Cost of raising funds

	2024 £	2023 £
Staff costs	-	-
Fundraiser's fees	16,143	10,772
	16,143	10,772
	16,143	10,772
Restricted expenditure	424	-
Unrestricted expenditure	15,719	10,772
	16,143	10,772
	16,143	10,772

9 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	Total 2024 £
Independent examiner fees	Governance	-	3,024	3,024
Board costs	Governance	-	-	-
		-	3,024	3,024
		-	3,024	3,024
 Previous reporting period				
	Basis of apportionment	Support £	Governance £	Total 2023 £
Independent examiner fees	Governance	-	2,578	2,578
Board costs	Governance	-	-	-
		-	2,578	2,578
		-	2,578	2,578

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

10 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2024	2023
	£	£
Depreciation	2,925	2,647
Independent examiner's fee - accountancy	2,304	1,978
Independent examiner's fee	720	600

11 Staff costs

Staff costs during the year were as follows:

	2024	2023
	£	£
Wages and salaries	476,461	447,290
Social security costs	43,182	36,247
Pension costs	18,921	14,599
Consultancy & HR fees	3,484	5,943
Recruitment & staff expenses	13,554	8,386
Volunteers' expenses and training	247	1,053
Holiday pay accrual	(2,948)	915
	552,901	514,433

No employees has employee benefits in excess of £60,000 (2023: Nil).

The average number of staff employed during the period was 20 (2023: 18).

The average full time equivalent number of staff employed during the period was 16.2 (2023: 13.2).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and the Finance and Office Manager. The total employee benefits of the key management personnel of the charity were £95,886 (2023: £93,289 (figure amended to include employer national insurance and pension contributions)).

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

12 Trustee remuneration and expenses, and related party transactions

No (2023: Zero) trustees, were paid in the year (2023: £Nil).

No (2023:Zero) member of the management committee received travel and subsistence expenses during the year (2023:£nil).

Aggregate donations from related parties were £Nil (2023: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2023: nil).

13 Government grants

The government grants recognised in the accounts were as follows:

	2024 £	2023 £
Leeds City Council	91,789	85,610
NHS West Yorkshire ICB	20,608	20,280
West Yorkshire Combined Authority - Ministry of Justice	48,709	50,784
Ministry of Justice via WYCA - Safer Communities	-	(44,848)
	<u>161,106</u>	<u>111,826</u>

There are no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

15 Fixed assets: tangible assets

Cost	Furniture & equipment £	Total £
At 1 April 2023	14,202	14,202
Additions	1,110	1,110
Disposals	-	-
At 31 March 2024	15,312	15,312
Depreciation		
At 1 April 2023	8,827	8,827
Charge for the year	2,925	2,925
Disposals	-	-
At 31 March 2024	11,752	11,752
Net book value		
At 31 March 2024	3,560	3,560
At 31 March 2023	5,375	5,375

16 Debtors

	2024 £	2023 £
Grants receivable	24,805	10,355
Trade debtors	930	2,749
Other debtors	3,556	2,569
Prepayments and accrued income	5,144	2,023
	34,435	17,696

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

17 Cash at bank and in hand

	2024	2023
	£	£
Short term deposits	70,000	70,000
Cash at bank and on hand	425,711	429,982
	495,711	499,982

18 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	3,804	6,435
Short term compensated absences (holiday pay)	3,011	5,959
Other creditors and accruals	9,928	6,992
Deferred income	18,646	29,292
Taxation and social security costs	9,426	20,494
	44,815	69,172

19 Deferred income

	2024	2023
	£	£
Deferred grant brought forward	29,292	-
Grant received	7,000	29,292
Released to income from charitable activities	(17,646)	-
Deferred grant carried forward	18,646	29,292

Deferred income received in advance of the period to which it relates

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

20 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Core					
The Henry Smith Charity	-	40,000	(40,000)	-	-
Garfield Weston Foundation	30,000	-	(29,000)	(1,000)	-
Postcode Neighbourhood Trust	-	25,000	(25,000)	-	-
Trusthouse Charitable Foundation	6,844	-	(6,844)	-	-
The Brook Trust	-	5,000	-	-	5,000
The Leigh Trust	-	1,000	(1,000)	-	-
The Seedlings Foundation	-	1,500	(1,500)	-	-
The Edward Gostling Foundation	22,771	25,000	(25,000)	(22,771)	-
Souter Trust	-	2,000	(2,000)	-	-
Other	24	-	-	-	24
Women's Health Matters					
Small grants	-	-	-	-	-
Domestic Violence					
Bluebirds - Ministry of Justice via West Yorkshire Combined Authority	-	48,709	(48,709)	-	-
LDVS (includes Access and DLUHC)	37,210	89,379	(131,213)	4,624	-
LDVS - Sanctuary Support - Disability post	4,323	37,778	(42,101)	-	-
LDVS - Sanctuary Support - Pregnancy post	5,300	34,593	(39,893)	-	-
Breathe Free - National Lottery Community Fund	4,000	99,208	(105,208)	2,000	-
Drop In - National Lottery Community Fund	-	14,812	(14,812)	-	-
Women's Lives Leeds					
WLL ESC post via LWA	3,417	22,355	(24,481)	-	1,291
Voices - Comic Relief	1,700	-	(1,700)	-	-
Other projects					
Family Canvas - D'Oyle carte	-	6,000	(6,000)	-	-
Inside Out - Albert Gubay Trust	-	22,500	(22,580)	-	(80)
The Pilgrim Trust	-	(5,000)	-	5,000	-
Rosebuds - Jimbo's	7,663	-	(7,663)	-	-
Being You Leeds - Touchstone	-	31,057	(31,057)	-	-
Maternity Voices Partnership - NHS West Yorkshire ICB and WY&H Local Maternity & Neonatal System	2,000	18,608	(20,608)	-	-
Leeds Teaching Hospital Trust	-	11,646	(11,407)	-	239
Rainbow Hearts & Feel Good - Leeds City Council Public Health	-	63,926	(63,926)	-	-
Rainbow Hearts - Leeds City Council Migration Team	-	17,359	(5,180)	-	12,179
Rosebuds - The Charles Plater Trust	-	25,000	(13,271)	-	11,729
Rosebuds - Duncan Norman Trust	-	500	-	-	500
Your Space via Touchstone	(1,520)	8,439	(10,769)	3,850	-

Analysis of movements in restricted funds continues on following page

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

Analysis of movements in restricted funds continued

The Key Change - Children In Need	912	32,529	(32,925)	(516)	-
Rainbow Hearts - Evan Cornish Foundation	10,000	-	(10,000)	-	-
Breastfeeding Peer Support via Health for All	-	8,516	(8,516)	-	-
Growing Together - Awards for All	9,998	-	(9,998)	-	-
Growing Together - Leeds Community Foundation	6,260	10,000	(9,667)	-	6,593
Digital Inclusion - High Speed Training	-	7,000	(2,944)	-	4,056
Pregnancy Choices Advocacy Service - NHS West Yorkshire ICB	34,133	-	(34,133)	-	-
Digital Inclusion - Good Things Foundation	597	2,000	(2,597)	-	-
Energise & Empower - Yorkshire Sport Foundation	7,651	-	(7,651)	-	-
Household Support Fund - Forum Central	-	13,000	(13,000)	-	-
Other	1,491	-	-	(1,491)	-
Total	194,774	719,414	(862,353)	(10,304)	41,531

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

Analysis of movements in restricted funds continued

Previous reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Core					
The Henry Smith Charity	-	40,000	(40,000)	-	-
Garfield Weston Foundation	-	30,000	-	-	30,000
The Brelms Trust CIO	(4,649)	-	-	4,649	-
Trusthouse Charitable Foundation	24,082	20,000	(37,238)	-	6,844
The Noel Buxton Trust	7,539	-	(7,539)	-	-
The Leigh Trust	914	-	(331)	(583)	-
Kelly Family Charitable Trust	490	-	-	(490)	-
The Edward Gostling Foundation	-	25,000	(2,229)	-	22,771
Other	24	-	-	-	24
Women's Health Matters					
Small grants	40	-	-	(40)	-
Domestic Violence					
Bluebirds - West Yorkshire Combined Authority - Mayor's Safer Communities	-	5,936	(5,936)	-	-
West Yorkshire Combined Authority - Local Victim Services	-	50,784	(40,294)	(10,490)	-
LDVS (includes Access and DLUHC)	(4,624)	115,683	(73,849)	-	37,210
The Brelms Trust CIO	(354)	-	-	354	-
LDVS - Sanctuary Support - Disability post	8,153	21,277	(25,107)	-	4,323
LDVS - Sanctuary Support - Pregnancy post	8,326	21,277	(24,303)	-	5,300
Breathe Free - National Lottery Community Fund	14,886	98,371	(108,782)	(475)	4,000
WOW					
Leeds City Council	1,336	-	-	(1,336)	-
Covid 19					
Leeds City Council	5,590	-	-	(5,590)	-
SNOWDROPS					
Awards For All	5,264	-	(5,264)	-	-
Postcode Neighbourhood Trust	16,432	-	(16,432)	-	-
The Edward Gostling Foundation	6	-	-	(6)	-
Women's Lives Leeds					
Big Lottery Fund	(17)	-	-	17	-
WLL ESC post via LWA	790	18,072	(15,445)	-	3,417
Voices - Comic Relief	-	1,700	-	-	1,700
Other projects					
Rosebuds - The Leeds Fund	684	-	-	(684)	-
Inside Out - Charles Hayward Foundation	1,203	25,000	(26,149)	(54)	-
Rosebuds - Labyrinth	2,406	9,219	(11,578)	(47)	-
Rosebuds - Jimbo's	19,650	-	(11,987)	-	7,663
Sunflowers - Lloyds Bank Foundation	11,791	-	(11,475)	(316)	-
Maternity Voices Partnership - NHS					
West Yorkshire ICB	3,694	2,000	(3,694)	-	2,000

Analysis of movements in restricted funds for previous reporting period continues on following page

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

Analysis of movements in restricted funds for previous reporting period continued

<i>Rainbow Hearts & Feel Good -</i>					
<i>Leeds City Council Public Health</i>	4,409	57,747	(56,687)	(5,469)	-
<i>Your Space via Touchstone</i>	(759)	33,754	(34,515)	-	(1,520)
<i>The Key Change - Children In Need</i>	905	31,961	(31,954)	-	912
<i>Rainbow Hearts - Evan Cornish</i>					
<i>Foundation</i>	5,000	10,000	(5,000)	-	10,000
<i>Breastfeeding Peer Support via</i>					
<i>Health for All</i>	48	8,516	(8,564)	-	-
<i>Growing Together - Awards for All</i>	-	9,998	-	-	9,998
<i>Growing Together - Leeds</i>					
<i>Community Foundation</i>	-	10,000	(3,740)	-	6,260
<i>Jubilee fund - Leeds Community</i>					
<i>Foundation</i>	-	10,000	(10,000)	-	-
<i>Pregnancy Choices Advocacy</i>					
<i>Service - NHS West Yorkshire ICB</i>	-	56,000	(21,867)	-	34,133
<i>Digital Inclusion - Good Things</i>					
<i>Foundation</i>	-	2,000	(1,403)	-	597
<i>Energise & Empower - Yorkshire</i>					
<i>Sport Foundation</i>	-	9,454	(1,803)	-	7,651
<i>Household Support Fund - Forum</i>					
<i>Central</i>	-	4,991	(4,991)	-	-
<i>Other</i>	1,491	-	-	-	1,491
Total	134,750	728,740	(648,156)	(20,560)	194,774

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

Name of restricted fund	Description, nature and purposes of the fund
Core	This funds the administration and management of the charity as a whole.
Women's Health Matters	
Domestic Violence	
Bluebirds	Bluebirds offers three groups (one online, one in-person, and one for girls) and one-to-one support to aid in trauma recovery.
LDVS	Domestic Abuse Education and Support Groups, funded by Leeds City Council Public Health and DLUHC New Burden Funding.
LDVS Sanctuary Support	The Sanctuary Support Scheme aims to provide ongoing support, safety planning of domestic abuse for recipients of sanctuary measures.
Breathe Free	Breathe Free is a 24-week course for women (those who identify as women, aged 16+) living in Leeds who have experienced domestic abuse and complex trauma.
Women's Lives Leeds	Women's Lives Leeds funding to reimburse expenditure of hosting a Project Worker and for engagement activities.
Other projects	
Rosebuds - Charles Plater and Duncan Norman	Group work supporting women whose children are being looked after by someone else.
Inside Out - Albert Gubay Trust	A parenting course for women whose children are being looked after by somebody else, such as through adoption or a kinship order.
Rainbow Hearts -	Weekly emotional support group for women seeking asylum.
Feel Good -	Weekly healthy relationships group for women with learning disabilities.
Leeds City Council Public Health	
Rainbow Hearts - Leeds City Council Migration Team	Weekly emotional support group for women seeking asylum.
Maternity Voices Partnership - NHS West Yorkshire ICB and WY&H Local Maternity & Neonatal System	A forum bringing together health professionals and women who access maternity services.
Your Space via Touchstone	Hosting of a Community Wellbeing Worker.
The Key Change - Children In Need	Project to provide early intervention work around domestic violence and child sexual exploitation.
Breastfeeding Peer Support via Health for All	Breastfeeding peer support trains experienced mums to peer support through social media, face to face and on the telephone. Also provides advice and support from specialist, trained advisors.
Pregnancy Choices Advocacy Service - NHS West Yorkshire ICB	The Pregnancy Choices Advocacy Service offers impartial information on midwifery and termination options and 1-1 support.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

Growing Together - Leeds Community Foundation, Awards for All	Growing Together is a project to provide in-depth whole family support for children and their mums, working with each individual family according to their needs.
Digital Inclusion - Good Things Foundation, High Speed Training	Support and families engaged in WHM programmes with an IT lending library, access to online learning modules and 1-1 support to enhance digital skills.
Household Support Fund - Forum Central	Funding enabling WHM to financially support women affected by cost of living crisis engage in our services with practical
Other projects	Donations to specified projects or groups.
Transfers	Transfers from unrestricted funds to cover overspends. Transfers out are in respect of support given to projects from unrestricted funds in previous periods.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

21 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	As at 31 March 2024 £
General fund	178,428	31,540	145,456	(2,743)	352,681
Designated funds					
Redundancy and notice period liability	79,459	-	-	13,047	92,506
Training	1,220	1,410	(457)	-	2,173
	<u>259,107</u>	<u>32,950</u>	<u>144,999</u>	<u>10,304</u>	<u>447,360</u>
Previous reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
General fund	82,168	84,292	(7,372)	19,340	178,428
Designated funds					
Redundancy and notice period liability	79,459	-	-	-	79,459
Training	-	-	-	1,220	1,220
	<u>161,627</u>	<u>84,292</u>	<u>(7,372)</u>	<u>20,560</u>	<u>259,107</u>

Name of unrestricted fund

Description, nature and purposes of the fund

General fund
Designated funds

The free reserves after allowing for all designated funds.
Funds designated by the management committee for the support and development of existing work.

Training

This is a fund that ringfences net income from training in order that it can be applied to this service.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

22 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	3,560	-	-	3,560
Net current assets/(liabilities)	349,121	94,679	41,531	485,331
Total	352,681	94,679	41,531	488,891
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	5,375	-	-	5,375
Net current assets/(liabilities)	174,273	79,459	194,774	448,506
Total	179,648	80,679	194,774	453,881

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income / (expenditure) for the year	35,010	157,504
Adjustments for:		
Depreciation charge	2,925	2,647
Dividends, interest and rents from investments	(463)	(377)
Decrease/(increase) in debtors	(16,739)	(9,026)
Increase/(decrease) in creditors	(24,357)	55,952
Net cash provided by / (used in) operating	(3,624)	206,700

Women's Health Matters

Notes to the accounts for the year ended 31 March 2024 (continued)

24 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies		42,221	115,000	157,221	80,010
Charitable activities:					
		36,597	613,740	650,337	440,812
Other trading activities		5,097	-	5,097	7,591
Investments		377	-	377	265
Total income		84,292	728,740	813,032	528,678
Expenditure on:					
Raising funds		10,772	-	10,772	13,380
Charitable activities:					
		(3,400)	648,156	644,756	512,926
Total expenditure		7,372	648,156	655,528	526,306
Net income / (expenditure) for the year		76,920	80,584	157,504	2,372
Transfer between funds		20,560	(20,560)	-	-
Net movement in funds for the year		97,480	60,024	157,504	2,372
Reconciliation of funds					
Total funds brought forward		161,627	134,750	296,377	294,005
Total funds carried forward		259,107	194,774	453,881	296,377

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

WOMEN'S HEALTH MATTERS

England & Wales - Charity number 1048788

Accounts

Company number: 2835637

Charity Number: 1048788

Women's Health Matters

Report and financial statements
For the year ended 31 March 2023

Women's Health Matters
Reference and administrative information
for the year ended 31 March 2023

Charity name Women's Health Matters

Company number 2835637

Charity number 1048788

Registered office and operational address

44a-48 The Refinery, Sugar Mill Business Park, Oakhurst Avenue, Leeds, LS11 7DF

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Alison Cater	Chair of Trustees
Emma Dickens	Vice Chair of Trustees
Amita Fearon	Treasurer
Lillian Ayala	appointed April 2022
Tracy Bridgett	resigned July 2022
Tracey Glanville	resigned January 2023
Tessa Johnson Jones	
Hannah Jones	
Shirley-Anne Paul	appointed May 2023
Nicola Rhodes	appointed January 2023
Sarah Salahuddin	
Amie Tolson	resigned January 2023
Aimee Ward	appointed May 2023

No trustees are related or live at the same address.

Key management personnel

Rachel Kelly	Chief Executive
Bridget Walker	Finance & Office Manager

Bankers

Unity Trust Bank plc
4 Brindley Place, Birmingham, B1 2HB

Independent examiner

Catherine Hall FCCA, Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester M4 6JG

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2023

The Trustees present their report and the unaudited financial statements for the year ended 31 March 2023.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Objects (as set out in the company's memorandum of association on the Charity Commission)

To preserve and protect the good health, both physical and mental, of women in Leeds and the surrounding area and, in particular, to educate such women about health-related matters.

Aims To work with women and girls across Leeds so that they can take control of their lives and their health.

Objectives Our objects define the services we provide for women and girls resident or working in Leeds and the surrounding areas. Leeds is a large city with a population of 413,900 women and girls. Women's Health Matters (WHM) reduces health inequalities experienced by women from disadvantaged communities across Leeds. We work with women who have unequal access to health and support services due to poverty, ethnicity, disability, sexual orientation, or traumatic personal experience.

Trustees reviewed our objects and Articles in 2022 and these were submitted to Companies House and Charity Commission for approval. The Articles were accepted by Companies House. Talks are ongoing with the Charity Commission regarding the updated Articles. Our legal name was changed from Womens Health Matters to Women's Health Matters.

From our 2022/23 survey of women and girls we intensively support, over half live in the top 3% most deprived wards in England and almost all live in the 20% most deprived wards. The women we work with face significant health inequalities. The State of Women's Health in Leeds report noted 23% of women (98,556) live in the most deprived areas of Leeds, with only 8% in the wealthiest. In addition that deprivation has a major impact on the health of the population with the mortality rate in women in the more deprived areas of Leeds 40% higher than that in the wealthiest areas. 21,826 incidents of Domestic Violence were reported in Leeds last year. It is estimated that only 18% of incidents are reported to police, suggesting that the actual number of incidents in Leeds is above 121,000. 60% of women who experience DV also experience mental health problems.

We specialise in group work, peer support, and providing one to one support. We work intensively with women and girls who are most at risk, including those experiencing domestic violence, sexual and emotional abuse; those with children in care or at risk of being removed; young mums and disadvantaged parents and their children; women seeking asylum; women with learning disabilities; and women with complex needs or

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2023

mental health and wellbeing needs. We take a woman-centred holistic approach, creating a safe, nurturing environment to help women recover their confidence, explore their own needs, and regain control over their lives. Where capacity allows, we undertake outreach work that enables us to broaden our reach to a wide range of women who have often found it more difficult to work with statutory services.

Our funding limits the number of women we can help. For some services we hold waiting lists when necessary. We ensure that women have information about other services available in the city and are referred appropriately when additional support is required or is not within our remit.

Our aim is to make our services accessible. All are provided free of charge. We work in ways that help overcome barriers to participation, for example specific services working with women with learning disabilities, women seeking asylum with interpretation support and young women. We build in costs (where funding permits) for crèche, interpreters, and access costs travel into our services and use safe and accessible venues from which to run services and events.

We undertake equal opportunities monitoring to try to ensure women from multiple backgrounds are accessing our services. Women's Health Matters (WHM) has an Equal Opportunities Policy that supports recruitment, monitoring, induction, training and all the services we deliver. We recognise that there are disadvantaged groups in our society and affirm that the charity has a responsibility for combating the causes of these disadvantages. We strive to ensure that all women have full access to employment, voluntary work, services provided and Board of Trustees membership. It is fundamental that no one is treated less favourably by WHM on the grounds of race, colour, nationality, religion, disability, age, marital status, class, sexual orientation, or responsibility for dependants.

We ensure that staff members are experienced, trained and supervised to carry out the work of the charity and we strive not to embark on areas of work that will cause detriment or harm. Volunteers support some services to achieve their aims and objectives. They receive induction and ongoing support as well as out of pocket expenses.

The Trustees review the aims, objectives, and activities of the charity each year. They support staff to identify new areas of work, influence policy externally and increase understanding and knowledge of the services of the organisation, sustain funding of our activities, assess impact of our work, and maintain good quality management.

This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of key activities and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The Trustees have referred to the guidance contained in the Charity Commission's 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.

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Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on women and girls in disadvantaged areas of Leeds and surrounding areas, and with groups of women and girls who experience additional disadvantage. Activities are undertaken to further Women's Health Matters charitable purposes for the public benefit.

In 2022/23, we worked directly with 2517 women and girls; 1214 women and girls accessed intensive group and 1 to 1 support and 1303 were reached through lighter touch outreach contact. In addition, we supported 303 children. We ran 869 group sessions and 1728 1 to 1 sessions.

We delivered our work across 27 services during the year:

Bluebirds
Breastfeeding Peer Support
Breathe Free
Create and Connect
Digital Support and Inclusion
Emergency Fund, Household Support Fund, and Product Bank
Energise and Empower
Family Canvas
Feel Good
Growing Together
Inside Out
Leeds Domestic Violence Service
LDVS Sanctuary Support
Maternity Voices Partnership
Pregnancy Choices Advocacy Service
Rainbow Hearts
Rosebuds
Snowdrops
Sunflowers
The Key Change
Women's Lives Leeds – Empowering Systems Change
Women's Health Matters Drop In
Women's Health Matters external training for professionals
Women's Health Matters Volunteering Programme and Student Placements
Wow!
Young Snowdrops
Your Space

During the year, we recruited two new trustees to the board and a further two trustees in the first quarter of 2023/24. Our trustee board currently numbers ten, and is representative of the women we support, with trustees from a range of personal and professional backgrounds and experiences, nationalities and ethnicities, sexual orientation and disabilities. 50% of our trustees and 70% of our staff team have declared lived experiences of Domestic Abuse and Violence.

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This year we engaged with 69 volunteers across our services and 12 external workers, seconded to us, to provide support in our groups, plus hosting student placements. These areas continue to be part of our future growth plans.

WHM have continued to implement our new social media strategy to ensure a social media presence across all platforms, raising awareness of the work we do and to encourage donations to support our services. Creating content can be time-consuming, even with support from volunteers. This can affect our presence on social media over short periods of time. Once additional volunteers have been recruited focus will look at more consistent social media content with an emphasis being placed on WHM's campaigning voice.

Followers: Twitter: 2593 / Instagram: 634 / Facebook: 932 / MVP closed Facebook group: 1,100 / Facebook MVP: 185 / Linked In: 165 - Total 5609

Post Reach in 2022/23: Twitter: 45404 / Instagram: 3493 (+162%) / Facebook: 11553 (+46.1%).

We developed, trialled and delivered our new Domestic Violence Awareness training for professionals.

We delivered an event with all our service users funded by The Arts Council called See Me, Hear Me. There is a page dedicated to this, along with a film from the event and messages from our women on our website here:

<https://www.womenshealthmatters.org.uk/see-me-hear-me>

With the support of the Lloyds Foundation Enhance consultants, we started working on a new 3-year strategy and business plan.

We have updated our Memorandum and Articles, and this is currently going through approval with the Charity Commission.

The Playworker role has proved to be invaluable and the creche provision continues to flourish.

We ran a successful match funded campaign in September 2022 called Walk for Wellbeing <https://www.womenshealthmatters.org.uk/whm-walk-for-wellbeing>
Over 3 days, 5 members of the staff team walked 100km and raised over £9,500.

Beneficiaries of our services

As of 31 March 2023, 70% of women supported by WHM were aged 26-50, with 15% aged under 26, and 10% aged over 50 (5% unanswered).

52% of women do not identify as British. 8% chose not to disclose this information.

27 different languages are spoken, and 34 different nationalities are represented in the women we support.

36% of women identify as having no religion, 26% as Christian, 18% as Muslim, 3% as another religion including Buddhist, Hindu, Sikh, and Jehovah's Witness. 17% chose not to disclose this information.

Our 2023 survey of beneficiaries ran between January and February 2023

102 women responded to the survey, 30% of those in service at the time.

14% are seeking asylum or are refugees.

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73% (2022: 78%) have at least one child (or are currently pregnant)
30% have 3 or more children.
41% (2022: 38%) are single mums.
23% (2022: 19%) have had a pregnancy terminated.
28% (2022: 30%) of parents have had at least one child removed into care.
65% (2022: 64%) of women receive welfare benefits.
Being unable to afford basic things and worrying about money is an experience that has affected 60% (2022: 67%) of women and 51% have accessed foodbanks, and 30% have received food / products / emergency funds from Women's Health Matters.
16% (2022: 15%) have had their benefits stopped or sanctioned.
25% have been homeless.
30% have been vulnerably housed.
78% (2022: 82%) are currently unemployed.
36% left school without qualifications.
24% (2022: 27%) have social care involvement of some form.
10% have been in care.
37% would have been unable to attend the service if travel costs and/or childcare were not paid for.
37% have a physical health condition or disability.
20% have a learning disability.
76% (2022: 75%) of women currently have, or have previously experienced, mental ill-health.
71% (2022: 62%) are currently or have previously taken anti-depressants or other medication for mental health problems.
8% currently or have previously self-harmed.
41% (2022: 65%) report feeling lonely.
57% (2022: 69%) lack self-confidence.
63% (2022: 45%) have or have had suicidal thoughts.
73% (2022: 71%) of women who completed the survey have experienced domestic, emotional and/or sexual abuse
71% (2022: 53%) having been the victim of violence.
22% have been arrested, 9% charged with a criminal offence, and 3% have been to prison.
78% (2022: 75%) recognise themselves as having a problem with unhealthy relationships.
28% (2022: 27%) of women were sexually assaulted or raped as a child, and 36% (2022: 35%) as an adult.
19% (2022: 18%) of women who completed the survey have been trafficked or sexually exploited.
73% (2022: 53%) worry about what people would think of them if they knew about the personal experiences and challenges they have faced.

When asked how the support they've received from Women's Health Matters has helped them to improve their lives:

- 93% said they had received support that they couldn't have received elsewhere
- 96% (2022: 95%) strongly agreed or agreed that they feel safer
- 96% (2022: 96%) strongly agreed or agreed they feel better about themselves
- 95% (2022: 98%) strongly agreed or agreed that they have developed a more positive support network

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- 92% (2022: 95%) strongly agreed or agreed that they have improved mental wellbeing
- 91% (2022: 98%) strongly agreed or agreed that they have increased self-confidence
- 90% (2022: 96%) strongly agreed or agreed that they feel less lonely
- 90% (2022: 96%) strongly agreed or agreed that they feel less anxious
- 90% (2022: 93%) strongly agreed or agreed that they are more positive about their future
- 96% (2022: 96%) strongly agreed or agreed they make better choices

A significant 95% (2022: 100%) of women who completed the survey better understand what abuse is.

93% (2022: 84%) feel better able to respond to an abusive relationship.

95% (2022: 87%) feel able to leave or change an abusive relationship.

When asked how the support they've received from Women's Health Matters has directly or indirectly helped their children:

- 98% (2022: 100%) of parents strongly or somewhat agreed that their children have improved mental wellbeing.
- 96% (2022: 97%) of parents strongly or somewhat agreed that their children have learned something new
- 96% (2022: 93%) of parents strongly or somewhat agreed that their children had increased confidence
- 94% (2022: 93%) of parents strongly or somewhat agreed that their children feel safer
- 92% (2022: 90%) of parents strongly or somewhat agreed that it helped their children make friends

94% (2022: 87%) of parents say the support from Women's Health Matters has increased their confidence about parenting.

90% (2022: 89%) have improved parenting skills.

84% feel that any children they have in the future are less likely to be removed from their care.

Feedback:

It's helped me talk to people. Not on my own now. If I have a problem, I have someone to talk to.

I'm less isolated. I feel I am listened to and heard, being heard is new and valued one. More confident to go to groups and feel safe.

I now feel far less anxiety. I used to be constantly hyper-vigilant unable to sleep for days for fear of my ex-partner finding me. I now have strategies to deal with these feelings and feel far more calm and I sleep better.

It has given me a safe place to get my confidence up and be more myself.

It has helped me to be a stronger woman and feel more confident.

To identify ways of overcoming situations that I will have to deal with, to feel stronger and better equipped.

I know the signs of abuse and know it isn't my fault.

Saved my life.

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Further information about each of our services and examples of key activities are included below with case studies.

Domestic violence and abuse work

Bluebirds (1/9/22 until 31/3/23)

Overview: Funded by the Mayor's Safer Communities fund, Bluebirds is a project for women and girls aged 11+ who have experienced gender-based crimes, such as domestic abuse, violence, and sexual assault, and as a result, are experiencing mental ill-health. Bluebirds offers one-to-one practical and emotional support for up to three months, with workers taking a trauma-informed approach to support women to address worries and develop coping strategies to manage anxiety.

Numbers supported in 2022/23:

Women/girls: 42

1 to 1 sessions: 141

Highlights: 100% of the women asked reported increases in feelings of self-confidence and feeling good about themselves after completing work through Bluebirds. We were also able to refer most of the women supported through one-to-one into group work at WHM. Using our evaluation tool, we were able to see the project had made positive changes to CSA and CSE; domestic abuse; mental health; support for victims and witnesses; rape and sexual offences; and stalking and harassment.

Challenges: Difficulties we found were engaging service users, particularly the girls due to school hours. Another issue was engagement of those women who worked, due to the hours they were available, or those who required childcare. There were also 27 safeguarding incidents raised over the course of the project. These took up time and resources. There were far more complex cases than anticipated for this project.

Looking to the future: The project will continue due to funding from the Ministry of Justice via West Yorkshire Combined Authority. We are hoping to set up trauma recovery groups in person and online to run alongside our one-to-one work.

Case Study: L was referred for support as she was selectively mute and was on the waiting list for CAHMs. The referrer was looking for 'help promoting and building self-esteem and confidence' in the client. There were concerns she had experienced CSE/A as her father was arrested for possession of indecent images of children. Around this time, she withdrew from school, started self-harming, and stopped speaking. Whilst there has not been a disclosure of abuse, she continues to work with us and build professional relationships, which is something she did not do before. The case is complex, but through trauma informed practice and patience she is engaging with us has moved from this one-to-one support into our art therapy programme to continue to progress.

Breathe Free

Breathe Free started in April 2021 and is supported by the players of The National Lottery. Breathe Free is a 24-week course for women (those who identify as women, aged 16+) living in Leeds who have experienced domestic abuse and complex trauma. The course is currently run three times per week with three different cohorts. The group sessions last two hours and travel costs and onsite creche with a qualified playworker are provided. Once women have completed the course there is an opportunity for them to become Breathe Free volunteers.

Numbers supported in 2022/23:

Women: 117

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Group sessions: 133

1 to 1 sessions: 201

Volunteers in the project: 14

Children supported in creche: 23

Highlights: There have been 5 cohorts of the Breathe Free group in this year of the project and excellent feedback from women who completed the course:

What is the best thing I have learnt about myself from this group?

- "Realisation the way I was living, the situation wasn't normal, I kept making excuses for his behaviour and now I see it for what it was.... abuse."
- "I will be making wiser choices, and keep myself safe, I have hope for the future"
- "It's ok not to be ok, and that thoughts are just thoughts, they don't last, and I can get help when I need it"
- "I CAN do it! I am becoming a better mum and a better person"

Continued multi-agency working and partnership work provides opportunities for women both in groups and as volunteers:

- Leeds Art Uni – volunteer collaboration on 16 Days of Action
- Leeds Beckett Uni – volunteers delivering training
- Smart Works – fast track referrals
- Linking Leeds – fast track referrals
- Your Space - fast track referrals
- Safer Stronger Communities Team – Workforce Development
- Impact North – fast track referral to counselling referred 17 women

The Advisory Board of Breathe Free members has met four times this year. They meet with current Breathe Free cohorts in session 16 to conduct peer research. Board members have been provided with interviewing and research training skills from external evaluators from the University of Birmingham.

Challenges: There is an enormous amount of time spent with women who for a range of reasons are not able to commit to attending the weekly group sessions and do not complete the course. Changes in year 3 will help with this and 'soft breaks' are going to be incorporated.

Looking to the future: Breathe Free will run as 24 weeks with 3 'soft breaks' (after every 8 sessions) where we can collate data/evaluation forms from women, this will mean we will be better able to count the women who aren't able to complete the full 24-week course. As the course is 24 weeks in duration, we will be unable to start any cohorts from December 2023 onwards due to having insufficient time to complete the course (unless funding is extended past the end of March 2024 and then new cohorts will begin). If there is no continuation funding secured, the time from January – March 2024 will be focused on finishing the remaining cohorts and working with Breathe Free Advisory Board and Breathe Free volunteers on developing a resource tool. Information and ideas are currently being collected by the Advisory Board with the aim to develop the resource in the last few months of the project. In addition, in the January – March 2024 period, Breathe Free would like to be able to provide practical workshops for anyone who has been involved in the Breathe Free course over the three years. Feedback from women has been that they struggle to feel relaxed in their homes after experiencing Domestic Abuse. We currently encourage women to 'reclaim their space', redecorate rooms, move bedrooms to lounge, etc., but are constantly receiving feedback that women don't have the skills or experience to do this. Breathe Free would like to investigate the possibility of offering DIY / decorating workshops to women so that they

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learn new skills and can feel safe, secure, and happy in their homes. Breathe Free will be looking to find local agencies to partner with on this project.

Case Study: S engaged extremely well in the group, she was keen to learn about all forms of DVA and contributed actively to the group discussion. She felt able to relate the learning to her own life experiences and talked openly about her struggles with alcohol and that she is active in her recovery attending AA meetings. Early on, S expressed a desire to volunteer with Forward Leeds when she finished Breathe Free.

S completed the full 24-week course, (she was referred to Smart Works on session 23), and from this had career coaching which included writing her curriculum vitae, advice on job searching and was able to choose an interview outfit that she felt confident in. S was successful at gaining a volunteer placement at Forward Leeds supporting people in recovery. S remains a Breathe Free volunteer and delivered training to Leeds Beckett Social Work Students in April 2023. S is now an ambassador for Smart Works, talking about her experiences to women in community settings who might be potential referrals to Smart Works.

Leeds Domestic Violence Service (LDVS)

Overview: The LDVS Domestic Abuse Education and Support Groups run by Women's Health Matters consist of five separate groups, each offering a rolling 14-week course facilitated by Project Workers with experience of working with victims/survivors including the dynamics of running groups, and a thorough knowledge of the effects of gendered domestic violence and abuse on women and children. Groups run at different times on different days to promote access; one of the groups runs during the evening in order to ensure that women who work or cannot access daytime provision are able to receive support. Creche is provided in 4 of the 5 groups, along with transport where barriers such as safety, finances or mental health prevent attendance.

The aim of the groups is to offer practical and emotional support to victims/survivors of domestic abuse. This is achieved through peer support and education within a formal 14-week course which works to promote healing, build a positive sense of identity self-esteem, confidence, support women to gain a better understanding of the impact of domestic abuse, reduce trauma, and challenge victim blaming.

The work is funded by Leeds City Council Public Health funding with support from other funders and core costs.

Numbers supported in 2022/23:

Women: 130

Group sessions: 190

1 to 1 sessions: 142

Light touch support: 11

Volunteers in the project: 1

External workers in the project: 3

Children supported in creche: 47

Highlights: One of the biggest highlights of the year was receiving additional funding which allowed for the delivery of an evening group, and an additional day group along with creche provision. This has meant that women who work, or not able to attend during the day are able to access support. Many women who have experienced domestic abuse are left with the sole responsibility of childcare, therefore without creche provision accessing support for domestic abuse would be a near impossible task.

The groups have received excellent feedback from women attending and have reported an increase in confidence, self-esteem, and strategies to support recovery from trauma.

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- 'Before attending group I felt scared and sad. I look forward to group, giggle, confident in speaking up. It has helped me to gain confidence, knowing others have experienced what I have. Non-judgemental'
- 'I feel like I've learnt so much from the course, the session on boundaries was a 'game changer' for me. I wish I had of known some of this stuff before I went into the relationship. I feel like I've learnt so much about myself and who I am. I can't thank you enough'
- 'I felt very isolated, lonely, and scared of everything, no self-confidence. I feel like my confidence is growing, not isolated as I know there is understanding and support available and I'm not alone. Group has helped me to identify ways of overcoming situations that I will have to deal with, to feel stronger and better equipped'
- 'I look forward to coming to the group because we share lived experience with other people about what we are going through'

Four women from the groups have joined the Women's Lives Leeds Advisory Board – Women Speak Group.

Challenges: Access, transport costs and creche provision are essential in ensuring that women can attend and don't incur additional financial hardship, and the provision of taxis means that women struggling with mental health, or where safety is an issue can be included, however these are not always deemed essential within funding.

Looking to the future: The Domestic Abuse Education and Support Groups will go out to tender in 2024. We are hopeful that the continued level of hard work, commitment and dedication shown by WHM in delivery and facilitation of the groups will mean that we are successful in our application.

Case Study: F had been in abusive relationship with her partner, the father of her five children. Social Care became involved when the police attended their home due to the criminal activity her partner was involved in. F and her partner were arrested and their children were placed into foster care. All charges against F were dropped and the police recognised that she had no involvement, or knowledge of his criminal activity. F disclosed that she experienced controlling behaviour and violence from him for a number of years. She was extremely isolated and had no support outside of the home. F attended the LDVS Domestic Abuse Education and Support Group. Within the group F was supported to understand both her own and the children's experiences of domestic abuse, the impact of abuse, and to learn strategies to support healing. F also received support to manage her relationship with social care and the assessment process, together with strengthening her communication skills and managing boundaries with people in her life. Through the group, F was also referred to a WHM parenting course.

Leeds Domestic Violence Service – Sanctuary Support Scheme

Overview: The Sanctuary Support Scheme currently works across seven partner organisations and has eight Domestic Violence Practitioners with a variety of specialisms. The scheme is funded by Public Health and overseen by Leeds Domestic Violence Service. Team members work in the community offering ongoing safety planning, emotional and practical support to victim/survivors. The scheme works in partnership with the Leeds Housing Options Sanctuary Scheme, which offers security measures to make accommodations safer. Two posts are held by Women's Health Matters; the disability specialism which offers tailored support to women with physical and/or mental health disabilities, or who are neurodiverse; and the pregnancy and maternity specialism for those who are pregnant or have young children up to 2 years old.

Numbers supported in 2022/23:

Women: 22

1 to 1 sessions: 624

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Light touch support: 168

Highlights: A highlight of the year has been watching the service evolve from its infancy into a service with eight team members and a steady stream of referrals. We also received news the service had been commissioned until 2025. As a new service, we have identified gaps in current DVA provisions and have the flexibility to support women across many areas, including family court, child social work services, solicitors, schools and housing. Having a Creche worker within Women's Health Matters has had a huge positive impact for supporting with pregnancy & maternity.

Challenges:

Challenges have been navigating mental health services that are often at capacity. This includes difficulties contacting the Crisis Mental Health Team, long waitlists for NHS and third-sector counselling and psychotherapy services, and the Community Mental Health Service. I have found women are often referred into Leeds Mental Wellbeing Service as an alternative, which is insufficient to meet high mental health needs such as C-PTSD. As a result, it can be difficult for women to engage fully with DVA support, when they have an immediate mental health support need. In addition, housing repairs are taking a long period of time for ongoing issues to be fixed.

Looking to the future:

In the coming year, the service will expand further with a new post at Age UK, specialising in working with those aged fifty-five plus. Along with support from The Women's Centre Cornwall we are co-producing accessible forms and support tools and training to support people with learning disabilities who experience domestic abuse and hope to implement these in Leeds. The service will continue supporting victims-survivors and building relationships with other professionals so we can ensure all needs are being met and provide the best outcomes.

Case Studies: J is being supported by our Pregnancy & Maternity DVA Support Worker, following a referral from Leeds Housing Options. J was pregnant when she came into service, the suspect and father to the child was serving a custodial sentence for the domestic abuse perpetrated against her. J shared with us her baby would be due for an operation fairly quickly after birth because of complications that had arisen, in part due to the physical abuse from the suspect. J was also currently staying with family and was keen to secure more suitable housing. J was supported throughout the months leading up to the birth. Our support worker has provided emotional support in regards to the DVA and pregnancy, support around housing including following up with them and making recommendations for an additional priority banding, providing practical support around the baby's birth including financial assistance for important items like bath equipment and tiny baby clothes and looking into groups for additional support and social inclusion. Following the support with J, she has now been offered a property due to her current circumstances. She has now moved in and was supported to access further sanctuary measures and to get furniture for her new home. Her baby has been born and is doing really well, J reports she is laughing and smiling – she feels she is a very happy baby and is making great progress! Furthermore, her support worker has referred her into groups both for DVA and another group that has been set up by parents who have children with additional needs and disabilities. When J first came into support, she was at very high risk of further DV & A. After working with her support worker she has been able to safeguard herself and her child and is feeling more confident and optimistic about the future. She now feels that she has the skills to deal with any problems that could come up and make her own mind up on what is best for her moving forward. J has provided feedback to her support worker, advising how grateful she feels

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for the support she has received so far and what a difference this has made for her and her daughter.

When we first met **M**, she had recently split up with her ex-partner and father of her daughter, who had perpetrated sexual and physical abuse and controlling and coercive behaviour against her. She had a MARAC flag and was experiencing ongoing stalking and harassment from her ex-partner, who was now living the road behind her. Through the sanctuary scheme, M had security measures installed on the property and safety planning for keeping safe at home and in public. M was supported through the police reporting process and put into contact with a solicitor for legal advice on injunctions. Her ex-partner was remanded on stalking and harassment charges and M now has a restraining order in place. M was supported through this process by Sanctuary advocating on her behalf and liaising with her ISAC, West Yorkshire Police and MARAC. M said one of her priorities for support was help with housing. M was reassessed as a Band-A through the safeguarding team at LHO. Additionally, M was referred for a housing assessment with the health and housing team, as her property is medically unsuitable for her due to her physical disability, particularly now her able-bodied ex-partner is no longer at the property to assist. M was also supported to consider temporary housing options such as refuge space and applied to Latch housing. M has now secured a new property in a different area of Leeds. Sanctuary is currently supporting her to move and furnish the new property. Sanctuary will continue to support her through family court child arrangement hearings, and with reporting ongoing restraining order breaches.

The Key Change

Overview: Funded by Children in Need and starting in April 2021, The Key Change offers group support within a school setting, outside of core hours, to young women and girls who have witnessed, experienced or are at risk of experiencing unhealthy or abusive relationships. Over the course of six to eight weeks, The Key Change offers a flexible, tailored programme of support covering topics such as healthy and unhealthy relationships, domestic violence, consent, CSE, assertiveness, confidence building and self-esteem.

Numbers supported in 2022/23:

Girls: 55

Group sessions: 63

1 to 1 sessions: 12

Highlights: For our second year on the project, a highlight is the enthusiasm of the schools we work with. The uptake has been encouraging and the feedback we have received from both girls and school staff alike has been very rewarding.

Challenges: A challenge this year has been the number of safeguarding concerns faced.

Looking to the future: As we enter our final year of this funding, we are looking to expand the number of schools we deliver to. We are also looking into using some of our funding for an evaluation for the project. This will help us re-apply for funding and offer an even better course to the schools and girls.

Case Study: **A** was referred into group by her school due to low self-esteem and confidence, due to experiencing unhealthy relationships herself and witnessing abuse at home. Children's Social Work Services were already involved but A's engagement with them was sporadic due to her and her parents' feelings about statutory services. She began The Key Change with us and reported feeling unsafe, lonely, and anxious. After getting to know our workers better she was able to tell us she was feeling suicidal. One-

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to-one support was offered and gave A the chance to get some feelings "off her chest" about how boys at the school had treated her during their relationships and how isolated she felt at home. A mental health support plan was completed (including telling school and social care about her suicidal ideation), and A was able to come up with a wider support network plan during our resource creation final session (including reaching out to CAHMS through her GP). When asked at the end of the course, A reported being able to identify and avoid unhealthy relationships moving forward. She also said she would know what to do if she found herself in an unhealthy relationship in the future. Her support network has increased, meaning her feelings of isolation have decreased and she said her mental wellbeing has improved due to intervention and she has learnt techniques to support herself.

Young Snowdrops (until 30/9/22)

Overview: Young Snowdrops was a face-to-face project funded by Awards for All. The project aimed to reach 11–18-year-olds affected by domestic abuse. We took a preventative approach to abuse, helping girls understand consent, what a healthy relationship looks like and how to recognize abusive relationships.

Numbers supported in 2022/23:

Girls: 51

Group sessions: 24

1 to 1 sessions: 18

Highlights: A highlight from the year was working with Leeds City Council to provide sessions for teenage girls who were refugees from Ukraine and Afghanistan across temporary accommodation in Leeds.

Challenges: A struggle was staff timing and resources for the project as well as cultural sensitivities when discussing relationships with teenage Muslim girls.

Looking to the future: As Young Snowdrops came to an end, we looked for more ways to incorporate the service users into new projects. Some of the girls from Young Snowdrops were able to be supported through our new Bluebirds project. We also continue the work started in Young Snowdrops through all our young peoples' work.

Pregnancy, parenting, and support for women whose children are being cared for by someone else

Breastfeeding Peer Support

Overview: Delivered in partnership with Health for All, and funded by Leeds City Council Public Health, Bosom Buddies provides mum-to-mum breastfeeding support to new mums and families. The weekly groups around the city offer peer support and information from specialist and trained advisers within warm friendly family spaces and children's centres. Bosom Buddies provide guidance face-to-face, on the telephone or through social media to other new mums. Women's Health Matters are involved to try and engage with more women under the age of 25.

Numbers supported in 2022/23 (WHM element):

Women: 146

Group sessions: 79

Volunteers in the project: 10

Case Study: Supported a Romanian 23-year-old mum and gave reassurance to exclusively breast feed and signposted and referred to local children's centre and welfare rights organisations. Supported an 18-year-old mum and chatted about groups and her

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apprehension about attending as she felt she wouldn't have anything in common with the older mums. Once there she felt welcomed and part of the group.

Growing Together 1-1 Family Project (started 1/11/22)

Overview: Growing Together 1:1 is funded from Leeds Community Foundation; Volition; Forum Central, and Leeds Community Healthcare.

Numbers supported in 2022/23:

Women: 14

Children: 27

Family sessions: 29

Highlights: We have worked with fourteen families since the start of the Growing Together 1:1 project and we have a steady waiting list, plus we are expecting to identify potential candidates from the new Growing Together group starting in 2023. The age-range of children who we have worked with on the project has so far been 0-12, and we have helped with parenting, attachment, behaviour and various other concerns, usually stemming from domestic abuse and/or trauma. We have had a combination of external referrals, e.g., from schools or from MindMate, and internal ones, from our existing support groups. We have worked with professionals from local schools and have made onward referrals or signposted women to other services. Meetings with the families have taken place either in our on-site creche or at the homes of the families.

Challenges: We have had some complex referrals and have had to be clear about the boundaries and limitations of the project. On our first visit with each family, we decided it was safest and most appropriate to meet at the creche at WHM, and this can be expensive when we pay for taxis, but we have stayed in budget. We are finding some gaps in available materials that would be very useful e.g., children's books about domestic abuse; meaningful training about children using YouTube.

Looking to the future: We are gradually collecting materials and expertise which will enhance our service as the project grows, and we would like to produce more of our own materials – we have produced a trauma-informed, sensitively written leaflet about behaviour and similar materials geared towards children will be very useful.

Case Study: P and her child, Q, came to Growing Together 1:1 as an internal referral from an LDVS group. P had expressed concerns to the leader of the group about how Q's behaviour might change when he started his unsupervised visits with his dad, who was P's abuser. The Project Worker had an initial conversation with P over the phone, and she told me her concerns, and we arranged a home visit. In total, I did four home visits with P and usually also phoned her each week and saw her on her own after her group. There was a lot of emotional support with P, as she really struggled with the decision of the court to allow the unsupervised contact between Q and his dad. At each visit, the Project Worker brought various resources for Q – the first time, he stayed mostly in his room, but as they got to know each other, he would sit with P and the worker. He especially like drawing and magnets, so a lot of the resources provided were around this, and we used letters and envelopes for communication also.

In her evaluation of the project, P said that she felt that 'all of Growing Together worked really well' and that she felt more confident and positive. She has now started the HENRY parenting course, she is finishing her LDVS group soon, and has started with the Digital Support group at Women's Health Matters.

Inside Out

Overview: Inside Out is a 20-week parenting programme for women who have had children removed from their care or are at risk of Social Care involvement, it is funded

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by the Charles Haywood Foundation. It delivers 20 weeks of weekly activity and discussion-based learning.

Numbers supported in 2022/23:

Women: 30

Group sessions: 41

1 to 1 sessions: 44

Highlights: We completed two courses over this year, plus finished another which had already started. We had really good course completion from the women, with a very high retention rate across all of the courses. Several women had children returned to their care or passed parenting assessments.

Challenges: Bringing together women who have experienced multiple traumas, culminating with the removal of their children was at times very difficult. Once course was particularly difficult to manage the conflicting needs and personalities of the women. We did a lot of one-to-one support outside of group and delicate managing of dynamics within the group. Through this work, all the women managed to complete the course, and learnt how to manage difficult situations and improve their communication skills.

Looking to the future: This funding has now come to an end. We have secured more funding through The Albert Gubay Foundation to continue to course, though the format, structure and number of sessions will change.

Case Study: G had 8 children removed from her care due to neglect and not being able to meet their needs. They were placed in foster care and with family members. Over the 20 weeks of the course G gained a greater understanding of the needs for routine, boundaries, and better communication for the children. She shared that she hadn't previously realised the importance of these. She was also supported to better manage her relationship with her children's social worker and started to realise the need for openness and honesty; she stopped being worried about telling them about her concerns and worries about the children returning to her care.

When she was able to change this, she saw a big improvement with her feedback from Social Care, and their relationship changed completely. She passed her assessment and at the end of the course, the plans were being put in place for all eight children to be returned to her care.

Maternity Voices Partnership (MVP)

Overview: The MVP is a patient consultation project funded by the NHS. Women's Health Matters chairs the Leeds Maternity Voices Partnership, a city-wide forum which brings health professionals and funders for maternity services and third sector organisations together with those who have used maternity services in Leeds. The forum enables professionals to listen to those who have recently been pregnant and given birth, and their partners, to help improve services across the city. Through outreach work and our inclusive approach, we can support a wide range of people to speak directly to service providers and commissioners and for their experiences to influence how maternity services develop.

Numbers supported in 2022/23:

Women volunteers: 32

Light touch support: 1285

Highlights: We have been working hard to ensure that we are engaging with more of the wider communities in Leeds to better reflect the diversity of people accessing maternity services and making sure their voices are heard.

Challenges: As the world started opening up again after the restrictions of the past couple of years, we have been busy trying to maintain our connections with those

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parents who felt more comfortable engaging with us online, while offering opportunities for women to once again meet face-to-face.

Looking to the future: We have some exciting plans for this year. We are planning having monthly drop-ins in different libraries around the city. This will be an opportunity for our parent reps to meet in person and online in a hybrid set up, and for pregnant people and new parents to pop along for a cup of tea and a chat. There will be opportunities to find out about what services and support is on offer across the city for new parents and pregnant people in a friendly and informal setting.

Pregnancy Choices Advocacy Service (started 1/9/2023)

Overview: The Pregnancy Choices Advocacy Service (PCAS) provides unbiased information and support for people in Leeds who are unsure if they wish to continue with a pregnancy. The project supports women, girls, and pregnant people of any age and at any stage of pregnancy, whether they choose to end or continue a pregnancy. The project is funded by Leeds NHS Integrated Care Board, through funds made available to address health inequality in the city. The funder seeks to close gaps identified in health outcomes for the poorest people living in Leeds, with maternity identified as one of the core focuses. PCAS is able to offer 1 to 1 sessions at a women's location and time of choice, support attending appointments/ liaising with other professionals, and financial support for transport. The length women work with the service is dependent on their needs and follow up care is offered to all.

Numbers supported in 2022/23:

Women/girls: 12

1 to 1 sessions: 54

Highlights: The highlight of the PCAS project so far has been the largely very positive feedback women have given about how the service has supported them at a very challenging time. One woman wrote "The support has definitely had a positive impact on my mental health. I could have felt very alone, but the support I received at Women's Health Matters really helped. I could have been isolated"

Challenges: A challenge that was to be expected in the first 6 months of a new project was that of ensuring that the service was known through the city and that enough referrals have been generated. This work is ongoing. What we have found a greater challenge has been the less anticipated high levels of safeguarding intervention needed within the project, especially regarding disclosures of domestic abuse and suicidal intent.

Looking to the future: We hope that the project will continue to establish a positive reputation within the city and increase numbers of referrals. Plans have been made for partnership work with Leeds City Council to deliver group work to school aged children around pregnancy choices and expanding the remit of the work has been discussed with NHS partners.

Case Study: V is a woman from Leeds in her late thirties. V is mum to ten children and a full-time mum, with the youngest of the children under one. In 2021 Children's Social Work Services (CSWS) became involved with V's family after she had raised concerns that her partner was abusing the children using physical chastisement and threats. During this time, V was referred to a Women's Health Matters group for women experiencing domestic abuse. In a one to one with V, she disclosed that she was pregnant with her eleventh child with her partner and unsure what to do next. We have been able to support V in a range of ways. Initially, this meant conversations with V about how she was feeling, visiting the house, and discussing how her life would look when continuing with the pregnancy as a single parent. When V decided to continue

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the pregnancy, we referred her to external agencies, such as Home Start, the Baby Bank, Baby Basics and Kidz Klub.

All of the above work has had direct and practical consequences for V, which have kept her and her family safe throughout a difficult time. V has not had to move homes, she manages her finances, the children's Early Help Plan was extended (now closed), and V's midwife was changed after she was not informed that her original midwife had left, leaving her without a point of contact at an overwhelming time.

More than this, we feel it is the emotional support and consistent point of contact that has been of importance to Amy in her decision making and future planning. V and the Project Worker have had many emotionally open and vulnerable conversations, in which she has been able to speak about her loneliness and the effect of ending her relationship. V has spoken about missing her relationship, and we have been able to work through these complicated feelings with her and try to establish support that will outlast our involvement.

Rosebuds (Labyrinth until 31/8/22)

Overview: Rosebuds was part of the Labyrinth project, funded via Leeds Women's Aid and Solace to support women who have been affected by having children removed from their care. Funded by a grant from the Department for Digital, Culture, Music and Sport, the Labyrinth Project is contributing to system change for women by building capacity and forging stronger networks of support and shared learning locally and nationally. It focused on education and training, awareness raising, building self-confidence, expansion of choices, increased access to and control over resources, actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality. The project also improved access to help with finances, debt, and legal rights. This piece of work ended in August 2022 and aimed to support women to think about the future and make plans as well as to engage with confidence with other services across the city.

Numbers supported in 2022/23:

Women: 24

Group sessions: 23

1 to 1 sessions: 68

Volunteers in the project: 1

Highlights: We had really good engagement from the women attending group. We had a number of guest speakers; The Green Gym, Empower to Employ, St Vincent's, Your Space and Smart Works, who delivered sessions on their services and what support is available for the women through their services. We also completed the Live Your Life to the Fullest sessions over this period.

Challenges: With the end of this funding, a number of women who had been attending group for over a year had to finish attending. This caused much upset within the group from the women leaving and the other cohorts.

Looking to the future: This funding ended in August 2022, and we were able to secure another year of funding from a different funder, so are able to continue to offer support to this very vulnerable and under supported group of women.

Case Study: B has had children removed from her care and in addition has health issues that stem from a car accident when she was really young, leaving her with chronic back pain. Over a number of years her mobility became worse and worse, resulting in her gaining a huge amount of weight which then impacted further on her issues with moving around and back and leg pain. B was supported to join an exercise and self-

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confidence group outside of Rosebuds. This started a big change in how she felt about her body and what it was capable of.

B decided that she wanted to walk and move more, including walking to group. Due to mental health issues, the other women in group arranged to meet her in town to support her walking to group. Then when she got to group, she needed to have plenty of water ready for her and a chair near the door. With this support from the women in group and encouragement from the facilitators, B built up her capacity for movement and exercise. She lost a lot of weight, and she was able to feel the difference that this had on her pain levels. It also improved her feelings of confidence and self-esteem, as well as her mental health.

Rosebuds (Jimbo's Fund from 1/9/22)

Overview: Rosebuds is a project funded by Jimbo's Fund and is a weekly support group for women whose children live elsewhere. The group delivers 12 sessions that looks at topics such as 'Effective Communication', 'Coping with change' and 'Defining Abuse'. Amidst these sessions some weeks are kept for guest speakers or coproduced sessions, responding to the needs and requests of that group at the time. This means women can expect to engage with group for 4-6 months. Whilst the group is structured, the peer-to-peer support that women provide for each other is an important element of what makes Rosebuds a successful group, and time is given in sessions for women to talk about their weeks and reflect on how they are feeling.

Numbers supported in 2022/23:

Women: 52

Group sessions: 27

1 to 1 sessions: 65

Highlights: A highlight of Rosebuds this year has been welcoming new women into group and watching the women who have been involved with group for a longer time step in to an 'elder' role as they have welcomed newcomers and sought to comfort them when nervous. Women who have been in group for longer are able to offer their lived experience insight to others in the group and share their experiences when safe and appropriate to do so. As a rolling group where new women regularly join, this helps to keep Rosebuds a safe and welcoming group.

Challenges: The challenge of this has been saying goodbye to many women who had been attending the group for a significant period of time. Changes to funding meant a more structured approach to group work was taken, and women who had become ingrained in the group were encouraged to move on. This meant a change in the group dynamic, but also provided a positive opportunity for the women who left to reflect on their time in group and go on to form their own, weekly peer support group.

Looking to the future: The current funding for Rosebuds ends at the end of August 2023 and we are delighted to have secured 2 years of funding from The Charles Plater Trust.

Case Study: C had been referred with anxiety and agoraphobia so was nervous before meeting and being around people in the group. C was quiet at first but made friends quickly. Her attendance has been consistent and she has been a reliable person contributing within the group, being a figure of support for other women too. C did not have any other professional involvement until receiving counselling in October 2022. She felt the group had helped her identify that she required counselling and has been able to successfully implement her learning from this into the Rosebuds group with enlightening

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results. C can see just how far she has come in terms of isolation and confidence; for example catching buses and coming out in public would not have been possible a year ago. C has had physical challenges with her gallbladder being removed and has recovered quickly being aware of her limitations and capacity to set boundaries for herself. Likewise within emotional times she has recognised who to seek for support and practise coping methods effectively. The group has been a focal point of the week for C helping her to give structure to the week and living her life the best way possible.

Specialist support for women seeking asylum and refugees

Create and Connect (Summer 2022)

Overview: Create and Connect offered creative workshops to Afghani women and girls registered as refugees in Leeds. Sessions were hosted at a Leeds hotel, where upwards of 150 refugee families were being housed in temporary accommodation. Leeds City Council funded us to deliver workshops to the women and girls staying at the hotel, offering them a separate space where we could open conversations about healthy relationships, services in Leeds, and above all provide an environment encouraging relaxation and fun.

Numbers supported in 2022/23:

Women/girls: 73

Group sessions: 6

External workers: 2

Highlights: A highlight of this work was building trust with the women and girls week by week. As English language was limited (especially for the older women), we relied heavily on the creative process to allow women to communicate and reflect. One session that particularly stands out is a week in which women made collages, communicating a little about their hopes and dreams for the future. Many women chose to reflect on their homeland, producing work with images of Afghanistan and their hometowns.

Challenges: The most challenging elements of the work came from language barriers, overcrowding, and high levels of need from the women and girls. Initially, we created 'sign up' sheets for the group, hoping that each week we would have a rough idea of how many people we would work with. It soon became clear that in the chaotic environment of the hotel, where families arrived and departed regularly, this would not be possible. This meant that it could be hard to regulate numbers in the room and challenging to ensure that all who attended the workshop had the correct materials.

Looking to the future: This was a summer holiday project. The feedback was that our workshops were consistently some of the busiest, and we were asked back to deliver a one-off workshop over a half-term. The project began a lasting relationship between ourselves and the Leeds City Council resettlement team, and we continue to work together.

Energise and Empower (started 1/1/23)

Overview: Funded by Yorkshire Sport to provide physical activity sessions for Afghan women living in hotels across Leeds. We support women by providing active sessions where women can get fit, have time away from responsibilities, and improve their mental wellbeing.

Numbers supported in 2022/23:

Women/girls: 18

Group sessions: 10

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Highlights: A highlight of this year has been seeing women coming back each week. Living in the hotels brings many challenges but the women are committing to the sessions and making the effort to attend each week.

Challenges: Offering active sessions over Ramadan was a challenge as women were tired from lack of sleep and fasting. We spoke to the women before Ramadan started and we talked about what they would like to do. We then offered gentle stretch and relaxation sessions throughout the month and started the sessions slightly later, giving women time to sleep later in the morning before coming and taking part. This worked really well and had a good response from the women who took part.

Looking to the future: Energise and Empower funding ends in August 2023. However, the Afghan families have now been served eviction notices from the hotels. In liaison with the funder, we are now offering Energise and empower sessions to other refugees and asylum seekers in Leeds.

Case Study: One of the staff members at the hotel recently approached our Project Worker to ask how one of the women (**N**) was getting on as they had been worried about her but noticed she had been attending the group. They disclosed that N had lost a child since arriving in the UK and had been struggling with her grief.

The Project Worker explained that N had attended every session and is always first to arrive, she is excited to start and always has a smile on her face when she leaves. The staff were pleased that she has been involved, is spending time with the other women, and showing such positivity to the sessions.

Rainbow Hearts

Overview: Rainbow Hearts is a social group for women seeking asylum or newly granted refugees funded by Leeds City Council with additional support funding from Evan Cornish. We run informative and social sessions where women can help to build friendships, become more familiar with their city and build connections with other organisations supporting refugees and people seeking asylum in Leeds.

Numbers supported in 2022/23:

Women: 92

Group sessions: 60

1 to 1 sessions: 25

Volunteers in the project: 1

Highlights: We have been able to re-start delivering ESOL/conversation classes within Rainbow Hearts this year, one of our Project Workers is a qualified teacher and former asylum seeker and runs a 30-minute class at the beginning of each session which is open to any woman who would like to improve their English skills. This has been well received by the women and we have seen a huge improvement in confidence for women attending when speaking English in the wider group.

Challenges: The increasing negative media reports and challenges and changes from the government to people seeking asylum have had an impact on the women we support. Women are worried about the changes coming in and how this might impact them, their families, and their communities. We have open conversations in Rainbow Hearts about how women are feeling about these changes and offer space for women to speak to us in private to discuss any worries they have. The women have built strong friendships and are able to offer peer support as well as share good news with each other.

Looking to the future: From our regular conversations with women at Rainbow Hearts about what they would like to do in the group we are able to offer a wider variety of sessions over the coming year. We are offering art and crafts, sessions involving local

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history, and building links with the museums in Leeds alongside information sessions around local services.

Case Study: T is 76 and has attended Rainbow Hearts for two years, she has recently moved into her own house after previously being supported by a church in a large, shared home with lots of support. T has lots of health needs and struggles with walking and standing due to pain in her legs. T had stopped attending Rainbow Hearts regularly and staff were concerned for her welfare when she did come as she had lost a lot of weight and seemed to be getting confused about appointments. Staff linked in with T's support worker at Pafra, her solicitor, and her GP, and all shared concerns about how T was managing on her own, staff then ensured a referral was made to adult social care in order to make sure T receives the right support that she needs. We also made sure that T can attend Rainbow Hearts regularly by providing taxis for her to get to group, helping her see her friends, and reducing the isolation that was impacting her mental health. We continue to link with Pafra, the solicitor, and the GP to make sure T is well-supported.

Sunflowers (until 31/8/22)

Overview: Sunflowers was funded by Lloyds Bank Foundation and provided 1-1 support for women who are in the asylum process. We supported women who were feeling isolated, lonely, and struggling with their mental health by providing both short term and longer-term support. We supported women with attending groups, getting to know their local community, gaining confidence in accessing other services and offered a safe, supportive place for women to share their worries and concerns without judgement.

Numbers supported in 2022/23:

Women: 36

Group sessions: 4

1 to 1 sessions: 62

Highlights: The final focus group was a great success and being able to hear the impact the Sunflowers Project had on the women over the course of the project. The Sunflowers group ended with a celebration meal where the women came together and shared stories of hope and support with each other. The women were all encouraged to keep these friendships going after the project ended and they have continued to meet up with each other.

Challenges: A challenge has been supporting women with the Sunflowers project coming to an end. Women who have received longer term support have felt this loss the most, however, we have supported them through this process and all women have been moved on to other relevant support such as other groups. All women have come to an end knowing that they have within them the strength to continue on this journey and that they have gained tools and techniques to manage their own wellbeing as well as knowing where to turn to if they need additional support.

Looking to the future: As Sunflowers finished, we were able to offer some additional 1-1 support through Rainbow Hearts, this was helpful for some women and offered a smooth transition.

Case Study: D attended Sunflowers Project and accessed both the 1-1 support as well as the group work. D disclosed that she had been diagnosed with cancer and was very unwell, D was worried about not being able to attend future groups and sessions due to her health. The Project Worker was able to provide support to D through the Sunflowers project by visiting her at home rather than meeting in the WHM office and was also able to support D with food and toiletries parcels and ensure that she remained linked up with the other women in Sunflowers through the WhatsApp group.

Wow! (until 30/4/22)

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Overview: Wow! supported women seeking asylum with improving their access to physical activities and in improving their mental health and wellbeing. Wow! received funding from Leeds City Council Public Health in this year for equipment, and through Women's Health Matters core funding for staff hours and transport costs.

Numbers supported in 2022/23:

Women: 26

Group sessions: 1

External workers in the project: 1

Looking to the future: There is no current ongoing funding for Wow! however as we now have some exercise equipment that is ours, we have been able to offer some weekly circuits classes at Women's Health Matters premises in the short term. We have also incorporated this work into Energise and Empower.

Support for women with learning disabilities

Feel Good

Overview: Feel Good is funded by Leeds City Council and supported by People in Action. Feel Good is a group for women with learning disabilities to learn about healthy bodies and healthy relationships. We cover topics around friendships, relationships, consent, and assertiveness as well as look at contraception, breast health, and cervical smear tests. Part of this work is to inform and work with carers. Many carers, parents and support workers do not see the women they support as adults who could benefit from fulfilling intimate relationships. We are aware that women with Learning Disabilities are four times as likely to be sexually abused, and most people with LD do not get any sex education at school and so most of their information around sex and relationships is gleaned from the media. This lack of information and, for many, a history of not having autonomy around who they spend time with, we identified as contributory factors to those risks.

Numbers supported in 2022/23:

Women: 18

Group sessions: 35

1 to 1 sessions: 8

Volunteers in the project: 1

External workers in the project: 1

Highlights: Over this year Feel Good has built further links with other organisations across the city including Mencap and Connect in the North as well as building stronger links with other Women's Health Matters projects through a 6-week Breathe Free mini-course. We had a set of 3 sessions with Mentally Healthy Leeds which were well attended and enjoyed by the women. Women were given the opportunity to feed into what they would cover in the sessions and were able to tailor them to our needs as a group. We then took part in a series of 3 sessions covering assertiveness, and stress and made our own self-soothing packs.

Challenges: Numbers attending Feel Good have been lower towards the end of this year which has created some challenges when delivering sessions. We are working with People in Action to improve numbers and get more women to attend the sessions.

Looking to the future: We are focusing on improving numbers to Feel Good as we know that there are women with learning disabilities in Leeds who would benefit from attending the group. We are working with People in Action to get more women attending and we are hopeful numbers will pick up again very soon. We are also hoping to do some work with Leeds Teaching Hospitals around self-neglect, and they are keen to come

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along to Feel Good and talk about how the women can feed into some work that is being done.

Case Study: K has attended Feel Good for 18 months and is a regular member, she always gets involved in discussions and has made friends with the other women in the group. K recently disclosed that she was raped when she was younger, she has had support with this and although she is doing well sometimes struggles with feelings of guilt around her body. K has attended sessions where we have discussed consent, our bodies, sex, and being sexual; K has found these open conversations helpful in understanding her body and being able to separate what happened to her from how she feels about herself. K also disclosed that being able to have conversations about sex in a safe place is helpful to her as she cannot speak about these things with her family. K feels safe having these conversations and discussing personal things within the group.

Support for women with complex needs, mental health, and wellbeing needs

Family Canvas

Overview: Family Canvas is funded by Women's Health Matters core funding, including the Kelly Family Trust. As such, we have been able to be responsive to the needs of the women accessing the project when defining its offering and core aims. For the majority of the year, the project has delivered short-term work for women and their children together, using creativity as a means of expression and reflection. The project has also been used to support in facilitating the annual celebration event, which in 2022 was part-funded by the Arts Council England, entitled 'See Me, Hear Me'. There have also been small amounts of 1 to 1 work, where it has been recognised that a woman living in a complex family situation may benefit from therapeutic art sessions.

Numbers supported in 2022/23:

Women and their families: 12

Family sessions: 37

Highlights: A highlight of this year has been watching women and their children enjoy spending time together outside of the pressures of home. For many women who access Family Canvas, the family has undergone significant stressors such as periods of separation, or relocation due to fleeing domestic abuse. In the sessions, women and children are invited to delight in their imaginations and using materials, and the best moments are those of sharing and bonding.

Challenges: The most challenging part of the work is also a strength; in that it has been an adaptive and responsive project. This has meant an element of assessing referrals on a 'case by case' basis – which can be more time consuming and harder to assess regarding outcomes. This will be changing in the coming year, as described below.

Looking to the future: 2023/24 will be an exciting year for Family Canvas, as for the first time it will receive external funding (D'Oyly Carte). This will support the continuation of dyadic art therapy, in which 3 sessions will be offered to women and their children together by the project lead. The funding will also support delivery of up to 12 one-to-one art therapy sessions for women whose children live elsewhere. These one-to-one sessions will be facilitated by a student art therapist on placement at Women's Health Matters.

Case Study: R was referred to Family Canvas after she rung the office to see if any project we deliver could support her. Her fiancée had recently been arrested after her younger daughter disclosed that he had been sexually abusing her. We discussed how Family Canvas could support her in a one-to-one capacity, as her daughter had decided

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to live with another family member. R was wracked with guilt and self-blame, repeating "I didn't know, I didn't know". At the end of our work, R was asked for feedback, and she sent the following:

"I would like to express how truly grateful I am for all the help and support I have gained from my sessions. I can honestly say I was at my lowest point in my life before. The sessions helped me to speak through my emotions and feelings in safe space and to find a way of working through my issues to help put my life back together and rebuild the broken relationship with my daughter. I feel that it would have been nice to possibly have a few more sessions, I am lucky that I was offered other groups and future ongoing support. Thank you for everything"

Snowdrops (until 30/9/22)

Overview: In response to the COVID-19 pandemic and the increased need for support, we set up the Snowdrops project. Initially funded by emergency funding from several different funders, and then The Postcode Neighbourhood Trust, the project offered online wellbeing groups for women to feel connected, as well as one-to-one practical and emotional support for those who needed it most. Snowdrops was open to any woman across Leeds who had experienced trauma and been affected by the pandemic.

Numbers supported in 2022/23:

Women: 40

Group sessions: 15

1 to 1 sessions: 99

Volunteers in the project: 1

Highlights: Something to celebrate this year was even though this funding ended we were able to refer on for further support from other WHM projects.

Challenges: A difficulty of the year has been service users asking for face-to-face groups but not having funding within this project to hire a venue.

Looking to the future: Our one-to-one work and trauma informed groupwork will continue to support those women in greatest need across Women's Health Matters through other projects.

Case Study: E is a twenty-three-year-old woman who self-referred into group to gain support due to the ending of her abusive relationship and her mental health. She attended our online Snowdrops group in order to stabilise, due to the significant trauma she had experienced.

The differences E recorded, included an increase in her confidence, self-esteem, feelings of closeness to other people, ability to deal with her problems and make up her own mind about things, and, as you can read below, her optimism about the future.

"This group was my only saving grace after what happened. I am so thankful for WHM. It was really difficult to feel believed and to feel that what had happened was wrong. For the first time I felt listened to. I am feeling that bit lighter after group, although it is difficult to acknowledge it is necessary. The support I have gained and the strength of the women in the group is so valuable and empowering. I know the future is that little bit brighter. In the future I would like to come back to the group if possible because I find it really hard sometimes to put what I have learnt into practice. I still put myself down and hold a lot of blame, but I am optimistic about the future and that is down to Snowdrops. Thank you so so much!"

Your Space

Overview: Your Space is a service delivered in partnership by Women's Health Matters, Touchstone and Holbeck Together, and funded by Leeds City Council. The project

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supports communities in South and East Leeds to develop groups and activities that promote wellbeing through connection, participation, and conversation. Your Space activities are developed using the strengths of the community, whether this is using their ideas, co-producing activities or helping members to develop their own groups. The project fosters a preventative and protective approach, focusing on healthy living and improved futures. Your Space also offers training to local groups and organisations on a variety of wellbeing subjects. The aim of these is to provide an understanding of the signs of mental health issues, learn coping skills and build resilience.

Numbers supported in 2022/23:

Women: 109

Group sessions: 102

1 to 1 sessions: 99

Light touch support: 639

Volunteers in the project: 4

Highlights: A highlight of Your Space this year has been forming new partnerships with organisations such as the Yorkshire Dales Authority, Leeds Museums and Galleries, Opera North and CECOS College. This has enabled us to increase our offer to service users. We have organised trips to Malham, Temple Newsam and Thwaite Mills, given out free tickets to Opera North performances and co-delivered wellbeing training. We received positive feedback from participants, who otherwise wouldn't be able to access these places/opportunities. "Really great trip to somewhere I can't get to myself. Would have liked to stay longer and would love to go again!" – Feedback from our visit to Malham.

Challenges: A big challenge has been staff moving on at various points this year due to the end of the project. Your Space have struggled to recruit for the vacancies, which has impacted existing groups and forced us to pass on several new opportunities that would require two members of staff (due to our out-of-hours remit and lone-working measures). Actions have been taken to tackle this in the last quarter to ensure we're delivering enough groups in all of our postcode areas.

Looking to the future: In July 2023, Your Space will be replaced by a new community health service, Being You Leeds, commissioned by Public Health. The service will be provided by a consortium of third sector organisations: Touchstone, Barca, Hamara, Health for All, Holbeck Together, LS14 Trust and Women's Health Matters. The service will continue to focus on preventative mental health, providing a mixture of social and activity-based groups, training (for individuals and organisations) and anti-stigma work.

Case Study: W was introduced to Your Space through Women's Health Matters 'Breathe Free' project. Your Space staff attended the group to deliver a taster session in the Spring of 2022 and W expressed an interest in joining the Women's Walking Group. W told Your Space staff that due to the trauma she has experienced, she suffers from anxiety and is prone to isolating herself. She felt that accessing a women's only space would be beneficial to her and would enable her to socialise in a safe environment. The first walk that W joined, she was very nervous and withdrawn. Your Space staff included her in conversation and supported her to feel comfortable in the group. At the next walk, W was visibly more relaxed and at ease within the group. She chatted with different people and fed back to staff that she had "really enjoyed the walk". She has attended most sessions since and has recently become an informal volunteer in the group, leading walks and helping create the walk timetables. Your Space has had a big impact on W at a really difficult time in her life. W had become isolated and had lost relationships. Through the Your Space Women's Walking Group, she has formed new friendships and meets regularly with another participant outside of the group. She told

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Your Space staff that participating in the group helped rebuild her confidence. She feels that her life is moving in a positive direction, having secured a part-time admin job, and moved house in the past 6 months.

Support across Women's Health Matters and beyond

Digital Support and Inclusion

Overview: Digital Support provides loans of Chromebook/tablets/phones to women on a minimum 3-month basis to reduce digital exclusion. Additional support has been secured through Vodafone which has provided pre-loaded sim cards. Community Calling has also provided iPhones, with unlimited calls and texts and 6GB of data. Good Things Foundation have provided funding for staff hours and access to online training.

Numbers supported in 2022/23:

Women: 142

Looking to the future: External funding for staff hours means that we can offer ongoing support, regular check ins, focused digital support drop ins and reviews of needs.

Case Study: H currently has a Chromebook for a 3-month loan period through our Digital Support Project. She has enrolled on a Children and Young Person's university course. She fed back that she's found the Chromebook extremely useful for her university work. Her organisational skills have been boosted through accessing this project, as well as developing her research and self-education which has positively impacted her progress within the University course. As well as finding the Chromebook useful for her own personal circumstances, H's children have also positively benefitted from the Chromebook loan / Good Things Foundation funded project. This is because she has been able to introduce her children to the 'Learn My Way' site to help navigate them through learning about internet safety. As a parent, navigating online safety can often be a difficult challenge to overcome as not many parents feel well equipped with the information to protect their children online. However, the Learn My Way site provides an accessible resource for children (and adults!) to educate themselves on Internet Safety and other relevant programmes. The Good Things Foundation project has been highly beneficial to service users of Women's Health Matters.

WHM Drop In (started October 2022)

Overview: The Women's Health Matters weekly drop-in is a space for women who have previously attended a Women's Health Matters or LDVS project to have ongoing contact with WHM, access light-touch support and be signposted into additional services. It is funded through WHM's core funding with support from the National Lottery Community Fund and Warm Spaces funding. Our monthly legal drop-in, in partnership with Ramsden Solicitors, also takes place at the drop-in. Women from all services can attend to access legal advice on issues such as obtaining injunctions, care proceedings, family, and divorce law. We also offer a digital drop-in, where women can access digital support and online training.

Numbers supported in 2022/23:

Women: 32

Children: 12

Group sessions: 50

1 to 1 sessions: 25

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Highlights: A highlight of this year has been seeing women from across different services having the opportunity to connect and support each other. Drop-in is unique to other Women's Health Matters services, as it allows women to connect socially. It has also been great to get an insight into what women do after leaving our service. These have included therapeutic writing courses, employment in hospitality and charity sectors and volunteering in Women's Lives Leeds organisations. A particular highlight this year was our drop-in Christmas party, where women brought in snacks, and we did some Christmas crafts and a quiz.

Challenges: A challenge of the year has been establishing drop-in as a new group. This includes identifying the role of drop-in, adjacent to well-being and craft groups offered through Your Space, and issue-based groups at Women's Health Matters. An initial challenge was building numbers and consistent attendance from the pool of women who no longer attend a WHM group, and therefore had lost touch. This has been addressed by making a drop-in referral a standard procedure when someone is closed to a service. Hosting legal and digital Drop-ins alongside weekly Drop-in has also made current service users aware of weekly drop-in so that they feel more able to attend when they leave the service they currently attend.

Looking to the future: In the coming year, we are looking forward to using Drop-in to promote other services and invite other professionals to do sessions. These include Being You Leeds and Linking Leeds. We look forward to further growing Drop-in attendance and co-producing sessions with / inviting guests suggested by Drop-in attendees.

Case Study: Y started attending drop-in having previously attended Breathe Free and engaged with PCAS. She has several children, so found getting out of the house difficult. Y feels she has really benefited from a space she can go and connect with other women, who have had similar experiences to her. The creche has also been invaluable, as has Drop-in running in school holidays, as it means she is able to access Drop-in outside of term time. Through attending Drop-in, she has been signposted to Engage Housing service and Kidzclub. She has accessed a Chromebook through digital support and has been shown how to use it to manage her Universal Credit account. She has been referred to the Growing Together project. Y has also been supported with finances, including obtaining a discretionary housing payment through LHO, and getting advice from Welfare Rights and food and fuel support through the Household Support Fund.

WHM Emergency Fund, Household Support Fund, and Product Bank

Overview: WHM have an Emergency Fund to support women in crisis. Emergency funding has been used to support women with, for example, purchasing food, paying bills, transport to and from appointments, moving from a violent home. The funding comes from WHM core funding. In addition, we secured funding from Leeds City Council's Household Support Fund.

Numbers supported in 2022/23:

Women: 186

Highlights: Being able to support women financially as well as with food parcels addressing a higher level of need than we would normally be able to do.

Challenges: The short-term nature of this funding means that it cannot be offered to women as a regular offer.

Looking to the future: WHM will continue to apply for funding to supplement this fund.

Case Study: During one group check in a woman mentioned how she was struggling to pay her bills for the first time in ten years. This was significantly adding to her stress levels, and there was a sense she felt personally responsible for her current situation. We discussed this as a group, and many women opened up about how much the current

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cost of living crisis is affecting their lives and mental health. We were able to speak with the women who reported struggling financially, offering them support from the Household Support Fund. They were incredibly grateful and we received numerous "thank you" messages and expressions of relief.

WHM External training for professionals

Overview: WHM has developed a full-day, in-person training course that has been co-produced and is co-delivered with victims/survivors of Domestic Violence and Abuse (DVA). The training is designed to share our knowledge built from years of specialist work in the field of DVA.

Numbers supported in 2022/23:

Attendees: 32

Training sessions: 3

Volunteers: 1

Feedback:

"I feel more confident about having conversations about DV"

"I am more aware of specific vulnerabilities and barriers for marginalised groups and what more I can do to support"

"It was really impactful to hear about T's experience"

"It is amazing to have lived experience on this training"

"It brings the 'paper story' that I read all the time to life and fights compassion fatigue"

"Really powerful to hear from service users"

"So much relevant information"

WHM Volunteering Programme, Student Placements, and External Workers

Overview: Women's Health Matters reintroduced its volunteer project in 2022, providing various different volunteering roles for women we work with, and those wishing to gain more experience in the field. Volunteering opportunities have included social media communication ambassadors, administration support workers, one off pieces of work and group support facilitators. We hold the Volunteering Quality Kitemark. We have also hosted students on placements in Art Therapy, Nursing and Creche and have welcomed 12 external workers who help with facilitation of our groups.

Numbers supported in 2022/23:

Women/girls: 69

External workers: 12

Women's Lives Leeds – Empowering Systems Change

Overview: The Empowering Systems Change project runs the Women's Lives Leeds Advisory Board named Women Speak. This is a group is made up of women who have used the services of the organisations in the Women's Lives Leeds alliance, and work together to advise the alliance on their work and strategy. The project is funded by the National Lottery Fund.

Numbers supported in 2022/23:

Women: 20

Group sessions: 4

Highlights: After recruitment in December 22 and January 23, there is now almost full representation on the group from the whole alliance. The group have met twice in 2023 and have advised the alliance on their new values, as well as getting involved in wider Leeds opportunities such as the Women of the World Festival Leeds.

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Challenges: At the beginning of the year there was a challenge with recruiting women from the different organisations on to the group. The staff member working on the project also left meaning there was a time when the group was unengaged before another worker was recruited.

Looking to the future: There are semi-regular group meetings now booked in throughout 2023/24 which coincide with alliance meetings, meaning the group can feed into the alliance as much as possible. The group will receive relevant training and take part in opportunities which strengthen them as a team and peer support network.

Case Study: Two women from Women's Health Matters signed up to join the group. One has used Women's Health Matters domestic abuse group, and the other has attended the asylum seeker support group. Both have attended meetings and a group trip to the theatre. Feedback so far has been that although they weren't sure of what to expect, they have really enjoyed the sessions and the sense of community the group provides.

Women's Lives Leeds – Women Friendly Leeds

The successful Women's Lives Leeds consortium of 12 Women and Girls' organisations. The Chief Executive of WHM was Chair of the Alliance until April 2023. The alliance delivers a range of services for vulnerable women and girls in Leeds (funded by The National Lottery Community Fund and Comic Relief). We continue to be part of **WLL Voices Project, Women Friendly Leeds**, which is working towards making Leeds a woman friendly city. A city that is better for women, is better for everyone.

Further information about any of our projects can be sought by requesting the quarterly or annual reports for each specific programme.

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Financial review

WHM continued to raise sufficient funds to continue its main areas of activity. The inflationary increases required to maintain salaries, overheads, and running costs continued not to be met in full by some funders. We continued our strategy to secure the long-term future of our work by diversifying and securing multi-year income.

Our total income for the year was £813,032 (£528,678 in 2021/22; £506,388 in 2020/21; £489,480 in 2019/20; £442,484 in 2018/19 and £373,453 in 2017/18). Our total expenditure was £655,528 (£526,306 in 2021/22; £442,478 in 2020/21; £491,524 in 2019/20; £399,792 in 2018/19 and £393,477 in 2017/18).

Reserves policy

Our Reserves policy was reviewed and approved in January 2023 as below:

Women's Health Matters believes that for the Board of Trustees to act prudently they must maintain a reserve of funds principally to allow for any unexpected or unforeseen events that cannot be met from current funds.

Reserve funds will be built up from two sources:

- Any funds raised by the project through fundraising events or donations towards general running costs
- Any monies remaining from unrestricted funds when all commitments have been met

Reserves will be available for the following purposes:

- to cover a short-term unexpected cost
- to fund investment e.g., match funding, project seed-funding, additional staffing for required posts, additional income generating capacity and other professional expertise
- to maintain the organisation for a period of time and allow time to try to secure new funding in the event of a loss of, or a very significant proportion of, project funding
- allow for an orderly closure in the event of the organisation becoming insolvent

The Trustees have agreed to a target level of Reserves of:

- Between 3 and 6 months of running costs in total
- The reserves amount must be at least equal to the amount of required closing costs (designated reserves)

This policy and calculations are updated annually. Trustees monitor actual and forecast expenditure of reserves quarterly. Reserves are invested in a high interest account to maximise earnings. In making this policy the Trustees have taken into consideration the costings involved with a planned closure including staff redundancies.

At the end of the 2022/23 year, the level of reserves was £453,881 (2022: £296,377); £194,774 (2022: £134,750) in restricted income funds, £80,679 (2022: £79,459) in designated reserves, and £178,428 (2022: £82,168) in free reserves. This equates to 3.26 months of running costs.

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Plans for the future

The Trustees' plan for the charity's services activity in 2023/24 remains focused on supporting vulnerable women, their families, and girls in and around Leeds through our Domestic Violence work, support for young women and girls at risk of violence and abuse, women whose children are at risk of or have been taken into care, women seeking asylum, women with learning disabilities, maternity and parenting, and women with complex and wellbeing needs. Each service has an agreed set of targets with funders. Our themes of effective service delivery, increasing our reputation and reach, and ensuring a robust and sustainable organisation remain integral to our plans. We continue to look for and develop partnerships and collaborative working with other organisations.

We will:

- Continue to develop the skills of our Board of Trustees, ensure succession planning is in place, and recruit new trustees as appropriate, including former service users
- Continue the review of our Articles of Association
- Finalise a new 3-year strategy
- Continue to assess and develop the diversity of our funding base
- Continually revisit our Safeguarding procedures and test their effectiveness
- Continue to develop opportunities for women currently involved in our services to support our work through helping at events and activities and through formal volunteering
- Prioritise funding bids to sustain and continue the growth of our Domestic Violence and Abuse work, and those seeking asylum
- Grow the capacity, reach and networks for our services for women whose children are at risk of or have been taken into care
- Grow our office, finance, and administrative support functions
- Ensure strong working relations with our existing delivery partners and seek new partners to further develop the key areas of our 2023/24 service delivery to reach more women and girls
- Continue to build the body of evidence on the impact of our work, through externally evaluated projects and the internal use of impact tools
- Complete an annual impact measurement survey
- Continue to develop our volunteering offer, student placements, and contributions from external workers, and build our social media presence
- Hold a celebration event for WHM women in 2023
- Continue to develop our professional training offer
- Prioritise our staff wellbeing with regular and meaningful support

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for the year ended 31 March 2023

Structure, governance, and management

Structure and governance

The organisation is a charitable company limited by guarantee, incorporated on 13 July 1993, and registered as a charity on 22 August 1995.

The company was established under a memorandum of association that established the objects and powers of the charitable company and is governed under its articles of association.

The memorandum of association and articles are currently under review.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees as of 31 March 2023 was 43 (2022:43).

The Trustees are members of the charity, but this entitles them only to voting rights.

The Trustees have no beneficial interest in the charity.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Recruitment and appointment of Trustees

Board of Trustees members are recruited through advertising and via networking, interviewed by the Chair and Chief Executive and attend a Board meeting and complete relevant paperwork before joining. The processes for this recruitment were reviewed and strengthened in 2022/23 and includes specific guidance when recruiting former service users as trustees.

Induction and training of Trustees

New Board of Trustees members complete a skills audit and receive a comprehensive induction session with the Chief Executive, as well as receiving good practice guidelines such as the Good Trustee Guide (NCVO) and additional Trustee guidance from the Charity Commission. Trustees are offered training in areas where there are gaps in skills e.g., governance and financial management. Trustees are also offered the support of a Buddy trustee.

Organisational direction

The Board of Trustees is responsible for the direction of the organisation and ensuring that effective plans supporting the achievement of the strategic direction are in place and being met. They review policy and are responsible for ensuring effective governance including the financial management of the organisation. The Chair of Trustees line manages the Chief Executive who has day-to-day operational management responsibility. The Board meets at least six times a year and has an Away Day for strategic planning and an Away Day with staff once a year.

Operational management

Rachel Kelly was appointed as Chief Executive in 2019. The Finance and Office Manager and the Operations Manager, along with Project Leads, support the Chief Executive in the day-to-day management of the organisation.

Related parties and relationships with other organisations

WHM retains good relationships with its funders and delivers multiple services in partnership with other agencies, under partnership agreements and protocols. There is a breadth of referrals into services from statutory and charitable sector agencies. We are an alliance partner of Women's Lives Leeds, a partner in LDVS and LDVS Sanctuary Support, in Your Space, and in the Breastfeeding Peer Support Service.

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for the year ended 31 March 2023

In addition, we are active members of a range of Leeds strategic networks, including chairing both the Leeds Maternity Voices Partnership and Women's Lives Leeds, and attending the 3P Network, Leeds Domestic Abuse Voice and Accountability Forum, the Domestic Abuse & Violence Strategy Working Group, West Yorkshire Improving Women's Lives, EVAWG (Ending Violence Against Women and Girls), Third Sector Safeguarding Group, Forum Central Networks (Mental Health and Third Sector Health and Care Leaders), Leeds Migration Partnership, and Young Lives Leeds, and a member of NCVO. Our Chief Executive is a member of ACEVO and the national GSK Impact Awards Network and is the Third Sector representative on the Maternity population board for the NHS in Leeds.

Remuneration policy for key management personnel

When appointing a Chief Executive of WHM, the Trustees benchmark the salary with other similar positions within Leeds and surrounding areas. All senior and junior staff are appointed in line with similar positions within Leeds. Key management personnel receive the same annual cost of living increment as applied across all the staff.

Risk management

WHM has a risk register and management plan, which is reviewed at every board meeting. Organisational risks are assessed. Risks are categorised such as People, Operational, Financial, Governance, etc. and a scale of probability and impact and steps taken to mitigate are agreed and monitored with a RAG rating.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2023

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Women's Health Matters for the purposes of company law) are responsible for preparing the trustees' annual 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 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 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company 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 corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' annual report has been approved by the Trustees on 05/10/2023 and signed on their behalf by

Alison Cater
Chair of Trustees

Independent examiner's report
to the members of
Women's Health Matters

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 37 to 60.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Catherine Hall FCCA DChA

Slade & Cooper Limited
Beehive Mill, Jersey Street
Manchester, M4 6JG

25/10/2023

Women's Health Matters
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	42,221	115,000	157,221	80,010
Charitable activities:	4	36,597	613,740	650,337	440,812
Other trading activities	5	5,097	-	5,097	7,591
Investments	6	377	-	377	265
Total income		84,292	728,740	813,032	528,678
Expenditure on:					
Raising funds	8	10,772	-	10,772	13,380
Charitable activities:	7	(3,400)	648,156	644,756	512,926
Total expenditure		7,372	648,156	655,528	526,306
Net income/(expenditure) for the year	10	76,920	80,584	157,504	2,372
Transfer between funds		20,560	(20,560)	-	-
Net movement in funds for the year		97,480	60,024	157,504	2,372
Reconciliation of funds					
Total funds brought forward		161,627	134,750	296,377	294,005
Total funds carried forward		259,107	194,774	453,881	296,377

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Women's Health Matters
Company number 2835637
Balance sheet as at 31 March 2023

	Note	2023	2022
		£	£
Fixed assets			
Tangible assets	15	5,375	6,294
Total fixed assets		5,375	6,294
Current assets			
Debtors	16	17,696	8,670
Cash at bank and in hand	17	499,982	294,633
Total current assets		517,678	303,303
Liabilities			
Creditors: amounts falling due in less than one year	18	(69,172)	(13,220)
Net current assets		448,506	290,083
Total assets less current liabilities		453,881	296,377
Net assets		453,881	296,377
The funds of the charity:			
Restricted income funds	20	194,774	134,750
Unrestricted income funds	21	259,107	161,627
Total charity funds		453,881	296,377

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 SORP, and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 40 to 60 form part of these accounts.

Approved by the trustees on 05/10/2023 and signed on their behalf by:

.....
Alison Cater (Chair)

.....
Amita Fearon (Treasurer)

Women's Health Matters
Statement of Cash Flows
for the year ending 31 March 2023

	Note	2023 £	2022 £
Cash provided by/(used in) operating activities	23	206,700	9,102
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		377	265
Purchase of tangible fixed assets		(1,728)	(7,453)
Cash provided by/(used in) investing activities		(1,351)	(7,188)
Increase/(decrease) in cash and cash equivalents in the year		205,349	1,914
Cash and cash equivalents at the beginning of the year		294,633	292,719
Cash and cash equivalents at the end of the year		499,982	294,633

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with 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), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Women's Health Matters meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other 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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund accounting

Unrestricted funds are available to spend on activities that further any purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

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. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of external fundraisers.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Furniture & equipment	4 years
-----------------------	---------

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end.

The money purchase plan is with The People's Pension managed by B&CE Holdings Ltd plc and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 1% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2023 £
Donations	13,073	-	13,073
Core funding			
The Henry Smith Charity	-	40,000	40,000
Trusthouse Charitable Foundation	-	20,000	20,000
The Edward Gostling Foundation	-	25,000	25,000
Garfield Weston Foundation	-	30,000	30,000
Sir George Martin Trust	3,500	-	3,500
Lloyds Bank Foundation	25,000	-	25,000
Other grants < £5k	648	-	648
Total	42,221	115,000	157,221
Previous reporting period	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>Total 2022 £</i>
Donations	6,188	-	6,188
Core funding			
Kelly Family Charitable Trust	-	3,622	3,622
The Henry Smith Charity	-	40,000	40,000
Trusthouse Charitable Foundation	-	20,000	20,000
Evan Cornish Foundation	-	5,000	5,000
Other grants < £5k	-	5,200	5,200
Total	6,188	73,822	80,010

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2023 £
Women's Health Matters			
Other	15,773	-	15,773
Domestic Violence			
West Yorkshire Combined Authority - Local Victim Services	-	50,784	50,784
Bluebirds - West Yorkshire Combined Authority - Mayor's Safer Communities	-	5,936	5,936
Breathe Free - National Lottery Community Fund	-	98,371	98,371
Breathe Free Impact Activities - University of Birmingham	2,000	-	2,000
LDVS - Leeds City Council Public Health	-	19,863	19,863
LDVS Access - Leeds City Council Public Health	-	8,000	8,000
LDVS - DHLUC Funding	-	87,820	87,820
LDVS - Sanctuary Support - Pregnancy post	-	21,277	21,277
LDVS - Sanctuary Support - Disability post	-	21,277	21,277
Women's Lives Leeds			
WLL ESC post via LWA	-	18,072	18,072
Voices - Comic Relief	-	1,700	1,700
Other projects			
Breastfeeding Peer Support via Health for All	-	8,516	8,516
Maternity Voices Partnership - NHS West Yorkshire ICB	18,280	2,000	20,280
Rainbow Hearts & Feel Good - Leeds City Council Public Health	-	57,747	57,747
Pregnancy Choices Advocacy Service - NHS West Yorkshire ICB	-	56,000	56,000
Rosebuds - Jimbo's Fund	-	9,219	9,219
The Key Change - Children In Need	-	31,961	31,961
Rainbow Hearts - Evan Cornish Foundation	-	10,000	10,000
Inside Out - Charles Hayward Foundation	-	25,000	25,000
Growing Together - Awards for All	-	9,998	9,998
Growing Together - Leeds Community Foundation	-	10,000	10,000
Jubilee fund - Leeds Community Foundation	-	10,000	10,000
Digital Inclusion - Good Things Foundation	-	2,000	2,000
Energise & Empower - Yorkshire Sport Foundation	-	9,454	9,454
Household Support Fund - Forum Central	-	4,991	4,991
Your Space via Touchstone	544	33,754	34,298
Total	36,597	613,740	650,337

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

Income from charitable activities continued

Previous reporting period	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>Total 2022 £</i>
Women's Health Matters			
Pilgrim Trust	-	5,000	5,000
WYCA	-	20,222	20,222
	-	25,222	25,222
Domestic Violence			
LDVS - Leeds City Council Public Health	19,863	-	19,863
LDVS Access - Leeds City Council Public Health	-	13,366	13,366
LDVS - Sanctuary Support - Pregnancy post	-	14,333	14,333
LDVS - Sanctuary Support - Disability post	-	14,333	14,333
Noel Buxton	-	4,000	4,000
WOW			
Leeds City Council	-	10,000	10,000
SNOWDROPS			
Awards For All	-	10,000	10,000
Postcode Neighbourhood Trust	-	20,000	20,000
WYCA - Snowdrops	-	7,794	7,794
Kelly Trust	-	1,378	1,378
Women's Lives Leeds			
NLCF	-	5,318	5,318
Other projects			
Health For All - BFPS	-	4,258	4,258
National Lottery - Breathe Free	-	101,773	101,773
Lloyds Bank Foundation	-	24,879	24,879
NHS Leeds CCG	-	17,974	17,974
Leeds City Council	57,609	6,770	64,379
Jimpos - Rosebuds	-	19,650	19,650
Labyrinyth - Rosebuds	-	12,906	12,906
Children in Need - Key Change	-	31,403	31,403
Touchstone - Your Space	-	17,983	17,983
	77,472	338,118	415,590
Total	77,472	363,340	440,812

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

5 Income from other trading activities

	2023 £	2022 £
Fees, Charges and other income	5,097	7,591
	5,097	7,591

All income from other trading activities is unrestricted.

6 Investment income Current reporting period

	Unrestricted £	Restricted £	2023 £
Income from bank deposits	377	-	377
	377	-	377

Previous reporting period

	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>2022 £</i>
<i>Income from bank deposits</i>	265	-	265
	265	-	265

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

7 Analysis of expenditure on charitable activities

	Staff costs £	Admin costs £	Premises £	Depreciation £	Other project costs £	Governance costs (see note 9) £	Total 2023 £
Core	85,877	(13,362)	(4,636)	-	(2,321)	(257)	65,301
Women's Health Matters	(86)	(1,028)	-	2,647	(11,477)	1,080	(8,864)
Domestic Violence	205,866	15,741	18,859	-	47,530	764	288,760
Snowdrops	19,812	461	318	-	647	460	21,698
The Key Change	26,427	1,231	3,460	-	836	-	31,954
Women's Lives Leeds	16,600	445	622	-	585	-	18,252
Other projects	159,937	13,121	18,806	-	35,260	531	227,655
Total	514,433	16,609	37,429	2,647	71,060	2,578	644,756
					Restricted expenditure		648,156
					Unrestricted expenditure		(3,400)
							644,756

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

Analysis of expenditure on charitable activities continued

Previous reporting period

	<i>Staff costs</i>	<i>Admin costs</i>	<i>Premises</i>	<i>Depreciation</i>	<i>Other project costs</i>	<i>Governance costs (see note 9)</i>	<i>Total 2022</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
<i>Core</i>	72,288	(112)	998	-	1,342	-	74,516
<i>Women's Health Matters</i>	13,060	816	1,743	725	(7,168)	-	9,176
<i>Domestic Violence</i>	23,924	1,638	2,775	-	12,278	192	40,807
<i>Wow</i>	60,379	9,284	5,695	-	11,528	-	86,886
<i>Covid 19</i>	2,267	8	-	-	6,705	-	8,980
<i>Snowdrops</i>	21,363	173	60	-	374	-	21,970
<i>The Key</i>	28,966	78	1,259	-	194	-	30,497
<i>WLL</i>	4,400	10	113	-	5	-	4,528
<i>Other projects</i>	166,373	10,785	18,593	1,863	35,900	2,052	235,566
<i>Total</i>	393,020	22,680	31,236	2,588	61,158	2,244	512,926
					<i>Restricted expenditure</i>		<i>405,208</i>
					<i>Unrestricted expenditure</i>		<i>107,718</i>
							512,926

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

8 Cost of raising funds

	2023 £	2022 £
Staff costs	-	13,380
Fundraiser's fees	10,772	-
	10,772	13,380
Restricted expenditure	-	4,920
Unrestricted expenditure	10,772	8,460
	10,772	13,380

9 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	Total 2023 £
Independent examiner fees	Governance	-	2,578	2,578
Board costs	Governance	-	-	-
		-	2,578	2,578
Previous reporting period	Basis of apportionment	Support £	Governance £	Total 2022 £
Independent examiner fees	Governance	-	1,200	1,200
Board costs	Governance	-	-	-
		-	1,200	1,200

10 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2023 £	2022 £
Depreciation	2,647	2,588
Independent examiner's fee - accountancy	1,978	-
Independent examiner's fee	600	1,200

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

11 Staff costs

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	447,290	334,485
Social security costs	36,247	24,404
Pension costs	14,599	9,377
Consultancy & HR fees	5,943	19,052
Recruitment & staff expenses	8,386	9,315
Volunteers' expenses and training	1,053	1,147
Holiday pay accrual	915	1,724
Redundancy	-	6,500
	514,433	406,004
Allocated as follows:		
Cost of raising funds	-	13,380
Charitable activities	514,433	392,624
	514,433	406,004

No employees has employee benefits in excess of £60,000 (2022: Nil).

The average number of staff employed during the period was 18 (2022: 15.4).

The average full time equivalent number of staff employed during the period was 13.2 (2022: 11).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and the Finance and Office Manager (2022: Chief Executive Officer). The total employee benefits of the key management personnel of the charity were £81,509 (2022: £46,011).

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

12 Trustee remuneration and expenses, and related party transactions

No (2022: Zero) trustees, were paid in the year (2022: £Nil).

No (2022:Zero) member of the management committee received travel and subsistence expenses during the year (2022:£nil).

Aggregate donations from related parties were £Nil (2022: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2022: nil).

13 Government grants

The government grants recognised in the accounts were as follows:

	2023 £	2022 £
Leeds City Council	85,610	87,745
NHS West Yorkshire ICB	20,280	17,974
West Yorkshire Combined Authority - Ministry of Justice	50,784	-
Ministry of Justice via WYCA - Safer Communities	<u>(44,848)</u>	<u>20,222</u>
	111,826	125,941

There are no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

15 Fixed assets: tangible assets

Cost	Furniture & equipment £	Total £
At 1 April 2022	12,474	12,474
Additions	1,728	1,728
Disposals	-	-
At 31 March 2023	14,202	14,202
Depreciation		
At 1 April 2022	6,180	6,180
Charge for the year	2,647	2,647
Disposals	-	-
At 31 March 2023	8,827	8,827
Net book value		
At 31 March 2023	5,375	5,375
At 31 March 2022	6,294	6,294

16 Debtors

	2023 £	2022 £
Grants receivable	10,355	5,250
Trade debtors	2,749	-
Other debtors	2,569	-
Prepayments and accrued income	2,023	3,420
	17,696	8,670

17 Cash at bank and in hand

	2023 £	2022 £
Short term deposits	70,000	70,000
Cash at bank and on hand	429,982	224,633
	499,982	294,633

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

18 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	6,435	-
Short term compensated absences (holiday pay)	5,959	5,044
Other creditors and accruals	6,992	6,635
Deferred income	29,292	-
Taxation and social security costs	20,494	1,541
	69,172	13,220

19 Deferred income

	2023 £	2022 £
Deferred grant brought forward	-	10,000
Grant received	29,292	-
Released to income from charitable activities	-	(10,000)
	29,292	-

Deferred income received in advance of the period to which it relates

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

20 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Core					
The Henry Smith Charity	-	40,000	(40,000)	-	-
Garfield Weston Foundation	-	30,000	-	-	30,000
The Brelms Trust CIO	(4,649)	-	-	4,649	-
Trusthouse Charitable Foundation	24,082	20,000	(37,238)	-	6,844
The Noel Buxton Trust	7,539	-	(7,539)	-	-
The Leigh Trust	914	-	(331)	(583)	-
Kelly Family Charitable Trust	490	-	-	(490)	-
The Edward Gostling Foundation	-	25,000	(2,229)	-	22,771
Other	24	-	-	-	24
Women's Health Matters					
Small grants	40	-	-	(40)	-
Domestic Violence					
Bluebirds - West Yorkshire Combined Authority - Mayor's Safer Communities	-	5,936	(5,936)	-	-
West Yorkshire Combined Authority - Local Victim Services	-	50,784	(40,294)	(10,490)	-
LDVS (includes Access and DLUHC)	(4,624)	115,683	(73,849)	-	37,210
The Brelms Trust CIO	(354)	-	-	354	-
LDVS - Sanctuary Support - Disability post	8,153	21,277	(25,107)	-	4,323
LDVS - Sanctuary Support - Pregnancy post	8,326	21,277	(24,303)	-	5,300
Breathe Free - National Lottery Community Fund	14,886	98,371	(108,782)	(475)	4,000
WOW					
Leeds City Council	1,336	-	-	(1,336)	-
Covid 19					
Leeds City Council	5,590	-	-	(5,590)	-
Snowdrops					
Awards For All	5,264	-	(5,264)	-	-
Postcode Neighbourhood Trust	16,432	-	(16,432)	-	-
The Edward Gostling Foundation	6	-	-	(6)	-
Women's Lives Leeds					
Big Lottery Fund	(17)	-	-	17	-
WLL ESC post via LWA	790	18,072	(15,445)	-	3,417
Voices - Comic Relief	-	1,700	-	-	1,700
Other projects					
Rosebuds - The Leeds Fund	684	-	-	(684)	-
Inside Out - Charles Hayward Foundation	1,203	25,000	(26,149)	(54)	-
Rosebuds - Labyrinth	2,406	9,219	(11,578)	(47)	-
Rosebuds - Jimbo's	19,650	-	(11,987)	-	7,663
Sunflowers - Lloyds Bank Foundation	11,791	-	(11,475)	(316)	-
Maternity Voices Partnership - NHS					
West Yorkshire ICB	3,694	2,000	(3,694)	-	2,000
Rainbow Hearts & Feel Good - Leeds City Council Public Health	4,409	57,747	(56,687)	(5,469)	-
Your Space via Touchstone	(759)	33,754	(34,515)	-	(1,520)

Analysis of movements in restricted funds continues on following page

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

Analysis of movements in restricted funds continued

The Key Change - Children In Need	905	31,961	(31,954)	-	912
Rainbow Hearts - Evan Cornish Foundation	5,000	10,000	(5,000)	-	10,000
Breastfeeding Peer Support via Health for All	48	8,516	(8,564)	-	-
Growing Together - Awards for All	-	9,998	-	-	9,998
Growing Together - Leeds Community Foundation	-	10,000	(3,740)	-	6,260
Jubilee fund - Leeds Community Foundation	-	10,000	(10,000)	-	-
Pregnancy Choices Advocacy Service - NHS West Yorkshire ICB	-	56,000	(21,867)	-	34,133
Digital Inclusion - Good Things Foundation	-	2,000	(1,403)	-	597
Energise & Empower - Yorkshire Sport Foundation	-	9,454	(1,803)	-	7,651
Household Support Fund - Forum Central	-	4,991	(4,991)	-	-
Other	1,491	-	-	-	1,491
Total	134,750	728,740	(648,156)	(20,560)	194,774

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

Analysis of movements in restricted funds continued

Previous reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Core					
Henry Smith Charity	-	40,000	(40,000)	-	-
Garfield Weston	20,449	-	(20,449)	-	-
Bramall Foundation	580	-	(580)	-	-
The Brelms Trust CIO	-	-	(4,649)	-	(4,649)
Trusthouse	6,494	20,000	(2,412)	-	24,082
Noel Buxton Trust	4,000	4,000	(461)	-	7,539
Sir George Martin Tst	3,000	-	(3,000)	-	-
Souter Trust	2,000	-	(2,000)	-	-
Trees of Leigh	914	-	-	-	914
Evan Cornish	-	5,000	-	-	5,000
The Kelly Trust	-	3,622	(3,132)	-	490
WYCA	-	20,222	(20,222)	-	-
Other	-	5,200	(5,176)	-	24
Women's Health Matters					
Pilgrim Trust	4,880	5,000	(9,880)	-	-
Small Grants	40	-	-	-	40
Domestic Violence					
LDVS (Access)	4,955	13,366	(22,945)	-	(4,624)
The Brelms Trust CIO	(354)	-	-	-	(354)
LDVS - Sanctuary Support - Disability	-	14,333	(6,180)	-	8,153
LDVS - Sanctuary Support - Pregnancy	-	14,333	(6,007)	-	8,326
Lottery - Breathe Free	-	101,773	(86,887)	-	14,886
WOW					
Leeds City Council	8,749	10,000	(17,413)	-	1,336
Covid 19					
Leeds City Council	14,569	-	(8,979)	-	5,590
Ministry of Justice LDVS	7,780	-	(7,780)	-	-
Ministry of Justice	1,008	-	(1,008)	-	-
SNOWDROPS					
Awards For All	-	10,000	(4,736)	-	5,264
Postcode Neighbourhood T	-	20,000	(3,568)	-	16,432
Edward Gostling Fndn	4,500	-	(4,494)	-	6
Kelly Trust - Snowdrops	-	1,378	(1,378)	-	-
WYCA - Snowdrops	-	7,794	(7,794)	-	-
WLL					
Big Lottery Fund	(17)	-	-	-	(17)
Other projects					
Leeds Fund	9,067	-	(8,383)	-	684
Inside Out	22,724	-	(21,521)	-	1,203
Labyrinyth - Rosebuds	-	12,906	(10,500)	-	2,406
Jimbo's - Rosebuds	-	19,650	-	-	19,650
Lloyds Bank Foundation	12,443	24,879	(25,531)	-	11,791
MVP	383	17,974	(14,663)	-	3,694
YUMS	3,795	6,770	(6,156)	-	4,409
Your Space	(1,520)	17,983	(17,222)	-	(759)
The Key Change	-	31,403	(30,498)	-	905
WLL Empowering systems	-	5,318	(4,528)	-	790
Awards For All - BFPS	-	4,258	(4,210)	-	48
Other	1,491	-	-	-	1,491
Total	131,930	437,162	(434,342)	-	134,750

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

Name of restricted fund	Description, nature and purposes of the fund
Core	This funds the administration and management of the charity as a whole.
Women's Health Matters	
Domestic Violence - Breathe Free, LDVS, LDVS Sanctuary Support and Bluebirds	Projects to provide group, 1 to 1, and practical support for women who have experienced Domestic Violence.
Snowdrops	This project offers one to one support for vulnerable women and girls in Leeds.
Women's Lives Leeds	Women's Lives Leeds funding to reimburse expenditure of hosting a Project Worker and for engagement activities.
Other projects	
Rosebuds	Group work supporting women who's children are being looked after by someone else.
Inside Out - Charles Hayward Foundation	A parenting course for women whose children are being looked after by somebody else, such as through adoption or a kinship order.
Rainbow Hearts & Feel Good - Leeds City Council Public Health	Weekly emotional support group for women seeking asylum. Weekly healthy relationships group for women with learning disabilities.
Maternity Voices Partnership - NHS West Yorkshire ICB	A forum bringing together health professionals and women who access maternity services.
Your Space via Touchstone	Hosting of a Community Wellbeing Worker.
The Key Change - Children In Need	Project to provide early intervention work around domestic violence and child sexual exploitation.
Breastfeeding Peer Support via Health for All	Breastfeeding peer support trains experienced mums to peer support through social media, face to face and on the telephone. Also provides advice and support from specialist, trained advisors.
Pregnancy Choices Advocacy Service - NHS West Yorkshire ICB	The Pregnancy Choices Advocacy Service offers impartial information on midwifery and termination options and 1-1 support.
Growing Together - Leeds Community Foundation	Growing Together is a project to provide in-depth whole family support for children and their mums, working with each individual family according to their needs.
Digital Inclusion - Good Things Foundation	Support and families engaged in WHM programmes with a IT lending library, access to online learning modules and 1-1 support to enhance digital skills.
Household Support Fund - Forum Central	Funding enabling WHM to financially support women affected by cost of living crisis engagein our services with practical assistance.
Other projects	Donations to specified projects or groups.
Transfers	Transfers from unrestricted funds to cover overspends. Transfers out are in respect of support given to projects from unrestricted funds in previous periods.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

21 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	As at 31 March 2023 £
General fund	82,168	84,292	(7,372)	19,340	178,428
Designated funds					
Redundancy and notice period liability	79,459	-	-	-	79,459
Training	-	-	-	1,220	1,220
	<u>161,627</u>	<u>84,292</u>	<u>(7,372)</u>	<u>20,560</u>	<u>259,107</u>
Previous reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
General fund	146,942	91,516	(91,964)	(64,326)	82,168
Designated funds					
Redundancy and notice period liability	15,133	-	-	64,326	79,459
	<u>162,075</u>	<u>91,516</u>	<u>(91,964)</u>	<u>-</u>	<u>161,627</u>

Name of unrestricted fund	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds.
Designated funds	Funds designated by the management committee for the support and development of existing work.
Training	This is a fund that ringfences net income from training in order that it can applied to this service.

Women's Health Matters

Notes to the accounts for the year ended 31 March 2023 (continued)

22 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	5,375	-	-	5,375
Net current assets/(liabilities)	173,053	80,679	194,774	448,506
Total	178,428	80,679	194,774	453,881
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	6,294	-	-	6,294
Net current assets/(liabilities)	75,874	79,459	134,750	290,083
Total	82,168	79,459	134,750	296,377

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income/(expenditure) for the year	157,504	2,372
Adjustments for:		
Depreciation charge	2,647	2,588
Dividends, interest and rents from investments	(377)	(265)
Decrease/(increase) in debtors	(9,026)	13,504
Increase/(decrease) in creditors	55,952	(9,097)
Net cash provided by/(used in) operating	206,700	9,102

Women's Health Matters
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies		6,188	73,822	80,010	80,414
Charitable activities:		77,472	363,340	440,812	419,615
Other trading activities		7,591	-	7,591	5,800
Investments		265	-	265	559
Total income		91,516	437,162	528,678	506,388
Expenditure on:					
Raising funds		8,460	4,920	13,380	19,406
Charitable activities:		83,504	429,422	512,926	423,072
Total expenditure		91,964	434,342	526,306	442,478
Net income/(expenditure) for the year		(448)	2,820	2,372	63,910
Transfer between funds		20,560	(20,560)	-	-
Net movement in funds for the year		20,112	(17,740)	2,372	63,910
Reconciliation of funds					
Total funds brought forward		162,075	131,930	294,005	230,095
Total funds carried forward		182,187	114,190	296,377	294,005

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

WOMEN'S HEALTH MATTERS

England & Wales - Charity number 1048788

Accounts

Company number: 2835637

Charity Number: 1048788

Women's Health Matters

Report and financial statements
For the year ended 31 March 2022

Women's Health Matters
Reference and administrative information
for the year ended 31 March 2022

Company number 2835637

Charity number 1048788

Registered office and operational address 44a-48 The Refinery, Sugar Mill Business Park, Oakhurst Avenue, Leeds, LS11 7DF

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Alison Cater	Chair of Trustees
Emma Dickens	Vice Chair of Trustees
Amita Fearon	Treasurer since May 2021
Amie Tolson	resigned as Treasurer May 2021, remains as trustee
Hannah Jones	
Tracey Glanville	
Sarah Salahuddin	
Tessa Johnson Jones	appointed April 2021
Tracey Bridgett	appointed June 2021, resigned July 2022
Lillian Ayala	appointed April 2022

Key management personnel	Rachel Kelly	Chief Executive
	Bridget Walker	Finance & Office Manager

Bankers Unity Trust Bank plc
4 Brindley Place, Birmingham, B1 2HB

Independent examiner	Catherine Hall FCCA, Slade & Cooper Limited
	Beehive Mill, Jersey Street, Manchester M4 6JG

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2022

The Trustees present their report and the unaudited financial statements for the year ended 31 March 2022.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Objects (as set out in the company's memorandum of association)

To preserve and protect the good health, both physical and mental, of women in Leeds and the surrounding area and, in particular, to educate such women about health-related matters.

Aims To work with women and girls across Leeds so that they can take control of their lives and their health.

Objectives Our objects define the services we provide for women and girls resident in Leeds and the surrounding areas. Leeds is a large city with a population of 437,946 women and girls (White A, Erskine S and Seims A, The State of Women's Health in Leeds, Leeds City Council 2019). Women's Health Matters (WHM) reduces health inequalities experienced by women from disadvantaged communities across Leeds. We work with women who have unequal access to health and support services due to poverty, ethnicity, disability, sexual orientation, or traumatic personal experience.

From our 2021/22 survey of women and girls we intensively support, over half live in the top 3% most deprived wards in England and almost all live in the 20% most deprived wards. The women we work with face significant health inequalities. The State of Women's Health in Leeds report noted 23% of women (98,556) live in the most deprived areas of Leeds, with only 8% in the wealthiest. In addition that deprivation has a major impact on the health of the population with the mortality rate in women in the more deprived areas of Leeds 40% higher than that in the wealthiest areas. 21,826 incidents of Domestic Violence were reported in Leeds last year. It is estimated that only 18% of incidents are reported to police, suggesting that the actual number of incidents in Leeds is above 121,000. 60% of women who experience DV also experience mental health problems.

We specialise in group work, peer support, and providing one to one support. We work intensively with women and girls who are most at risk, including those experiencing domestic violence, sexual and emotional abuse; those with children in care or at risk of being removed; young mums and disadvantaged parents and their children; women seeking asylum; women with learning disabilities; and women with complex needs or mental health and wellbeing needs. We take a woman-centred holistic approach, creating a safe, nurturing environment to help women recover their confidence, explore their own needs, and regain control over their lives. Where capacity allows, we undertake outreach work that enables us to broaden our reach to a wide range of women who have often found it more difficult to work with statutory services.

Vision and Values

Our vision and values reflect our ambitions and what is important in the way we work.

Vision: Our vision is for a just, safe and kind society where women are inspired, and helped, to reach their unique positive potential: where good health, and positive relationships, are valued and nurtured.

Values:

- Be passionate for building powerful, positive relationships that develop resilience
- Consistently provide effective support and information

Women's Health Matters
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- Provide safe, and confidential, spaces in one to one and group work
- Be advocates for building capacity within communities, and for community action
- Develop and promote the value of volunteering
- Always have the right conversation at the right time
- Influence change for women in Leeds ensuring their voices are heard
- Maintain an approach that is non-stigmatising, non-judgemental, collaborative, and empowering

Our funding limits the number of women we can help. For some services we hold waiting lists when necessary. We ensure that women have information about other services available in the city and are referred appropriately when additional support is required or is not within our remit.

Our aim is to make our services accessible. All are provided free of charge. We work in ways that help overcome barriers to participation, for example specific services working with women with learning disabilities, women seeking asylum with interpretation support and young women. We build in costs (where funding permits) for crèche, interpreters, and access costs travel into our services and use safe and accessible venues from which to run services and events.

We undertake equal opportunities monitoring to try to ensure women from multiple backgrounds are accessing our services. Women's Health Matters (WHM) has an Equal Opportunities Policy that supports recruitment, monitoring, induction, training and all the services we deliver. We recognise that there are disadvantaged groups in our society and affirm that the charity has a responsibility for combating the causes of these disadvantages. We strive to ensure that all women have full access to employment, voluntary work, services provided and Board of Trustees membership. It is fundamental that no one is treated less favourably by WHM on the grounds of race, colour, nationality, religion, disability, age, marital status, class, sexual orientation, or responsibility for dependants.

We ensure that staff members are experienced, trained and supervised to carry out the work of the charity and we strive not to embark on areas of work that will cause detriment or harm. Volunteers support some services to achieve their aims and objectives. They receive induction and ongoing support as well as out of pocket expenses.

The Trustees review the aims, objectives, and activities of the charity each year. They support staff to identify new areas of work, influence policy externally and increase understanding and knowledge of the services of the organisation, sustain funding of our activities, assess impact of our work, and maintain good quality management.

This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of key activities and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The Trustees have referred to the guidance contained in the Charity Commission's 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.

Women's Health Matters
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Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on women and girls in disadvantaged areas of Leeds and surrounding areas, and with groups of women and girls who experience additional disadvantage. Activities are undertaken to further Women's Health Matters charitable purposes for the public benefit.

In 2021/22, the Covid-19 pandemic continued to have a dramatic effect on our services and the way we delivered our support, some group work continued as one-to-one support over the phone, face to face outside and inside, or online individual and group support. However, we were pleased to have all our groups up and running during all the times when this was possible.

In this year, we worked directly with 2903 women and girls (2020/21: 1715), 887 women and girls accessed intensive group and 1 to 1 support (2020/21: 608) and 2016 were reached through lighter touch outreach contact (2020/21: 1107). For comparison, in 2021/22 we ran 754 group sessions, this increased from 267 group sessions in 2020/21, which were reduced due to Covid lockdowns and safety restrictions. The return to group work reduced the need for 1 to 1 sessions to 1043 in 2021/22 (2020/21: 3546).

We delivered our work across 22 services (2020/21: 15).

New services that started during 2021/22 (8): Breastfeeding Peer Support, Breathe Free, Family Canvas, LDVS Sanctuary Support, Rosebuds Labyrinth, The Key Change, Women's Lives Leeds – Empowering Systems Change, and Young Snowdrops.

Services that continued during 2021/22 (12) Digital Support, Emergency Fund, Feel Good, Inside Out, Leeds Domestic Violence Service, Maternity Voices Partnership, Rainbow Hearts, Snowdrops, Sunflowers, Wow!, Your Space, and WHM Volunteering Programme.

Services that ended during 2021/22 (2): Rosebuds and YUMs.

As restrictions changed during the year, WHM returned to face to face work as restrictions and safety precautions allowed, and in line with the needs and vulnerabilities of our women. We felt this return to face to face work where possible was absolutely necessary due to the work we carry out with the most vulnerable women and girls in Leeds, and their increased concerns, needs, and challenges, which inevitably increased during the lockdown and Covid periods. We ensured that all women and staff followed our regularly updated risk assessments, including wearing face coverings where appropriate, temperature checking, regular Covid testing, social distancing, increased sanitisation, hand washing and cleaning, and encouraged all staff and women to be vaccinated as soon as they were able to be. We arranged for Covid vaccination sessions to take place in our groups.

During the year, we recruited two new trustees to the board and a further trustee in the first quarter of 2022/23. Our trustee board currently numbers nine, and is representative of the women we support, with trustees from a range of personal and professional backgrounds, ethnicities, sexual orientation, disabilities, and with lived experience.

This year saw an increase in our engagement with volunteers, an increase from 30 in 2019/20 to 79 in 2020/21 to 96 in 2021/22 and with external workers, seconded to us, to provide support in our groups. We welcomed the support of 13 external workers in 2021/22. These areas continue to be part of our future growth plans.

WHM have implemented a new social media strategy to ensure a social media presence across all platforms, raising awareness of the work we do and to encourage "freedom champions" to regularly donate to support our services. A highlight of the year was the work completed with Leeds Art University on the 16 Days of Action Campaign. This increased interactions with social media pages on

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for the year ended 31 March 2022

all platforms. During this period, visits to Facebook Page increased by 259%, and visits to the Instagram page increased 547%. Posts on Facebook reached 3023 people and posts on Instagram reached 964 people. Tweets made a total of 15000 impressions over the same period. Over the year, we increased our social media presence and engagement through Facebook, Twitter, Instagram and Linked In to around 6800 followers. Creating content can be time-consuming, even with support from volunteers. This can affect our presence on social media over short periods of time. Once additional volunteers have been recruited focus will look at more consistent social media content with an emphasis being placed on WHM's campaigning voice.

We looked at all the ways that we engage our service users and formulated these processes, these include volunteering opportunities, naming of groups, involvement with staff recruitment, focus groups, coproduction of surveys, leaflets, session plans and course materials, evaluation and snapshot survey, and contributions to events.

WHM strive to be an inclusive organisation, supporting women from all backgrounds, nationalities, and ethnicities. This year we reviewed our documents and policies, and we did not feel that the terminology and language we use reflect this. Historically, the word BAME has been used as an overarching term for individuals from a non-white background. As an organisation, we did not feel that this represented the women we work with and wanted to move away from the use of this term, using more inclusive language that represents everyone involved with WHM. To ensure that our terminology is reflective of all the women we work with, we conducted a survey to gather feedback from those who attend our groups focusing on how the use of certain terminology makes them feel, and what their preferences moving forward would be. 65% of women who responded to our survey told us that they felt that the use of overarching terms such as BAME was outdated. Several told us that the use of this term makes them feel uncomfortable and feels that this differentiates them from others. *"[BAME] lumps people together a lot and is quite 'othering'"*

When asked what terminology they would like to see in publications, documents and policies, women told us that they would prefer that we refer to individuals using their individual preference of language, whether this is related to ethnicity, nationality, or any other identifying feature. When considering how we refer to groups of women we support, those who responded to our survey showed a clear preference for being referred to as a group of women with a clear identifiable, shared characteristic that is not necessarily associated with race, ethnicity, or nationality, for example, women seeking asylum; Lithuanian speaking women; women experiencing domestic abuse. Taking these responses into consideration, moving forwards WHM will be reviewing its documents and policies and implementing as many of the above suggestions as possible. When submitting funding bids and reports, WHM will do its utmost to ensure that we refer to women in the manner they prefer, however, acknowledging that there are some limitations in these instances where we would need to use the terminology used by the funders themselves.

Further information about each of our services and examples of key activities are included below with testimonies and case studies:

Domestic violence and abuse work

During this year, WHM DV workers set up a Leeds wide Domestic Abuse Practitioners Forum to bring together workers from across organisations to share learning and best practice. We hold the Safer Leeds Domestic Violence Quality Mark.

Breathe Free

Overview: Breathe Free started in April 2021 and is supported by the players of The National Lottery. Breathe Free is a 24-week course for women (those who identify as women, aged 16+) living in Leeds who have experienced domestic abuse and complex trauma.

Breathe Free's course is structured with the first six weeks being the 'Stabilisation' aspect of the programme. This section of the course supports women to engage in groups (some for the first time),

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the focus is on wellbeing, safety planning and linking in with partner agencies, e.g., Linking Leeds. The following 18 weeks focus on Domestic Violence and Abuse Awareness & Healthy Relationships. Breathe Free can offer one to one support on a needs basis to individual women. Multi-agency working, referrals and signposting are key aspects within Breathe Free. Once women have completed the course there is an opportunity for them to become Breathe Free volunteers.

Numbers supported in 2021/22:

Women: 72

Group sessions: 76

1 to 1 sessions: 45

Volunteers in the project: 9

Highlights: Devising the content for the 24-week course is the biggest achievement for this year. The content is up to date, relevant, informative and has a direct impact on the women attending group. Adaptability, we have felt confident to amend the content, and the structure of the course in response to feedback from workers, women, and evaluators. We have identified issues that weren't working and found solutions that have improved the course, e.g., combining Stabilisation and DVA courses into one course. Collaboration work with Leeds Art University, and Leeds Beckett University has been hugely successful and provided excellent opportunities for Breathe Free volunteers.

Challenges: We experienced exceptional circumstances with the murder of one of the women supported by this project. Extra support was given to staff and women in the group to process and come to terms with the tragedy.

Looking to the future: Partnership working to increase opportunities for women, e.g., Impact North for counselling services. Seeking a BAME organisation to co-deliver the Breathe Free programme to their service users. Drug Alcohol Court (FDAC) to increase referrals for women who are 'at risk of having children removed'. Staff will film short 20-minute video of each session, explaining handouts and video clips, sharing what the general discussions were from women in the group etc. This video can then be sent to women who miss a session due to unforeseen circumstances, in order that they are able to 'catch up' and understand the content of the session missed.

Case Study: J is currently seeking asylum and has been separated from her abusive husband for 10 months. She has her 1-year-old son in her care, and her husband has their 5-year-old. English is her second language. J is a Muslim and has been raised in a culture where domestic abuse is not spoken about, where women have no rights in their relationship, and patriarchy rules. Through her participation in Breathe Free, J has developed her confidence to speak in group and is able to understand her rights as a woman, her rights in relationships, and understands that what has happened to her is abuse and is not her fault. J reported allegations of rape and sexual assault against her husband to the police (retrospectively as now she knows sex without consent is rape). She received 1 to 1 support to advocate on her behalf with police and professionals involved in child contact arrangements, alongside offering emotional support. She is receiving additional support from WHM as part of our Refugee and Asylum-seeking support groups. She completed the Breathe Free course and is currently a volunteer who will be delivering training for Leeds Beckett University students.

Leeds Domestic Violence Service (LDVS)

Overview: As part of the LDVS consortium WHM continued to deliver three weekly Domestic Abuse Education and Support groups. The groups offer a safe and caring environment for women to explore their experiences and ensure that they do not have to deal with the aftermath of trauma alone. The groups support and promote safety, reduce isolation, and allow victim-survivors the opportunity to improve resilience and coping skills that aid recovery. Engage Leeds and Linking Leeds workers attend sessions to provide a holistic approach to support. The work is funded by Leeds City Council Public Health funding with support from other funders and core costs.

Numbers supported in 2021/22:

Women: 142

Group sessions: 114

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Light touch support: 130

Volunteers in the project: 1

External workers in the project: 3

Highlights: It is always a privilege to be part of a woman's journey, to support women to frame their experiences, understand trauma and the impact, and embark on a journey of self-learning. A highlight for the workers involved is watching women learn to love themselves, and to understand they have the basic right to feel and be safe within an intimate relationship.

Challenges: Challenges often relate to funding for creche provision and access costs. Lack of creche meant that we were unable to support women in an extremely vulnerable position who had young children, that were isolated and unable to find childcare. Additionally lack of an evening group meant that women who work, or are unable to access group during the day, are unable to receive support. Transport costs are essential in ensuring that women accessing support don't incur additional financial hardship, and the provision of taxis mean that women struggling with mental health, or where safety is an issue can be included, however these are not always deemed essential within funding.

Looking to the future: WHM have applied for (and been successful with) additional funding which will allow for additional groups in the latter part of 2022, including the implementation of an evening group. WHM have also recruited a creche worker to support this work.

Case Study: S self-referred to the support group in November 2021 after separating from her partner and experiencing both physical and emotional abuse. S had just been referred to MARAC and was deemed as high risk. S was struggling with the impact of trauma, and grief and loss following separation, had low confidence and despite ending the relationship was still suffering harassment and coercion from her ex-partner and his family. S was supported within the group to take steps to understand that her responses to trauma were normal and to overcome some of the challenges, rebuild self-esteem and confidence, explore grief and loss, and explore ways to keep safe. The group provided S with the opportunity to understand and frame her experiences of domestic abuse, and in turn learn the abuse was not her fault. Whilst attending group S was referred into the Community Domestic Violence Team and was able to obtain both a prohibitive steps order, and a contact order which reduced the risk of her children being abducted by her ex-partner, along with a restraining order. Despite this S continued to be abused by her ex-partner. To challenge this S returned to court and amendments were made to the restraining order which increased the area of restraint. S has said that she feels safer now and able to make plans for her future. She has enrolled on a degree in Paramedic Science which, when completed will enable her to achieve a lifetime ambition and practice as a paramedic.

Feedback from S: 'The group helped me know that I am not alone, I blamed myself for a lot of the abuse and made excuses for the things he did. I have learnt that the abuse was not my fault, I don't have to hide behind my door anymore and I feel more in control of my life. I have always dreamed of being a paramedic and am taking steps to achieve this. The restraining order means that I can do the simple things that everyone takes for granted, like walk down the street to the supermarket with my son without being afraid of having bottles chucked at my head or being abused'.

Leeds Domestic Violence Service – Sanctuary Support Scheme

Overview: The LDVS Sanctuary Support Scheme started in January 2022, funded by public health and LDVS. The Sanctuary Support Scheme aims to provide ongoing support around safety planning and experiences of domestic abuse for recipients of sanctuary measures. The project aims to widen access to tailored one-to-one support for marginalised groups who've experienced domestic abuse. These groups include LGBTQIA+ people, asylum seekers, culturally diverse and migrant communities, those with disabilities, forced marriage and honour-based violence, and pregnancy and maternity. Referrals mainly come through Leeds Housing Options or internally through partner agencies. The Sanctuary Support Scheme offers one to one emotional, practical support and advocacy. Women's Health Matters holds two posts with specialisms in Pregnancy and Maternity (including those who are pregnant or have children up to two years old), and Disability supporting those who have physical disabilities and/or learning difficulties.

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Numbers supported in 2021/22:

Women: 4

1 to 1 sessions: 12

Highlights: A highlight of the year has been forming and working with the Sanctuary Support team. This provided the opportunity to build relationships across the nine different organisations that facilitate the sanctuary support scheme. We have also had the opportunity to attend many different LDVS and WHM groups, to gain greater understanding of the work each group does and the women who attend. This has enabled us to promote Sanctuary Support and refer existing service users into it. As our caseload grows, forming relationships and building rapport with service users has been a highlight. As has successfully completing support plan actions as cases progress. We have also had the opportunity to link into children's centres and clusters to promote the scheme to relevant agencies. Additionally, having a new playworker at WHM has been a positive in making WHM services more accessible to service users experiencing maternity and pregnancy.

Challenges: An initial challenge was getting referrals for the service. As a new scheme, not many agencies, organisations, or care providers were aware of what the sanctuary support team does and how to refer into it. As such, a lot of time was spent promoting the scheme to relevant third sector organisations, social, care and educational services.

Looking to the future: In the future, we hope to grow the services and receive an increasing number of diverse referrals. We look forward to reaching the stage with current cases where they feel they have achieved what they wanted from one-to-one support and are ready to move on to other services. We will continue building relationships with schools, clusters, and children centres to coordinate sanctuary with family support.

Case Study: When B first came to us, she wasn't aware of or engaged with many services. She was in the process ending an abusive relationship a long-term partner. B had recently moved to a new area, which they were unfamiliar with and was feeling isolated. B was in the process of a criminal proceedings to prosecute the perpetrator of a sexual assault that occurred when she was a teenager. She was experiencing anxiety, depression, and PTSD as a result of the historic assault and the recent abusive relationship. B is the primary caregiver to a son with autism, who had recently started attending a new school in the area. Since participating in the Sanctuary Support scheme, B has been referred into and engaged with many new services. These include SARSVL counselling, LDVS and Linking Leeds. She found the LDVS support group useful and challenging because it made her realise many women had been through similar relationship experiences to her. She described her continued contact with her ex-partner as being a form of self-sabotage. We have since focused on practical and emotional safety planning, so she can reduce contact and conflict with her ex-partner. She is also now engaged with CSWS to help navigate co-parenting with her ex-partner and to get support for her son. Sanctuary Support has helped liaise with SENCO, CSWS and victim support. B has said she now feels more confident going to places in her area and is meeting people who live in her neighbourhood.

The Key Change

Overview: Funded by Children in Need and starting in April 2021, The Key Change offers group support within a school setting, outside of core hours, to young women and girls who have witnessed, experienced or are at risk of experiencing unhealthy or abusive relationships. Over the course of six to eight weeks, The Key Change offers a flexible, tailored programme of support covering topics such as healthy and unhealthy relationships, domestic violence, consent, CSE, assertiveness, confidence building and self-esteem.

Numbers supported in 2021/22:

Girls: 50

Group sessions: 118

1 to 1 sessions: 23

Light touch support: 450

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Highlights: A highlight from the year was delivering a group in a special needs school setting. We planned alternative, needs-appropriate sessions for Broomfield South SILC and staff worked with us to ensure these met the girls' needs. From the girls' feedback we ascertained they had understood the sessions and learnt where they would go for support if they found themselves in an unhealthy relationship: "Tell friends. Tell family. Tell Police. Tell teachers. Talk to a therapist."

Assembly style sessions have also been delivered as an add on to this project.

Challenges: A challenge this year has been the amount of safeguarding concerns faced. This may be due to the children having so long off school due to Covid and the added pressures that this brings. We have faced large group numbers, due to schools identifying lots of students with concerns, and a high level of safeguarding concern across the cases. This has led to us working closely with a lot of students which has spilt out into our other projects due to time constraints within The Key Change.

Looking to the future: This year we will hope to gain more opportunities and links with local special needs schools and pupil referral units to engage with the full diversity of our community. We hope to continue to grow our links with local schools and reach another six schools over the next three terms.

Case Study: C lives in one of the most deprived areas both of Leeds and nationally. She was referred into group due to experiencing domestic abuse in her own relationship, showing signs of low self-esteem/confidence, and was identified as being a victim of controlling behaviours within her social circle by her school. C attended six sessions and covered healthy relationships, confidence building, abuse, red flags, consent, and resource creation for peers. Over the course of the sessions, she gained confidence, felt safer, her self-esteem grew, and she felt more optimistic about the future as demonstrated by her final evaluation. She also gained the confidence to end an unhealthy relationship. Using the tools from the course she was able to finish the relationship safely, inform friends and family about her concerns, and use her skills to confidently inform her ex-partner of her concerns.

Young Snowdrops

Overview: Young Snowdrops is a face-to-face project with funding from Awards for All and run in partnership with Basis Yorkshire. The project aims to reach eleven to eighteen year olds affected by domestic abuse. We take a preventative approach to abuse, helping girls understand consent, what a healthy relationship looks like and how to recognise abusive relationships. This new group project started in March 2022.

Numbers supported in 2021/22:

Girls: 15

Group sessions: 1

External workers in the project: 3

Highlights: A highlight from the year has been the joint working with Basis Yorkshire. Our organisations' combined expertise has led to fruitful and fun sessions for the young people and has meant that funding concerns, detailed below, have been curtailed. The young people, who are now (June 2022) halfway through the course, have fed back to us that they feel the group is 'safe' 'successful' 'friendly' and 'awesome!'. They have also told us specific sessions have 'helped me learn more self-care' and 'learn more about each other'.

Challenges: Initially we struggled to find a space to run group in. Online group was not an option due to some feedback we received from young people currently in service; they did not think it would be engaging and said they would not want to come to an online group. We also struggled to find a way to help the young people travel safely to and from group due to a lack of funds for travel. Both issues meant we were unable to start groups until March 2022 when we started working with Basis. Until then, we had to support through one-to-ones in the main Snowdrops project.

Looking to the future: Current funding will continue for Young Snowdrops until the end of September 2022. We hope to have facilitated two more groups by then and supported up to twenty-three more young people. We hope to continue to work closely with Basis and make the group more structured in terms of content, whilst still maintaining the co-produced nature of the course and the flexibility the young people enjoy.

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Pregnancy, parenting, and support for women whose children are being cared for by someone else

Breastfeeding Peer Support

Overview: Starting in October 2021, in partnership with Health for All, and funded by Leeds City Council Public Health, Bosom Buddies provides mum-to-mum breastfeeding support to new mums and families. The weekly groups around the city offer peer support and information from specialist and trained advisers within warm friendly family spaces and children's centres. Bosom Buddies provide guidance face-to-face, on the telephone or through social media to other new mums. Women's Health Matters are involved to try and engage with more women under the age of 25.

Numbers supported in 2021/22 (WHM element):

Women: 63

Group sessions: 31

1 to 1 sessions: 50

Light touch support: 150

Volunteers in the project: 7

Highlights: Designed and ran a series of seven workshops across Leeds in March 2022 called "Let's talk about feeding your baby". These were aimed at women aged 24 & under who'd had a baby or currently pregnant between 2019-2022 and were open to any method of feeding. The aim was to co-produce a service that is user friendly for women aged 24 & under and listen to their viewpoints to improve group attendance.

Challenges: Ensuring groups are meeting the needs of young pregnant women and new mothers in the city due to the lasting impacts of Covid-19.

Looking to the future: Hoping to build stronger links with professionals to promote the 'antenatal feeding choices' workshops within children's centres in targeted areas specifically for young parents.

Case Study: A young mum, M, attending the Bramley workshop had varying lengths of time breastfeeding. A lack of family support meant giving up breastfeeding with her first child at 3 months old (when M was 16). M is now 23 and with time, learning, group, and family support she is breastfeeding her third child and is on the waiting list to be a peer supporter. M has a brilliant non-judgemental attitude whilst being passionate and aware that enthusiasm can be seen as judgement on feeding choices.

Inside Out

Overview: Inside Out is a 20-week parenting programme for women who have had children removed from their care or are at risk of Social Care involvement, it is funded by the Charles Haywood Foundation. It delivers 20 weeks of weekly activity and discussion-based learning.

Numbers supported in 2021/22:

Women: 26

Group sessions: 38

1 to 1 sessions: 64

Highlights: We completed two courses in 2021/22. Children were returned to parent's care as well as an increase in frequency and quality of contact between the women and their children across the groups.

Challenges: The start of the year saw us still being affected by Covid regulations and women needing to take time out to self-isolate which sometimes affected the group dynamic.

Looking to the future: Funding ends in March 2023, and we will seek funding to continue this work. We are just at the start of a course and will run a another one before the end of the project.

Case Study: T is a mum of three who has two children who were removed from her care due to domestic violence from her ex-partner. They are in long term foster care. She has a history of mental health problems which became worse after the death of her mother. Although she has contact with her

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older daughter, she has very little contact with her younger daughter. This became worse during the Covid lockdown periods.

At the start of the course, T's daughter disclosed that she had been sexually abused by her father, T's ex. This was very difficult for T, and she received a lot of support from her worker, including a referral to a specialist service which supports the families of sexually abused children. Soon after the disclosure, her daughter decided that she didn't want to see her mum, as she said it reminded her of the abuse. This was very difficult for T. She was supported to understand her daughter's needs and feelings behind the decision and looked at other ways she could be in contact with her daughter. She started writing letters to her daughter, with the support of Social Care where she told her that she understood her decision and was there when she felt able to see her again. Over this time T received support from her worker to manage her own feelings and find coping techniques to limit the impact on her mental health. After each session, T was given time to work through her feelings and what was brought up for her in the discussions. T said that the sessions helped her understand her daughter more and her response to the abuse. This understanding enabled her to keep her daughter's needs at the centre of her feelings and felt better able to meet her daughter's very specific needs at that time. This meant that she wasn't internalising her daughter's feelings and decisions and so didn't detrimentally impact her own mental health. Over time, through sending letters and receiving support alongside learning about and understanding more her daughter's needs, her daughter decided she was ready to see her mum. T took this very slowly, at her daughter's pace. Part of this was sending a letter of 'apology' to her daughter, saying she was sorry that she didn't know what was happening and that she should have been protected. Social Care fed back that has been helpful for her daughter's healing and helped her understand that it wasn't her fault. They now have contact six times a year and Social Care are hopeful that this will increase as her daughter feels ready. T has said that because the course helped her understand her daughter's needs, she feels emotionally able to provide her daughter with the gentle support she needs and that it has had much less of an impact on her own mental health. It's been a difficult period for them as a family, but T feels that without being on the course, they wouldn't have found the way to work together and help her daughter find the healing she needs.

Maternity Voices Partnership

Overview: Women's Health Matters chairs the Leeds Maternity Voices Partnership (MVP), a city-wide forum which brings health professionals and funders for maternity services and third sector organisations together with those who have used maternity services in Leeds. The forum enables professionals to listen to those who have recently been pregnant and given birth, and their partners, to help improve services across the city. Through outreach work and our inclusive approach, we can support a wide range of people to speak directly to service providers and commissioners and for their experiences to influence how maternity services develop.

Numbers supported in 2021/22:

Group sessions: 42

Light touch support: 1000

Volunteers in the project: 26

Highlights: The implementation of sub-groups at the beginning of the year has allowed the MVP to complete more focused pieces of work and gather more targeted feedback and user experience. It has also allowed for the identification of gaps in feedback. Completion of the annual work plan has ensured that work remains focused and on track. Engagement with the wider MVP is increasing as a result of having a new position of Engagement Officer. This has also been well received by other professionals linked to MVP.

Challenges: As a result of digital engagement over the last 2 years, face to face service user engagement has reduced to a minimum. This has meant minimal diverse feedback has been collected, which is not considered representative of the city as a whole. This is now slowly improving.

Looking to the future: The MVP will be looking at recruiting a new core group of parent representatives. This will be done with the return of face-to-face support, online/social media strategy and MVP coffee mornings. New focus groups will be implemented including reducing health inequalities sub-group, and perinatal mental health sub-group. Amendments have been made to Walking the Patch to allow for more rounded feedback on hospital experiences and parent reps are leading on this to

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produce focused feedback sessions. Work is ongoing with students from Leeds Art University to implement a social media strategy for MVP, similar to that used by WHM, to increase presence online.

Rosebuds

Overview: Rosebuds is a project funded by Leeds Fund to support women who have been affected by children removal to overcome the loneliness and isolation they face. This project ended in August 2021.

Numbers supported in 2021/22:

Women: 28

Group sessions: 21

1 to 1 sessions: 85

External workers in the project: 1

Highlights: We had good engagement from the women, even during lockdown periods when our offering had to change dependent upon the Government restrictions. Although some of the women who were referred during lockdown didn't attend the groups when we were able to start meeting in person, when we did start back again, we had 23 women waiting to join groups in person. This is indicative of the success of the holding programme we had in place.

Challenges: The year was marked by the constantly evolving rules governing how we were able to meet. This meant that we weren't always able to offer support as we were funded to. We were flexible in how we offered support to the women, and over this period moved between online meetings, groups outdoors and eventually back to meeting in person as soon as we could. During the times when we couldn't meet, we also had to offer one-to-one support to meet the escalating needs of the women. This was extremely time heavy as well as emotionally very challenging. Staff felt this pressure and stress and it was a difficult time for the staff providing this support.

Looking to the future: This project has now ended. Similar work is now continuing in Rosebuds Labyrinth.

Case Study: K first became a mum as a teenager after a really difficult start in life. Unfortunately, her four children were removed from her care after becoming involved with a series of very violent men. One of her children was born with disabilities and was adopted. The other three children were placed with two family members. K is now working, pregnant, in a very different place in her life and in a relationship with someone with no issues around his behaviour towards her. K was having a pre-birth assessment with respect to her unborn child. This was a really difficult process for her after her other children we removed and she felt very anxious around this, she felt that because of the previous removals, this child would be removed as well. This was impacting on her mental health and her bonding with her unborn child.

She was supported by the other women in the group to work through her feelings regarding the removal of her previous children, as she hadn't ever had the chance to talk to other women who'd had similar experiences before. She'd been incredibly isolated and carried huge feelings of grief and shame that had been unresolved. However, being able to talk about these experiences allowed her to understand these feelings and finally find some peace and self-forgiveness, starting her journey to move forward in her life. She also received one-to-one support from the group facilitator to better engage with Social Care, without the fear she had been carrying that they would take her baby away from her. She felt that this made a big difference to her relationship with the Social Worker and started to feel confident to open up to them. Social Care commented on the improvement they saw in her, and this had a very positive affect on the assessment. They no longer felt she was hiding things from them and were able to discuss the previous situation she was in and how things were now different for her. The assessment was a positive one, and she left the group to have her baby. It was a very emotional last day as the women we so proud of her, and all felt they had played a part in her wonderful outcome.

Rosebuds Labyrinth

Overview: Rosebuds is part of the Labyrinth project, funded via Leeds Women's Aid and Solace to support women who have been affected by having children removed from their care. Funded by a grant from the Department for Digital, Culture, Music and Sport, the Labyrinth Project is contributing to

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system change for women by building capacity and forging stronger networks of support and shared learning locally and nationally. It focuses on education and training, awareness raising, building self-confidence, expansion of choices, increased access to and control over resources, actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality. The project also improves access to help with finances, debt, and legal rights. This piece of work started in September 2021 and aims to support women to think about the future and make plans as well as to engage with confidence with other services across the city.

Numbers supported in 2021/22:

Women: 24

Group sessions: 23

1 to 1 sessions: 68

Volunteers in the project: 1

Highlights: We have seen a number of new referrals. We currently have a good mixture of women who are established in the group and new women. This means that there is a good ratio of women, able to offer support to the newer group members whilst continuing to offer support to new women to the service.

Challenges: This funding is for one year, and we are very grateful for that. However, year-to-year funding impacts on the service as we don't always know until the end of the year if we will have money for the next year. This makes both planning the service difficult and managing the women's endings and expectations.

Looking to the future: This funding ends in August 2022, and we have been able to secure another year of funding from a different funder, so are able to continue to offer support to this very vulnerable and under supported group of women.

Case Study: N was referred by FDAC (Family Drug and Alcohol Court). Her daughter was in foster care after being removed from mum's care due to domestic violence from her ex-partner, in addition to N's use of alcohol to cope with the domestic violence. There had been no previous involvement from Social Care, and N had been working. N was very nervous about attending a group. However, she was supported by the group facilitator before group to attend and work on the barriers she was facing to attend. She was made to feel very welcome by the women in group, and soon overcame her anxieties about attending.

Since attending group N has been supported to work on her communication with Social Care which she sometimes found difficult and felt like she wasn't always being heard. She was also given the space to talk about her fears about living by herself again and then having her daughter returned to her care, with other mums who understood and listened without judgment. She has said how having this space to talk about these things has really helped her fears and understand where they come from. N was also referred to a service in Leeds that is helping her make her new house secure in case her ex-partner finds out where she is living. This has not only eased her fears about living away from her parents again but has also helped Social Care to make the decision to allow her daughter to have overnight stays. Social Care have recognised the changes she has made and have made the decision to return her daughter to her care in July. N has expressed that she didn't think this would have been possible before attending group and getting the support and understanding from the other mums, and well as the support from the facilitators. She is now looking forward to the future with her daughter and feels excited for the first time in a long time.

YUMs

Overview: YUMs is a positive wellbeing group for young mums funded by Leeds City Council Public Health. This funding ended in September 2021.

Numbers supported in 2021/22:

Women: 10

Group sessions: 10

1 to 1 sessions: 30

Light touch support: 10

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Volunteers in the project: 1

Highlights: The group brought together representation from different professionals including Vaccination guidance and advice, Lifelong Learning opportunities at the University of Leeds, Employability and Skills, arts and wellbeing activities, Perinatal Mental Health Peer Support, and engagement to help promote groups for young mums and identify barriers for attending groups.

Challenges: The funding came to an end as it was combined with the Breastfeeding Peer Support funding.

Looking to the future: WHM continues to look for funding opportunities for this disadvantaged group of young parents.

Case Study: A young mum, W, isolated with two young children aged 2 and 4, suffering with low mood and anxiety due to having her children temporarily removed from her care. The group has given W a space to positively contribute to the sessions giving her feedback on subjects such as the barriers young mums face in joining new groups. Following a visit from an employment and skills professional we talked about further education and employment opportunities. Having only access to her phone, W obtained a chrome book from our digital support scheme. 3 months later she has enrolled and graduated from online courses at Bradford College; Level 2 in Understanding Children and Young People's mental health, and Level Two in Understanding Challenging Behaviours.

Specialist support for women seeking asylum

Rainbow Hearts

Overview: Rainbow Hearts is a support group for women across Leeds who are currently seeking asylum. It is funded by Leeds City Council Public Health, with additional support funding from Evan Cornish and Gwyneth Forrester Trust.

Numbers supported in 2021/22:

Women: 71

Group sessions: 42

1 to 1 sessions: 192

Volunteers in the project: 2

External workers in the project: 2

Highlights: In addition to the ongoing support, we delivered a series of sessions from the Living Life to the Full course adapted by WHM staff to be more accessible for women who don't have English as their first language. This course covered low mood, stress and resilience and is endorsed by the NHS. The women found it really useful to have a formal set of sessions to bring the information together and to be able to reflect on their skills and knowledge to help with their own resilience and wellbeing.

Challenges: While most women really welcomed being able to come back to meeting face-to-face, some women were nervous about meeting in person.

Looking to the future: Rainbow Hearts is set to have more physical activities incorporated into the sessions and the women are very excited about this. This funding is due to end in March 2023.

Case Study: Y is a woman seeking asylum who was moved to Leeds during lockdown without any contacts or knowledge of the area. She had a diagnosis of psychosis and PTSD. Her therapist referred her to Rainbow Hearts when they were still meeting online. We organised an iPad and monthly data for her to be able to attend the sessions and she became a regular, even attending the picnic to meet her new friends in person. She said this about the group, "I was feeling down physically, emotionally and mentally. I was lonely, but not anymore. Rainbow Hearts is the mother nature for most groups I've been going to." Now Y is volunteering at the British Heart Foundation.

Sunflowers

Overview: Sunflowers is funded by Lloyds Bank Foundation and provides 1-1 support for women who are in the asylum process. We support women who are feeling isolated, lonely, and struggling with their mental health by providing both short term and longer-term support to women. We support women

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with attending groups, getting to know their local community, gaining confidence in accessing other services and offering a safe, supportive place for women to share their worries and concerns without judgement.

Numbers supported in 2021/22:

Women: 38

Group sessions: 2

1 to 1 sessions: 228

Highlights: Coming out of lockdowns and being able to go back to face to face work was a real highlight, it helps being able to see women and communicate with them in person as so much is lost when trying to work over the phone. It has also been good to re-start the Sunflowers group, which is a small group of women who no longer need 1-1 support but created their own peer support group with the help of Sunflowers. We had stopped meeting due to the pandemic but started meeting again from the beginning of 2022 and there are plans in place for group sessions every month to the end of the funding in August.

Challenges: Due to Rainbow Hearts not running at full capacity because of the pandemic, referrals to the Sunflowers project were lower than previous years as women were not accessing our services in the same way. This was a challenge as we knew that women were still needing support, but we had to rethink how we made the service accessible, we worked with PAFRAS and built up a strong referral route with them which gave us some new women who otherwise wouldn't have found out about us. Thankfully now that groups are open again, we have seen an increase in the numbers of women being referred for the last year of the project.

Looking to the future: Sunflowers comes to an end in August 2022 – it will leave a big hole in the support that is available to the women who access Rainbow Hearts. Without specific 1-1 support available there is little additional support we can give through Rainbow Hearts, there is also very little other support available in Leeds that women can access.

Case Study: A attended Rainbow Hearts for over a year before gaining the trust to access support from Sunflowers just before the pandemic hit. We have supported A throughout this time initially over the phone then more face to face as things started to open up again. A has found 1-1 support difficult, she struggles with trusting others due to her experiences, but we have been able to support her at a pace that feels safe for her. This year A opened up about her past trauma, finally feeling comfortable enough to be able to speak about her experiences of having to leave her home country, her journey to the UK and how hard it is to be in the asylum process. Without the gentle support of Sunflowers, allowing A to open up in her own time she would still be unable to offload her worries but also A would not have had the courage to share her story and be faced with compassion, care, and kindness but she would also not have been able to access practical support to deal with an issue she was too scared to bring up beforehand.

Wow!

Overview: Wow! supports women seeking asylum with improving their access to physical activities and in improving their mental health and wellbeing. Wow! has received funding from Leeds City Council Public Health in this year for equipment, and through Women's Health Matters core funding for staff hours and transport costs.

Numbers supported in 2021/22:

Women: 33

Group sessions: 26

External workers in the project: 3

Highlights: In May 2021 we finished our first round of funding with a celebration event at The Tetley, women came together in person and performed a dance we had all learnt over zoom throughout the winter lockdown. This was a great event and seeing women laughing and smiling with each other again after a very difficult previous year was a real highlight. Another highlight was also when we were able to offer the women who had been accessing Wow! the opportunity to purchase their own gym clothing and trainers as well as provide them with gym memberships for up to 5 months. This has enabled women to continue their fitness journey as well as supporting their mental health.

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Challenges: Due to lack of funding, we have had times during the year where there have been no Wow! sessions available to the women. This has been a challenge as it has been difficult to keep women engaged and attending sessions when things have stopped however, through using the WhatsApp group women have been able to support and motivate each other and many continued to walk each week even after the Wow! support ended.

Looking to the future: There is no current ongoing funding for Wow! however as we now have some exercise equipment that is ours, we have been able to offer some weekly circuits classes at Women's Health Matters premises in the short term. Longer term we would like to continue being able to support women in accessing physical activity to support their mental health and it would be a goal to be able to open the project up to all women accessing Women's Health Matters groups.

Case Study: V accessed Wow! from the beginning of the project, she often asked about support for exercise as she recognised that she felt better with her mental health when she participated in movement however due to finances, she had not been able to access anything regularly. V threw herself into the walking and went out every week of the year, through all weathers and seasons. She has also accessed all the different classes and groups we have put on including the Leeds Girls Can taster sessions, the dancing project, and the gym. V understands the impact being able to exercise regularly has had on both her physical and her mental health, she can see the difference in her mood when she goes to the gym and finds she can manage her low mood much easier knowing that an hour in the gym will help her. V is already worried about how she will manage when the gym funding ends in a few months.

Support for women with learning disabilities

Feel Good

Overview: Feel Good is a group for women with learning disabilities focusing on healthy bodies and healthy relationships. This is funded by Leeds City Council Public Health. Part of this work is to inform and work with carers. Many carers, parents and support workers do not see the women they support as adults who could benefit from fulfilling intimate relationships. We are aware that women with Learning Disabilities are four times as likely to be sexually abused, and most people with LD do not get any sex education at school and so most of their information around sex and relationships is gleaned from the media. This lack of information and, for many, a history of not having autonomy around who they spend time with, we identified as contributory factors to those risks.

Numbers supported in 2021/22:

Women: 14

Group sessions: 30

1 to 1 sessions: 8

Volunteers in the project: 2

External workers in the project: 1

Highlights: In addition to the ongoing weekly support and activities, the group helped to create an information leaflet for carers and support workers about how to support adults with learning disabilities in their relationships.

Challenges: Although we had picked up some new members when we were meeting on Zoom, most of those women were unable or didn't feel confident to join us when we returned to face-to-face meetings.

Looking to the future: Feel Good now has a new member of staff leading the project and new women joining the group. The leaflet that they produced is now being circulated nationally through The Supported Loving Network.

Case Study: D, who lives in supported living, was being told by staff at home that she needed to lose weight. This was making her feel bad about herself. It became apparent that she was expected to make healthy choices when she was out but was consistently given unhealthy food at home. The woman was very confused by this. We ensured that the women in the group had a good understanding of healthy and unhealthy foods; we explored our relationships with different foods and how that changes in

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different situations; and how keeping active can affect our mood and our food cravings. Alongside this, we promoted body positivity. We fed back to Public Health who are looking into working alongside supported living care suppliers to improve healthy eating options in their homes.

Support for women with complex needs, mental health, and wellbeing needs

Family Canvas

Overview: Family Canvas began in November 2021, with the aim offering women and their children a chance to take part in a collaborative, therapeutic and creative activity. Women were invited to work alongside their children to create a canvas using a range of media, which would then be photographed, printed, and framed for them to take home and display. Initially, women who had taken part in the 'Breathe Free' project were referred as they had a prior relationship with the facilitator and many women had faced challenges in their relationships with their children due to experiences of domestic abuse. Family Canvas has been funded by The Kelly Family Trust and Women's Health Matters core funding, with four hours a week dedicated to the project.

Numbers supported in 2021/22:

Women and their families: 4

Group sessions: 4

Light touch support: 6

Highlights: The highlight of this year has been seeing the project turn from a concept into a reality. This has been most evident when women and children have been actively involved, exploring the materials, and working imaginatively together. It was my hope that families would be able to work through the difficulties of "togetherness" through the artwork, and women have commented on how nice it has been to see their children cooperating and listening to each other, especially when this can be challenging in the home environment. Women seem to have particularly enjoyed having their picture taken with their children and finished artwork at the end of the session.

Challenges: The most challenging aspect of the work has been that there have been numerous cancellations, more so than in 1-1 work, as the Family Canvas requires multiple family members to be healthy and ready for the session at the same time. This has meant that some weeks have had no sessions, others have had multiple due to rearranging.

Looking to the future: We have noted feedback that the single session did not offer families enough time to benefit fully from the project and looking forwards families will be offered 3 sessions to grow familiar with the space, the worker, and the project. Part of Family Canvas will also expand to work with women whose children do not live with them, recognising them as mothers also and helping them to explore the complexity and emotional difficulty of having a child removed from their care.

Case Study: (Names changed) Leila is a mother of two, Tom aged 4 and Lilly aged 9. Leila's children had not always lived with her, as they were removed into care following Leila's relationship with Tom's father who was abusive and subsequently imprisoned. Until 6 months before the session Lilly had been living with her father, and Leila found managing the two children difficult at times, mentioning in group that they fought regularly. Leila herself grew up in care, and she felt determined that this would not be her children's experience and that they would enjoy a good family life. At the start of their session both children and mum were given some food and we introduced ourselves by playing a quick colour game. The children were a little nervous, and the game broke the ice. I explained the session and that we would be first of all working by ourselves, then coming together to create something special. Leila, Lilly and Tom were each given a large sheet of paper and a pen in their favourite colour and asked to make drawings about themselves and their family for 5 minutes. I went between Lilly and Tom, praising their hard work and giving Leila some time to herself. Each person then presented their work to the family, and I reminded each person they would get their own time and that listening was very important. The family then came together, including the most important parts of their own images onto one piece. We practiced taking turns, watching, listening, drawing round each other's hands and sharing materials. Leila reflected that she couldn't believe how well the children worked together and

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that she was shocked there wasn't an argument. She later added some words to the image and is looking forward to putting it up at home.

Snowdrops

Overview: In response to the COVID-19 pandemic and the increased need for support, we set up the Snowdrops project. Initially funded by emergency funding from several different funders, and now by The Postcode Neighbourhood Trust, the project offers online wellbeing groups for women to feel connected, as well as one-to-one practical and emotional support for those who need it most. Snowdrops is open to any woman across Leeds who has experienced trauma and been affected by the pandemic.

Numbers supported in 2021/22:

Women / girls: 84

Group sessions: 54

1 to 1 sessions: 88

Light touch support: 84

Volunteers in the project: 1

Highlights: A highlight from the year has been setting up a Snowdrops Drop In for women who have completed our groups but still need light touch, check in support. This has been taken up enthusiastically by ex-service users and has given staff the opportunity to be creative with activities.

Challenges: A challenge from the year has been service users asking for face-to-face groups but not being able to afford a venue and transport costs. We are trying to meet this request by organising meet ups in parks over the summer.

Looking to the future: Snowdrops is funded until the end of September 2022 and we hope to have supported another nineteen women by then through group work and one-to-one support. We will run two more online, ten week long groups between now and the end of September and hopefully be able to do some face-to-face groups in the park over the summer. Our one-to-one work will continue to support those women in greatest need across Women's Health Matters.

Case Study: F is a 23-year-old woman who self-referred into group to gain support due to the ending of her abusive relationship and her mental health. She attended our online Snowdrops group in order to stabilise, due to the significant trauma she had experienced. The differences F recorded, included an increase in her confidence, self-esteem, feelings of closeness to other people, ability to deal with her problems and make up her own mind about things, and, as you can read below, her optimism about the future. "This group was my only saving grace after what happened. I am so thankful for WHM and my worker. It was really difficult to feel believed and to feel that what had happened was wrong. For the first time I felt listened to. I am feeling that bit lighter after group, although it is difficult to acknowledge it is necessary. The support I have gained and the strength of the women in the group is so valuable and empowering. I know the future is that little bit brighter. In the future I would like to come back to the group if possible because I find it really hard sometimes to put what I have learnt into practice. I still put myself down and hold a lot of blame, but I am optimistic about the future and that is down to Snowdrops. Thank you so, so, much!"

Women's Lives Leeds – Empowering Systems Change

Overview: The Empowering Systems Change Project (ESC) is funded by the National Lottery Community Fund and started in January 2022. WHM holds the post of ESC, Lived Experience Experts, to enable service users be part of engagement, peer support and have their voice and influence heard locally in conversations in Leeds and regionally, which includes developing and maintaining an Advisory Board. ESC brings women together to build relationships with each other and to use their voices to influence improvements they would like to see to services and places that matter to them.

Numbers supported in 2021/22:

Women: 4

1 to 1 sessions: 4

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Light touch support: 2

Your Space

Overview: Your Space is a service delivered in partnership by Women's Health Matters, Touchstone and Holbeck Together, and funded by Leeds City Council. The project supports communities in South and East Leeds to develop groups and activities that promote wellbeing through connection, participation, and conversation. Your Space activities are developed using the strengths of the community, whether this is using their ideas, co-producing activities or helping members to develop their own groups. The project fosters a preventative and protective approach, focusing on healthy living and improved futures. Your Space also offers training to local groups and organisations on a variety of wellbeing subjects. The aim of these is to provide an understanding of the signs and symptoms of mental health issues, learn coping skills and build resilience.

Numbers supported in 2021/22:

Women / girls: 99

Group sessions: 115

1 to 1 sessions: 83

Light touch support: 184

Volunteers in the project: 6

Highlights: A key highlight of the year was the launch of the Women's Cycling & Social group. The group was well attended with many of the participants having not ridden a bike in many years. Staff noticed progression in cycling ability, as well as confidence and self-belief. Feedback for this group was extremely positive and the participants formed solid friendships. The group also saw the development of new partnerships with Cycling UK, Active Leeds, and Ed Carlisle from the 'Big Bike Fix' project. Staff were successful in securing grant money from Cycling UK, covering the cost of the equipment, and have been able to access Active Leeds store of bikes at Cross Flatts Park.

Challenges: The greatest challenge continued to be the Covid-19 pandemic. At the beginning of the year, it was unclear whether restrictions would stay in place, making it difficult to plan new groups. Meeting the needs of the community at this time was difficult; some participants felt more comfortable attending online groups, whereas others relied on face-to-face groups for connection. Staff handled this well by listening to the needs of participants, providing a mix of groups, and running outdoor groups where the risk of transmission was lower. Towards the end of the year, the project fully returned to face-to-face groups, and it was hard to re-engage with those who were high risk of getting seriously ill from Covid-19.

Looking to the future: Heading into the fourth year of the project, Your Space is looking at establishing new partnerships to engage with communities we've previously struggled to reach. Your Space will also re-engage with people who have become isolated through the Covid-19 pandemic by looking at ways we can make people feel comfortable attending face to face groups again. Staff are going to give participants the opportunity to become informal volunteers, to build their confidence and encourage them to go on to run their own groups in the future. Your Space will be working closely with the ABCD team on how participants can seek funding and resources for community groups.

Case Study: G came to Your Space after attending the Cycling Festival at Cross Flatts Park in the summer of 2021. She told Your Space staff that she wanted to get back into cycling but didn't know where to start as she hadn't done it in over 20 years. G has always been very active in her local area, volunteering at St Vincent's Centre and Leeds Wood Recycling. G told Your Space staff that she felt isolated during Covid lockdowns when her regular volunteering stopped. Initially G was apprehensive about joining the cycling group, so met with the worker on a 1 to 1 basis to build up her confidence before attending the group sessions. When she felt ready, G joined the group and quickly picked up the skill of cycling again. Her social confidence grew, and she could be visibly seen to be enjoying herself. G has since joined several other Your Space groups, such as Disco Tuesdays, Digital Skill Share and Women's Chat & Chill.

Involvement with Your Space has had a clear impact on G's life. Your Space staff linked G with local councillor Ed Carlisle so that she could obtain her own bike. She now cycles everywhere and is able to

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join groups in different areas. G has made a group of friends through the Women's Chat & Chill who she regularly meets with outside of the group. Perhaps the biggest impact on G has been the Digital Skill Share group, where G has learnt to use a tablet given to her during the pandemic. Through these workshops, G has been able to use the tablet to search for work, do online shopping and use social media.

Support across Women's Health Matters

Digital Support

Overview: Digital Support provides loans of Chromebook/tablets/phones to women on a minimum 6-month basis to reduce digital exclusion. Additional support has been secured through Vodafone which has provided 80 pre-loaded sim cards. Sim cards provide 20GB of data and unlimited calls and texts for 6 months. Community Calling has also provided 10 iPhones, with unlimited calls and texts and 6GB of data for 12 months.

Numbers supported in 2021/22:

Women/girls: 63

1 to 1 sessions: 63

Highlights: The majority of SIM cards have been provided to women from Rainbow Hearts who have all reported reduced digital exclusion as a result of support. Feedback has been shared with Vodafone who are keen to make WHM a highlighted charity under this project. Discussions are taking place with RH to arrange filming for this.

Challenges: Funding for the staff hours to manage the project was a challenge.

Looking to the future: Ongoing support will be provided to women who are identified as needing digital support. WHM have signed up to the Good Things Foundation which will also provide access to online digital courses (free of charge for women) and potential additional funding for WHM.

Comments from recipients:

Thank you. This helps me to call family, friends, calls to GP, booking appointments, to hear music (using the data). I'm so happy for your help, thank you.

This has helped me so much. I can now do my homework from school, because sometimes I need to search things on the internet and, I can use it to call on WhatsApp and watch things on YouTube. Thank you so much for your support.

It keeps me connected with my friends, helps me to get access to different resources to learn English and many other things. I am very glad to have it. Thank you.

It has helped me watch nice videos and cartoons with my children meaning we are more involved together, watching and singing along with kinds of YouTube songs. It has been great, no need to spend money at cafes anymore.

It was great to have a big bundle of data every month. Struggling for data every month was hard. With 20GB it was wonderful freedom to use the internet freely.

Emergency Fund

Overview: WHM have an Emergency Fund to support women in crisis. Emergency funding has been used to support women with, for example, purchasing food, paying bills, transport to and from appointments, moving from a violent home. The funding comes from WHM core funding.

Numbers supported in 2021/22:

Women/girls: 14

Highlights: Reduced impact on women's mental health as a result of being able to get support in financial crisis.

Looking to the future: WHM continue to apply for funding to supplement this fund.

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WHM Volunteering Programme

Overview: Women's Health Matters has reintroduced its volunteer project, providing various different volunteering roles for women we work with, and those wishing to gain more experience in the field. Volunteering opportunities have included social media communication ambassadors, administration support workers, and group support facilitators. We gained the Volunteering Quality Kitemark.

Numbers supported in 2021/22:

Women/girls: 29

Group sessions: 7

Volunteers in the project: 9

Highlights: Following a review of our volunteer processes, WHM was awarded a quality mark for volunteering opportunities and processes.

Challenges: Some issues with volunteer recruitment meaning that some volunteers were not suitable. The recruitment process has been amended to address this.

Looking to the future: Moving forwards we will be aiming to attend volunteer drives with organisations such as VAL as well as colleges and universities. Over the summer period we will be looking at the possibility of offering a year in industry as well as extending our student placement offer.

Case Study: From E - Volunteering for Women's Health Matters has been a rewarding experience. I have gained confidence in myself and working with others and has helped me to develop skills that will be useful in the future. The work I have been doing has been very inspiring and I have even learned a few things from creating the social media posts. I have felt inspired by the women of WHM and how strong these women are, and it has made me proud to volunteer for charity such as WHM.

Women's Lives Leeds – Women Friendly Leeds

The successful Women's Lives Leeds consortium of 12 Women and Girls' organisations. The Chief Executive of WHM is currently Chair. The alliance delivers a range of services for vulnerable women and girls in Leeds (funded by The National Lottery Community Fund and Comic Relief). We continue to be part of **WLL Voices Project, Women Friendly Leeds**, which is working towards making Leeds a woman friendly city. A city that is better for women, is better for everyone.

Further information about any of our projects can be sought by requesting the quarterly or annual reports for each specific programme.

Beneficiaries of our services

As of 31 March 2022, 64% of women supported by WHM were aged 26-50, with 26% aged under 26, and 10% aged over 50.

39% of women do not identify as British. 6% chose not to disclose this information. 18 different languages are spoken, and 32 different nationalities are represented in the women we support.

46% of women identify as having no religion, 26% as Christian, 10% as Muslim, 4% as another religion including Sikh, Jehovah's Witness and Spiritual. 14% chose not to disclose this information.

Our 2022 survey of beneficiaries ran between January and February 2022. The previous survey ran in 2020. 1/3 of women supported by WHM responded to the survey which gave the following information:

78% (2020: 67%) have at least one child (or are currently pregnant) and 38% (2020: 36%) are single mums.

64% (2020: 58%) of women receive welfare benefits.

82% (2020: 59%) are currently unemployed.

27% (2020: 19%) have social care involvement of some form.

55% would have been unable to attend the service if travel costs and/or childcare were not paid for.

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75% (2020: 70%) of women currently have, or have previously experienced, mental ill-health. 62% (2020: 47%) are currently or have previously taken anti-depressants or other medication for mental health problems. 41% (2020: 48%) currently or have previously self-harmed.

65% report feeling lonely (2020: 59%), and 69% (2020: 68%) lack self-confidence. 45% have or have had suicidal thoughts (2020: 43%).

71% (2020: 61%) of women who completed the survey have experienced domestic, emotional and/or sexual abuse, with 53% (2020: 56%) having been the victim of violence. 75% (2020: 60%) recognise themselves as having a problem with unhealthy relationships.

27% (2020: 29%) of women were sexually assaulted or raped as a child, and 35% (2020: 20%) as an adult.

18% of women who completed the survey have been trafficked or sexually exploited.

30% (2020: 20%) have had at least one child removed into care, and 19% (2020: 19%) have had a pregnancy terminated.

53% (2020: 48%) worry about what people would think of them if they knew about the personal experiences and challenges they have faced.

Being unable to afford basic things and worrying about money is an experience that has affected 67% (2020: 36%) of women and 51% (2020: 34%) have accessed foodbanks. 15% (2020: 14%) have had their benefits stopped or sanctioned, and 36% (2020: 31%) have been homeless or vulnerably housed.

When asked how the support they've received from Women's Health Matters has helped them to improve their lives:

- 98% (2020: 94%) strongly agreed or agreed that they have developed a more positive support network
- 98% (2020: 95%) strongly agreed or agreed that they have increased self-confidence
- 96% (2020: 94%) strongly agreed or agreed they make better choices
- 96% (2020: 89%) strongly agreed or agreed that they feel less lonely
- 96% (2020: 89%) strongly agreed or agreed they feel better about themselves
- 96% (2020: 83%) strongly agreed or agreed that they feel less anxious
- 95% (2020: 95%) strongly agreed or agreed that they have improved mental wellbeing
- 95% (2020: 94%) strongly agreed or agreed that they feel safer
- 93% (2020: 87%) strongly agreed or agreed that they are more positive about their future

A significant 100% (2020: 96%) of women who completed the survey better understand what abuse is, 84% (2020: 94%) feel better able to respond to an abusive relationship, whilst 87% (2020: 88%) feel able to leave or change an abusive relationship.

When asked how the support they've received from Women's Health Matters has directly or indirectly helped their children:

- 100% of parents strongly or somewhat agreed that their children have improved mental wellbeing.
- 97% of parents strongly or somewhat agreed that their children have learned something new
- 93% of parents strongly or somewhat agreed that their children feel safer
- 93% of parents strongly or somewhat agreed that their children had increased confidence
- 90% of parents strongly or somewhat agreed that it helped their children make friends

87% of parents say the support from Women's Health Matters has increased their confidence about parenting, 89% have improved parenting skills, and 95% (2020: 86%) feel that any children they have in the future are less likely to be removed from their care.

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Financial review

WHM continued to raise sufficient funds to continue its main areas of activity. The inflationary increases required to maintain salaries, overheads, and running costs continued not to be met in full by some funders. We continued our strategy to secure the long-term future of our work by diversifying and securing multi-year income.

We were delighted during 2021/22 to bring on board new programmes from funders including National Lottery Community Fund, Children In Need, Trusthouse Charitable Foundation, Gwyneth Forrester Trust, Awards for All, Postcode Neighbourhood Trust, Kelly Family Trust, Evan Cornish Foundation, Labyrinth, along with individual donations and fundraising, supporting us in a range of ways including increased work due to Covid-19, Domestic Violence work, our support of women seeking asylum, enabling our work with women whose children are being looked after by someone else, work with women and their children, supporting the roles of our management team, Women's Lives Leeds initiatives, funding and donations towards core costs, and that the NHS Leeds CCG renewed our contract to chair the Maternity Voices Partnership, and Leeds City Council Public Health renewed our funding for Rainbow Hearts and Feel Good.

Our total income for the year was £528,678 (£506,388 in 2020/21; £489,480 in 2019/20; £442,484 in 2018/19 and £373,453 in 2017/18)

Our total expenditure was £526,306 (£442,478 in 2020/21; £491,524 in 2019/20; £399,792 in 2018/19 and £393,477 in 2017/18).

Reserves policy

Our Reserves policy was reviewed and approved in January 2022 as below:

Women's Health Matters believes that for the Board of Trustees to act prudently they must maintain a reserve of funds principally to allow for any unexpected or unforeseen events that cannot be met from current funds.

Reserve funds will be built up from two sources:

- Any funds raised by the project through fundraising events or donations towards general running costs
- Any monies remaining from unrestricted funds when all commitments have been met

Reserves will be available for the following purposes:

- to cover a short-term unexpected cost
- to fund investment e.g., match funding, project seed-funding, additional staffing for required posts, additional income generating capacity and other professional expertise
- to maintain the organisation for a period of time and allow time to try to secure new funding in the event of a loss of, or a very significant proportion of, project funding
- allow for an orderly closure in the event of the organisation becoming insolvent

The Trustees have agreed to a target level of Reserves of:

- Between 3 and 6 months of running costs in total
- The reserves amount must be at least equal to the amount of required closing costs (designated reserves)

This policy and calculations are updated annually. Trustees monitor actual and forecast expenditure of reserves quarterly. Reserves are invested in a high interest account to maximise earnings. In making this policy the Trustees have taken into consideration the costings involved with a planned closure including staff redundancies.

At the end of the 2021/22 year, the level of reserves was £296,377 (2020/21: £294,005); £134,750 (2020/21: £131,930) in restricted income funds, £79,459 (2020/21: £15,133) in designated reserves, and £82,168 (2020/21: £146,942) in free reserves. 3.6 months of running costs. With current funding levels, we envisage we will be at a minimum of three months running costs by March 2023.

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Plans for the future

The Trustees' plan for the charity's services activity in 2022/23 remains focused on supporting vulnerable women and girls in and around Leeds through our Domestic Violence work, support for young women and girls at risk of violence and abuse, women whose children are at risk of or have been taken into care, women seeking asylum, women with learning disabilities, maternity and parenting, and women with complex and wellbeing needs. Each service has an agreed set of targets with funders. Our themes of effective service delivery, increasing our reputation and reach, and ensuring a robust and sustainable organisation remain integral to our plans. We continue to look for and develop partnerships and collaborative working with other organisations. We will:

- Continue to develop the skills of our Board of Trustees, ensure succession planning is in place, and recruit new trustees as appropriate and strengthen our governance brining in terms of office
- Review our Memorandum and Articles of Association
- Develop a new 3-5 year strategy
- Continue to assess and develop the diversity of our funding base
- Continue to adapt and deliver our services considering Covid-19 challenges
- Continually revisit our Safeguarding procedures and test their effectiveness
- Continue to develop opportunities for women currently involved in our services to support our work through helping at events and activities and through formal volunteering
- Prioritise funding bids to sustain and continue the growth of our Domestic Violence and Abuse work, and our work with women seeking asylum
- Grow the capacity, reach and networks for our services for women whose children are at risk of or have been taken into care
- Ensure strong working relations with our existing delivery partners and seek new partners to further develop the key areas of our 2022/23 service delivery to reach more women and girls
- Continue to build the body of evidence on the impact of our work, through externally evaluated projects and the internal use of impact tools
- Complete an annual impact measurement survey
- Develop the new Maternity Choices Advocacy Service
- Develop the role of our new Playworker
- Launch a weekly drop in for ex-service users
- Continue to develop our volunteering offer and contributions from external workers, and build our social media presence
- Hold a celebration event for WHM women in 2022
- Develop a professional training offer

Structure, governance, and management

Structure and governance

The organisation is a charitable company limited by guarantee, incorporated on 13 July 1993, and registered as a charity on 22 August 1995.

The company was established under a memorandum of association that established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was 43. (2021:43).

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Recruitment and appointment of Trustees

Board of Trustees members are recruited through advertising and via networking, interviewed by the Chair and Chief Executive and attend a Board meeting and complete relevant paperwork before joining. The processes for this recruitment were reviewed and strengthened in 2021/22.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2022

Induction and training of Trustees

New Board of Trustees members complete a skills audit and receive a comprehensive induction session with the Chief Executive, as well as receiving good practice guidelines such as the Good Trustee Guide (NCVO) and additional Trustee guidance from the Charity Commission. Trustees are offered training in areas where there are gaps in skills e.g., governance and financial management.

Organisational direction

The Board of Trustees is responsible for the direction of the organisation and ensuring that effective plans supporting the achievement of the strategic direction are in place and being met. They review policy and are responsible for ensuring effective governance including the financial management of the organisation. The Chair of Trustees line manages the Chief Executive who has day-to-day operational management responsibility. The Board meets at least six times a year and has an Away Day for strategic planning and an Away Day with staff once a year.

Operational management

Rachel Kelly was appointed as Chief Executive in 2019. The Finance and Office Manager and the Operations Manager, along with Project Leads, support the Chief Executive in the day-to-day management of the organisation.

Related parties and relationships with other organisations

WHM retains good relationships with its funders and delivers multiple services in partnership with other agencies, under partnership agreements and protocols. There is a breadth of referrals into services from statutory and charitable sector agencies. We are an alliance partner of Women's Lives Leeds, a partner in LDVS, in Your Space, and in the Breastfeeding Peer Support Service.

In addition, we are active members of a range of Leeds strategic networks, including chairing both the Leeds Maternity Voices Partnership and Women's Lives Leeds, and attending the 3P Network, Leeds Domestic Abuse Voice and Accountability Forum, the Domestic Abuse & Violence Strategy Working Group, West Yorkshire Improving Women's Lives, EVAWG (Ending Violence Against Women and Girls), Third Sector Safeguarding Group, Forum Central Networks (Mental Health and Third Sector Health and Care Leaders), Leeds Migration Partnership, and Young Lives Leeds, and a member of NCVO. Our Chief Executive is a member of ACEVO and the national GSK Impact Awards Network.

Remuneration policy for key management personnel

When appointing a Chief Executive of WHM, the Trustees benchmark the salary with other similar positions within Leeds and surrounding areas. All senior and junior staff are appointed in line with the NJC pay scales. Key management personnel receive the same annual cost of living increment as applied across all the staff.

Risk management

WHM has a risk register and management plan, which is reviewed at every board meeting. Organisational risks are assessed. Risks are categorised such as People, Operational, Financial, Governance, etc. and a scale of probability and impact and steps taken to mitigate are agreed and monitored with a RAG rating.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2022

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Women's Health Matters for the purposes of company law) are responsible for preparing the trustees' annual 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 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 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company 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 corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' annual report has been approved by the Trustees on 29 September 2022 and signed on their behalf by

Alison Cater, Chair of Trustees

Independent examiner's report
to the members of
Women's Health Matters

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2022 which are set out on pages 28 to 50.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Catherine Hall FCCA DChA

Slade & Cooper Limited
Beehive Mill, Jersey Street
Manchester, M4 6JG

19 October 2022

Womens Health Matters
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	6,188	73,822	80,010	80,414
Charitable activities:	4	77,472	363,340	440,812	419,615
Other trading activities	5	7,591	-	7,591	5,800
Investments	6	265	-	265	559
Total income		91,516	437,162	528,678	506,388
Expenditure on:					
Raising funds	8	8,460	4,920	13,380	19,406
Charitable activities:	7	83,504	429,422	512,926	423,072
Total expenditure		91,964	434,342	526,306	442,478
Net income / (expenditure) for the year	10	(448)	2,820	2,372	63,910
Transfer between funds		-	-	-	-
Net movement in funds for the year		(448)	2,820	2,372	63,910
Reconciliation of funds					
Total funds brought forward		162,075	131,930	294,005	230,095
Total funds carried forward		161,627	134,750	296,377	294,005

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Womens Health Matters
Company number 2835637
Balance sheet as at 31 March 2022

	Note	2022	2021
		£	£
Fixed assets			
Tangible assets	15	6,294	1,429
Total fixed assets		6,294	1,429
Current assets			
Debtors	16	8,670	22,174
Cash at bank and in hand	17	294,633	292,719
Total current assets		303,303	314,893
Liabilities			
Creditors: amounts falling due in less than one year	18	(13,220)	(22,317)
Net current assets		290,083	292,576
Total assets less current liabilities		296,377	294,005
Net assets		296,377	294,005
The funds of the charity:			
Restricted income funds	20	134,750	131,930
Unrestricted income funds	21	161,627	162,075
Total charity funds		296,377	294,005

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 SORP, and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 31 to 50 form part of these accounts.

Approved by the trustees on 29 September 2022 and signed on their behalf by:

.....
Alison Cater (Chair)

.....
Amita Fearon (Treasurer)

Womens Health Matters
Statement of Cash Flows
for the year ending 31 March 2022

	Note	2022 £	2021 £
Cash provided by / (used in) operating activities	23	9,102	52,207
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		265	559
Purchase of tangible fixed assets		(7,453)	(1,408)
Cash provided by / (used in) investing activities		(7,188)	(849)
Increase/(decrease) in cash and cash equivalents in the year		1,914	51,358
Cash and cash equivalents at the beginning of the year		292,719	241,361
Cash and cash equivalents at the end of the year		294,633	292,719

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with 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), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Womens Health Matters meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other 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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

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. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of external fundraisers.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Furniture & equipment	4 years
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Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end.

The money purchase plan is with The People's Pension managed by B&CE Holdings Ltd plc and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 1% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2022 £
Donations	6,188	-	6,188
Core funding	-	-	-
The Kelly Family Trust	-	3,622	3,622
Henry Smith	-	40,000	40,000
Trusthouse	-	20,000	20,000
Evan Cornish	-	5,000	5,000
Other grants < £5k	-	5,200	5,200
Total	6,188	73,822	80,010
Previous reporting period	Unrestricted £	Restricted £	Total 2021 £
Donations	2,570	-	2,570
Core funding	-	-	-
Bramall Foundation	-	5,000	5,000
The Brelms Trust CIO	-	5,000	5,000
Henry Smith	-	13,700	13,700
Forrester Trust	17,500	-	17,500
Trusthouse	-	20,000	20,000
Government CJRS	5,644	-	5,644
Other grants < £5k	-	11,000	11,000
Total	25,714	54,700	80,414

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2022 £
Womens Health Matters			
Pilgrim Trust	-	5,000	5,000
WYCA		20,222	20,222
Domestic Violence			
Leeds City Council	19,863		19,863
Leeds City Council (Access)	-	13,366	13,366
LDVS - Sanctuary Support - Pregnancy		14,333	14,333
LDVS - Sanctuary Support - Disability		14,333	14,333
Noel Buxton		4,000	4,000
WOW			
Leeds City Council	-	10,000	10,000
Snowdrops			
Awards For All		10,000	10,000
Postcode Neighbourhood Trust		20,000	20,000
WYCA - Snowdrops		7,794	7,794
Kelly trust		1,378	1,378
WLL			
NLCF	-	5,318	5,318
Other projects			
Health For All - BFPS		4,258	4,258
National Lottery - Breathe Free		101,773	101,773
Lloyds Bank Foundation	-	24,879	24,879
NHS Leeds CCG - MVP	-	17,974	17,974
Leeds City Council RH& YUMS	57,609	6,770	64,379
Jimbos - Rosebuds		19,650	19,650
Labyrinyth - Rosebuds		12,906	12,906
Children in Need - Key Change		31,403	31,403
Touchstone - Your Space	-	17,983	17,983
Total	77,472	363,340	440,812

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

Income from charitable activities continued

Previous reporting period	Unrestricted £	Restricted £	Total 2021 £
Womens Health Matters			
Pilgrim Trust	-	10,000	10,000
Other	500		500
	500	10,000	10,500
 Domestic Violence			
The Brelms Trust CIO	-	4,305	4,305
Leeds City Council	-	19,863	19,863
Leeds City Council (Access)	-	5,000	5,000
West Yorkshire Police		5,998	5,998
 WOW			
Leeds City Council	-	15,000	15,000
 COVID 19			
Leeds City Council	-	19,960	19,960
Ministry of Justice	-	29,028	29,028
West Yorkshire Police		48,892	48,892
 SNOWDROPS			
Edward Gostling Foundation		8,776	8,776
Smallwood Trust		29,239	29,239
Big Lottery Fund		28,363	28,363
Community Foundation		9,991	9,991
 WLL			
Big Lottery Fund		12,570	12,570
 Other projects			
Charles Haywood Foundation	-	24,500	24,500
Leeds Community Foundation	-	12,325	12,325
Lloyds Bank Foundation	-	24,955	24,955
NHS Leeds CCG	-	17,705	17,705
Leeds City Council	57,600	14,540	72,140
Touchstone	-	20,505	20,505
	57,600	351,515	409,115
Total	58,100	361,515	419,615

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

5 Income from other trading activities

	2022 £	2021 £
Fees, Charges and other income	7,591	5,800
	7,591	5,800

All income from other trading activities is unrestricted.

6 Investment income
Current reporting period

	Unrestricted £	Restricted £	2022 £
Income from bank deposits	265	-	265
	265	-	265

Previous reporting period

	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>2021 £</i>
<i>Income from bank deposits</i>	559	-	559
	559	-	559

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

7 Analysis of expenditure on charitable activities

	Staff costs £	Admin costs £	Premises £	Depreciation £	Other project costs £	Governance costs (see note 9) £	Total 2022 £
Core	72,288	(112)	998		1,342	-	74,516
Women's Health Matters	13,060	816	1,743	725	(7,168)	-	9,176
Domestic Violence - LDVS	23,924	1,638	2,775		12,278	192	40,807
Domestic Violence - Breathe Fre	60,379	9,284	5,695		11,528	-	86,886
Covid 19	2,267	8	-		6,705	-	8,980
Snowdrops	21,363	173	60		374	-	21,970
Key Change	28,966	78	1,259		194	-	30,497
WLL	4,400	10	113		5	-	4,528
Other projects	166,373	10,785	18,593	1,863	35,900	2,052	235,566
Total	393,020	22,680	31,236	2,588	61,158	2,244	512,926
					Restricted expenditure		429,422
					Unrestricted expenditure		83,504
							512,926

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

Analysis of expenditure on charitable activities continued

Previous reporting period

	Staff costs £	Admin costs £	Premises £	Depreciation £	Other project costs £	Governance costs (see note 9) £	Total 2021 £
Core	36,681	238	-	-	3,930	-	40,849
Women's Health Matters	13,605	(1,251)	(30)	725	686	-	13,735
Domestic Violence	25,134	2,003	1,603	-	964	254	29,958
Wow	5,221	84	-	-	946	-	6,251
Covid 19	50,667	14,567	1,925	-	3,263	-	70,422
Snowdrops	64,194	3,454	2,466	-	1,354	-	71,468
The Key	3,482	-	-	-	21	-	3,503
WLL	10,885	1,270	2,808	-	1,198	-	16,161
Other projects	113,953	18,175	18,448	-	18,218	1,931	170,725
Total	323,822	38,540	27,220	725	30,580	2,185	423,072
					Restricted expenditure		362,360
					Unrestricted expenditure		60,712
							423,072

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

8 Cost of raising funds

	2022 £	2021 £
Staff costs	13,380	19,406
	<u>13,380</u>	<u>19,406</u>
	<u><u>13,380</u></u>	<u><u>19,406</u></u>
Restricted expenditure	4,920	19,406
Unrestricted expenditure	8,460	-
	<u>13,380</u>	<u>19,406</u>
	<u><u>13,380</u></u>	<u><u>19,406</u></u>

9 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	Total 2022 £
Independent examiner fees	Governance	-	1,200	1,200
Board costs	Governance	-	-	-
		<u>-</u>	<u>1,200</u>	<u>1,200</u>
		<u><u>-</u></u>	<u><u>1,200</u></u>	<u><u>1,200</u></u>
Previous reporting period	Basis of apportionment	Support £	Governance £	Total 2021 £
Independent examiner fees	Governance	-	2,185	2,185
Board costs	Governance	-	-	-
		<u>-</u>	<u>2,185</u>	<u>2,185</u>
		<u><u>-</u></u>	<u><u>2,185</u></u>	<u><u>2,185</u></u>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

10 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2022 £	2021 £
Depreciation	2,588	725
Independent examiner's fee - accountancy	-	1,585
Independent examiner's fee	1,200	600
	<u> </u>	<u> </u>

11 Staff costs

Staff costs during the year were as follows:

	2022 £	2021 £
Wages and salaries	334,485	280,785
Social security costs	24,404	19,564
Pension costs	9,377	8,333
Consultancy & HR fees	19,052	26,534
Recruitment & staff expenses	9,315	7,127
Volunteers' expenses and training	1,147	465
Additional Holiday pay accrual from 20-21	1,724	-
Redundancy	6,500	420
	<u> </u>	<u> </u>

406,004	343,228
<u> </u>	<u> </u>

Allocated as follows:

Cost of raising funds	13,380	19,406
Charitable activities	392,624	323,822
	<u> </u>	<u> </u>
	406,004	343,228
	<u> </u>	<u> </u>

No employees has employee benefits in excess of £60,000 (2021: Nil).

The average number of staff employed during the period was 15.4 (2021: 12.3).

The average full time equivalent number of staff employed during the period was 11 (2021: 11).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £46,011 (2021: £39,104).

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

12 Trustee remuneration and expenses, and related party transactions

No (2021: Zero) trustees, were paid paid in the year (2021: £Nil).

No (2021:Zero) member of the management committee received travel and subsistence expenses during the year (2021:£Nil).

Aggregate donations from related parties were £Nil (2021: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2021: nil).

13 Government grants

The government grants recognised in the accounts were as follows:

	2022 £	2021 £
Leeds City Council	87,745	131,963
DCMS	-	-
NHS Leeds CCG	17,974	17,705
West Yorkshire Police	-	54,890
Ministry of Justice	-	29,028
WYCA	20,222	-
	<u>125,941</u>	<u>233,586</u>

There are no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

15 Fixed assets: tangible assets

Cost	Furniture & equipment £	Total £
At 1 April 2021	5,021	5,021
Additions	7,453	7,453
Disposals	-	-
At 31 March 2022	12,474	12,474
Depreciation		
At 1 April 2021	3,592	3,592
Charge for the year	2,588	2,588
Disposals	-	-
At 31 March 2022	6,180	6,180
Net book value		
At 31 March 2022	6,294	6,294
<i>At 31 March 2021</i>	<i>1,429</i>	<i>1,429</i>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

16 Debtors

	2022 £	2021 £
Grants receivable	5,250	10,000
Prepayments and accrued income	3,420	12,174
	<u>8,670</u>	<u>22,174</u>

17 Cash at bank and in hand

	2022 £	2021 £
Short term deposits	70,000	70,000
Cash at bank and on hand	224,633	222,719
	<u>294,633</u>	<u>292,719</u>

18 Creditors: amounts falling due within one year

	2022 £	2021 £
Short term compensated absences (holiday pay)	5,044	3,320
Other creditors and accruals	6,635	8,997
Deferred income	-	10,000
Taxation and social security costs	1,541	-
	<u>13,220</u>	<u>22,317</u>

19 Deferred income

	2022 £	2021 £
Deferred grant brought forward	10,000	1,000
Grant received	-	10,000
Released to income from charitable activities	(10,000)	(1,000)
	<u>-</u>	<u>10,000</u>
Deferred grant carried forward	-	10,000
Deferred income received in advance of the period to which it relates		

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

20 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Core					
Henry Smith Charity	-	40,000	(40,000)	-	-
Garfield Weston	20,449	-	(20,449)	-	-
Bramall Foundation	580	-	(580)	-	-
The Brelms Trust CIO	-	-	(4,649)	-	(4,649)
Trusthouse	6,494	20,000	(2,412)	-	24,082
Noel Buxton Trust	4,000	4,000	(461)	-	7,539
Sir George Martin Tst	3,000	-	(3,000)	-	-
Souter Trust	2,000	-	(2,000)	-	-
Trees of Leigh	914				914
Evan Cornish	-	5,000	-		5,000
The Kelly Trust	-	3,622	(3,132)		490
WYCA	-	20,222	(20,222)		-
Other		5,200	(5,176)		24
Womens Health Matters					
Pilgrim Trust	4,880	5,000	(9,880)	-	-
Small grants	40	-	-	-	40
Domestic Violence					
LDVS (Access)	4,955	13,366	(22,945)	-	(4,624)
The Brelms Trust CIO	(354)	-		-	(354)
West Yorkshire Police	-	-	-	-	-
LDVS - Sanctuary Support - Disability		14,333	(6,180)		8,153
LDVS - Sanctuary Support - Pregnancy		14,333	(6,007)		8,326
Lottery - Breathe Free		101,773	(86,887)		14,886
WOW					
Leeds City Council	8,749	10,000	(17,413)	-	1,336
Covid 19					
Leeds City Council	14,569	-	(8,979)	-	5,590
Ministry of Justice LDVS	7,780	-	(7,780)	-	-
Ministry of Justice	1,008	-	(1,008)	-	-
Snowdrops					
Awards For All		10,000	(4,736)	-	5,264
Postcode Neighbourhood T	-	20,000	(3,568)	-	16,432
Edward Gostling Fndn	4,500	-	(4,494)	-	6
Kelly Trust - Snowdrops		1,378	(1,378)		-
WYCA - Snowdrops		7,794	(7,794)		-
WLL					
Big Lottery Fund	(17)			-	(17)
Other projects					
Leeds Fund	9,067	-	(8,383)	-	684
Inside Out	22,724	-	(21,521)	-	1,203
Labyrinth - Rosebuds	-	12,906	(10,500)		2,406
Jimbo's - Rosebuds	-	19,650	-		19,650
Lloyds Bank Foundation	12,443	24,879	(25,531)	-	11,791
MVP	383	17,974	(14,663)	-	3,694
YUMS	3,795	6,770	(6,156)	-	4,409
Your Space	(1,520)	17,983	(17,222)	-	(759)
The Key Change	-	31,403	(30,498)		905
WLL Empowering systems		5,318	(4,528)		790
Awards For All - BFPS		4,258	(4,210)		48
Other	1,491			-	1,491
Total	131,930	437,162	(434,342)	-	134,750

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

Analysis of movements in restricted funds continued

Previous reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Core					
Henry Smith Charity	6,796	13,700	(20,496)	-	-
Garfield Weston	26,250	-	(5,801)	-	20,449
Bramall Foundation	-	5,000	(4,420)	-	580
The Brelms Trust CIO	-	5,000	(5,000)	-	-
Trusthouse	-	20,000	(13,506)	-	6,494
Noel Buxton Trust	-	4,000	(4,000)	4,000	4,000
Sir George Martin Tst	-	3,000	-	-	3,000
Souter Trust	-	3,000	(1,000)	-	2,000
Trees of Leigh Trust	-	1,000	(86)	-	914
Womens Health Matters					
Pilgrim Trust	2,500	10,000	(7,620)		4,880
Small Grants	40	-	-		40
Domestic Violence					
LDVS	-	19,863	(19,863)		-
LDVS (Access)	2,244	5,000	(2,289)	-	4,955
The Brelms Trust CIO	652	4,305	(5,311)	-	(354)
West Yorkshire Police	-	5,998	(5,998)		-
WOW					
Leeds City Council	-	15,000	(6,251)		8,749
Covid 19					
Leeds City Council	-	19,960	(5,391)		14,569
Ministry of Justice LDVS	-	29,028	(21,248)		7,780
Ministry of Justice	-	48,892	(46,476)	(1,408)	1,008
SNOWDROPS					
Edward Gostling Fndn	-	8,776	(4,276)		4,500
Smallwood Trust	-	29,239	(29,239)		-
Big Lottery Fund	-	28,363	(28,363)		-
Community Fund	-	9,991	(9,991)		-
The Key					
The Brelms Trust CIO	1,500	-	-	(1,500)	-
WLL					
Big Lottery Fund	2,573	12,570	(15,160)	-	(17)
Other projects					
Tampon Tax	4,296	-	(4,296)	-	-
Leeds Fund	14,774	12,325	(18,032)	-	9,067
Inside Out	11,983	24,500	(13,759)	-	22,724
Lloyds Bank Foundation	13,440	24,955	(25,952)	-	12,443
MVP	3,556	17,705	(20,878)	-	383
Yums	4,282	13,540	(14,027)	-	3,795
Your Space	760	20,505	(22,785)	-	(1,520)
Other	743	1,000	(252)	-	1,491
Total	96,389	416,215	(381,766)	1,092	131,930

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

Name of restricted fund	Description, nature and purposes of the fund
Core	
Women's Health Matters	
Pilgrim Trust	Supporting WHM's work providing intensive and early intervention support to women with complex needs.
Domestic Violence	Project to provide support for women who have experience of Domestic Violence.
WOW	A new volunteer project for women in Leeds who are seeking asylum to support and encourage each other to be more physically active during lockdown.
Covid 19	In response to the Covid-19 pandemic, WHM have set up a lending library of ChromeBooks, tablets and phones for use by women and families accessing and engaging with Women's Health Matters
Snowdrops	This project offers one to one support for vulnerable women and girls in Leeds.
The Key	Project to provide early intervention work around domestic violence and child sexual exploitation.
WLL	Women's Lives Leeds funding to reimburse expenditure hosting a Complex Needs Worker at WHM.
Other projects	
Tampon Tax	Group work to reduce distress and the harmful impact of Domestic Violence on women and their children.
Leeds Fund	Group work supporting women who's children are being looked after by someone else.
Inside Out	A parenting course for women whose children are being looked after by somebody else, such as through adoption or a kinship order.
Lloyds Bank Foundation	Funds a wellbeing case worker to provide one to one support to asylum seeking women.
MVP	A forum bringing together health professionals and women who access maternity services.
YUMS	YUMs is a young mums tots and tums peer support group.
Your Space	Provision of an health and wellbeing outreach worker based with our partners at Touchstone
Other	Donations to specified projects or groups.
Transfers	Transfers from unrestricted funds to cover overspends. Transfers out in respect of purchases of fixed assets for general use.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

21 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
General fund	146,942	91,516	(91,964)	(64,326)	82,168
Designated funds					
Redundancy and notice period liability	15,133	-	-	64,326	79,459
	<u>162,075</u>	<u>91,516</u>	<u>(91,964)</u>	<u>-</u>	<u>161,627</u>
Previous reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
General fund	118,573	90,173	(60,712)	(1,092)	146,942
Designated funds					-
Fundraising Consultancy	15,133	-	-	-	15,133
	<u>133,706</u>	<u>90,173</u>	<u>(60,712)</u>	<u>(1,092)</u>	<u>162,075</u>

Name of unrestricted fund

Description, nature and purposes of the fund

General fund	The free reserves after allowing for all designated funds
Designated funds	Funds designated by the management committee for the support and development of existing work.
Fundraising consultancy	Fund for employing fundraising consultants to work on specific project bids.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2022 (continued)

22 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	6,294	-	-	6,294
Net current assets/(liabilities)	75,874	79,459	134,750	290,083
Total	82,168	79,459	134,750	296,377
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,429	-	-	1,429
Net current assets/(liabilities)	145,513	15,133	131,930	292,576
Total	146,942	15,133	131,930	294,005

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income / (expenditure) for the year	2,372	63,910
Adjustments for:		
Depreciation charge	2,588	725
Loss/(profit) on sale of fixed assets	-	-
(Gains)/losses on investments	-	-
Dividends, interest and rents from investments	(265)	(559)
Decrease/(increase) in stock	-	-
Decrease/(increase) in debtors	13,504	(12,454)
Increase/(decrease) in creditors	(9,097)	585
Net cash provided by / (used in) operating activities	9,102	52,207

WOMEN'S HEALTH MATTERS

England & Wales - Charity number 1048788

Accounts

Company number: 2835637

Charity Number: 1048788

Women's Health Matters

Report and financial statements
For the year ended 31 March 2021

Women's Health Matters
Reference and administrative information
for the year ended 31 March 2021

Company number 2835637

Charity number 1048788

Registered office and operational address 44a-48 The Refinery, Sugar Mill Business Park, Oakhurst Avenue, Leeds, LS11 7DF

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Alison Cater

Amie Tolson

Hannah Jones

Emma Dickens

Tracey Glanville

Amita Fearon appointed November 2020

Sarah Salahuddin appointed November 2020

Tessa Johnson Jones appointed April 2021

Tracy Bridgett appointed June 2021

Kate Lawrance resigned January 2021

Key management personnel	Rachel Kelly	Chief Executive
	Lucy Fishwick	Projects Manager (resigned April 2021)
	Bridget Walker	Finance & Office Manager

Bankers Unity Trust Bank plc
4 Brindley Place, Birmingham, B1 2HB

Independent examiner Catherine Hall FCCA, Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester M4 6JG

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

The Trustees present their report and the unaudited financial statements for the year ended 31 March 2021.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Objects (as set out in the company's memorandum of association)

To preserve and protect the good health, both physical and mental, of women in Leeds and the surrounding area and, in particular, to educate such women about health-related matters.

Aims

To work with women across Leeds and the surrounding area so that they can take control of their lives and their health.

Objectives

Our objects define the services we provide for women and girls (13 plus) resident in Leeds and the surrounding areas. Leeds is a large city with a population of 437,946 women and girls (White A, Erskine S and Seims A, The State of Women's Health in Leeds, Leeds City Council 2019). Women's Health Matters (WHM) reduces health inequalities experienced by women from disadvantaged communities across Leeds. We work with women who have unequal access to health and support services due to poverty, ethnicity, disability, sexual orientation, or traumatic personal experience.

From our 2020 survey of women and girls we intensively support, over half live in the top 3% most deprived wards in England and almost all live in the 20% most deprived wards. The women we work with face significant health inequalities. The State of Women's Health in Leeds report noted 23% of women (98,556) live in the most deprived areas of Leeds, with only 8% in the wealthiest. In addition that deprivation has a major impact on the health of the population with the mortality rate in women in the more deprived areas of Leeds 40% higher than that in the wealthiest areas. Between April and September 2020, there was a weekly average of 452 domestic incidents reported to police in Leeds, this would equate to 23,504 over the year.

Women's Health Matters champions freedom for disadvantaged women and girls so they may have a fair chance at a better life. These women are most at risk, including those experiencing domestic violence, sexual and emotional abuse, those with children in care or at risk of being removed, young mums, women seeking asylum and refugees, women with learning difficulties, and women with complex needs or mental health and wellbeing needs. We take a woman-centred holistic approach, creating a safe, nurturing environment to help women recover their confidence, explore their own needs, and regain control over their lives.

We specialise in group work, peer support, and providing one-to-one support. Our broad health remit enables women experiencing violence and abuse to raise these issues in safety and to receive support without stigma or partner suspicion.

Over 94% of women we work with intensively have improved wellbeing, better physical health and feel more empowered to make their own choices. 88% of those experiencing abuse change or end their relationship. 93% of those we help say we provided support unavailable elsewhere.

Women's Health Matters
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We take a woman-centred holistic approach, creating a safe, nurturing environment to help women recover their confidence, explore their own needs, and regain control over their lives. Where capacity allows, we undertake outreach work that enables us to broaden our reach to a wide range of women who have often found it more difficult to work with statutory services.

Vision and Values

Our vision and values reflect our ambitions and what is important in the way we work.

Vision: Our vision is for a just, safe and kind society where women are inspired, and helped, to reach their unique positive potential: where good health, and positive relationships, are valued and nurtured.

Values:

- Be passionate for building powerful, positive relationships that develop resilience
- Consistently provide effective support and information
- Provide safe, and confidential, spaces in one to one and group work
- Be advocates for building capacity within communities, and for community action
- Develop and promote the value of volunteering
- Always have the right conversation at the right time
- Influence change for women in Leeds ensuring their voices are heard
- Maintain an approach that is non-stigmatising, non-judgemental, collaborative, and empowering

Our funding limits the number of women we can help. For some services we hold waiting lists when necessary. We ensure that women have information about other services available in the city and are referred appropriately when additional support is required or is not within our remit.

Our aim is to make our services accessible. All are provided free of charge. We work in ways that help overcome barriers to participation, for example specific services working with women with learning disabilities, women seeking asylum with interpretation support and young women. We build in costs (where funding permits) for crèche, interpreters and travel into our services and use safe and accessible venues from which to run services and events.

We undertake equal opportunities monitoring to try to ensure women from multiple backgrounds are accessing our services. Women's Health Matters (WHM) has an Equal Opportunities Policy that supports recruitment, monitoring, induction, training and all the services we deliver. We recognise that there are disadvantaged groups in our society and affirm that the charity has a responsibility for combating the causes of these disadvantages. We strive to ensure that all women have full access to employment, voluntary work, services provided and Board of Trustees membership. It is fundamental that no one is treated less favourably by WHM on the grounds of race, colour, nationality, religion, disability, age, marital status, class, sexual orientation, or responsibility for dependants.

We ensure that staff members are experienced, trained and supervised to carry out the work of the charity and we strive not to embark on areas of work that will cause detriment or harm. Volunteers support some services to achieve their aims and objectives. They receive induction and ongoing support as well as out of pocket expenses.

The Trustees review the aims, objectives, and activities of the charity each year. They support staff to identify new areas of work, influence policy externally, and increase understanding and knowledge of the services of the organisation, sustain funding of our activities, assess impact of our work, and maintain good quality management.

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This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of key activities and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The Trustees have referred to the guidance contained in the Charity Commission's 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.

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on women and girls in disadvantaged areas of Leeds and surrounding areas, and with groups of women and girls who experience additional disadvantage. Activities are undertaken to further Women's Health Matters charitable purposes for the public benefit.

In 2020/21, the Covid-19 pandemic had a dramatic effect on our services and the way we delivered our support, necessitating a move from predominantly group work to one-to-one support over the phone, face to face outside and inside, or online individual and group support. In this year, we worked directly with 1715 women and girls (2019/20: 2010) across 15 services (2019/20: 14). 608 women and girls accessed intensive group and 1 to 1 support (2019/20: 752) and 1107 were reached through lighter touch outreach contact (2019/20: 1258). For comparison, in 2019/20 we ran 557 group sessions, this reduced to 267 group sessions in 2020/21 due to Covid lockdowns and safety restrictions. However, the number of one-to-one sessions increased dramatically from 789 individual sessions in 2019/20 to 3546 individual sessions in 2020/2021. This necessitated the need for additional staff and staff hours. In addition, the following three projects; The Key, Breathing Space, and Best Start, all ended at or shortly after the end of March 2020. In 2019/20, these three projects alone had 301 beneficiaries. The start date for the replacement funding and projects for The Key (The Key Change) and Breathing Space (Breathe Free) was delayed due to the pandemic and these started in April 2021. Other funders also changed their guidelines with more of a focus on Covid-19 and/or paused their funding streams. This had an impact on WHM's income generation plan and necessitated the need to apply for emergency funding relating to the pandemic to cover the additional staff hours required to deliver support on a one-to-one basis, upgrading of IT and database to manage remote working, and other increased costs, for example, mobile bills, emergency funds for women, wellbeing packs and postage. In monetary terms, we experienced a 55% success rate with these Covid-19 emergency fund applications, being awarded just over £201,000 from applications valuing £368,000.

As restrictions changed during the year, WHM returned to face to face work as soon as restrictions and safety precautions allowed, and in line with the needs and vulnerabilities of our women. Initially meeting one-to-one outside, then in small, physically distanced groups inside, interspersed with some online groups and maintaining one-to-one support for those who were isolating or those who felt unsafe in a group environment. We felt this return to face to face work where possible, was necessary due to the work we carry out with the most vulnerable women and girls in Leeds, and their increased concerns, needs, and challenges, which inevitably increased during the lockdown periods. We ensured that all women and staff followed our regularly updated risk assessments, including wearing face coverings where appropriate, temperature checking, regular Covid testing, social distancing, increased sanitisation, hand washing and cleaning, and encouraged all staff and women to be vaccinated as soon as they were able to be. We arranged for Covid vaccination sessions to take place in our groups.

This year saw an increase in our engagement with volunteers, an increase from 30 in 2019/20 to 79 volunteers in 2020/21. We also increased our social media presence and engagement through Facebook, Twitter, Instagram and Linked In to around 5000 followers. Both of these areas are part of our future growth plans.

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During the year, we recruited two new trustees to the board and a further two in the first quarter of 2021/22. Our trustee board now numbers nine, and is representative of the women we support, with trustees from a range of personal and professional backgrounds, ethnicities, sexual orientation, disabilities, and lived experience. Our trustee board responded to the pandemic by holding additional meetings, moving meetings online, and offering additional support to the management and staff of WHM.

We upgraded our IT and phone hardware and systems, moved to Cloud storage and a new, more appropriate and relevant, secure database. We increased our workforce to allow for additional work in the pandemic and reviewed our staff structure. We took on an additional meeting room and creche space for our groups to meet safely. With the support of volunteers, we developed new branding, logo and launched a new website.

Further information and examples of key activities are included below:

Domestic violence and abuse work

In 2020/21, we successfully maintained the delivery of our professionally facilitated DV and Abuse support; three groups per week as part of the city wide Leeds Domestic Violence Service and support initially through Breathing Space (funded by the DCMS through the Tampon Tax fund) and The Key (National Lottery funding) and then through Snowdrops (the WHM name given to the combination of different sources of funding received for this work in the pandemic). In our 2020 survey across this work, 96% of women reported they now understand what abuse is and are better able to respond to abusive relationships. 88% report the support they had received helped them to leave an abusive relationship. We hold the Safer Leeds Domestic Violence Quality Mark.

Leeds Domestic Violence Service is the successful delivery partnership with Leeds Women's Aid and Behind Closed Doors working with women, men, and families in Leeds, offering emergency accommodation, support, advice, and advocacy. Leeds Domestic Violence Service helpline received the highest number of calls ever during the first week of January 2021: a 138% increase on the previous year. WHM delivers the three women-only weekly support groups for South, East and West Leeds, providing a safe space for women to meet others who have been through or are going through similar experiences. Women are encouraged to attend a rolling programme of 14 sessions and access peer support. Covid-19 pandemic restrictions impacted this work meaning that at many times during the year groups were unable to meet in person. As lockdowns occurred, this work was changed to one-to-one telephone, text and email support, and distribution of wellbeing packs, ensuring that no women was left without any support. From one of our women:

"As a child I witnessed Domestic Violence between my Mum and Dad for many years... seen fighting between them, shouting all the time, etc. It affected me in a few different ways...being around domestic violence growing up. As I got to a teenager, I was attracted to men that I could see weren't quite normal, I could tell that they had badness about them, and that's what I went for as I thought that was normal because that's what I knew when I was growing up. My relationships that I have been in have been very bad and I have been the victim of every abuse possible. As I started this work, I was recognising that it wasn't normal to be getting beaten up, shouted at, and being told where to go and what to do. I always would defend my ex-partners and say, well, he hit me because I did this, or he was shouting at me because I did that.

This support around DV has really changed me as a person. I now know it's not right to get hit or abused, even if you did something wrong. I can now say I know a lot about how Domestic Abuse affected me and how it would have affected my children if they weren't removed out of my care. I'm continuing to work with WHM as it is helping me in loads of different ways. I suffer from severe panic attacks and at one point I thought I was going crazy until it was explained it was normal for me to be feeling that way because of all the trauma I have been through. I have learnt ways how to control my anxiety and panic attacks and I am really happy to say it is working. I can feel myself changing into a

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stronger woman. I will not put me or my children through Domestic Violence again. It does take time, but it all pays off in the end. Thank you for all your help."

We supported 92 women through this work, delivering 36 group sessions in person or online, and 1140 one-to-one sessions. In addition, remaining funding from Breathing Space and The Key supported an additional 50 women, and 120 women were supported through Snowdrops (see later in the report for further information).

Pregnancy, parenting, and support for women whose children are being cared for by someone else

Leeds Maternity Voices Partnership (MVP) continued to be chaired by WHM as we were successful in retaining the contract for another year. MVP is a citywide forum that brings health professionals, funders for maternity services, and third sector organisations together with those who have used maternity services in Leeds, to help improve services for other people. The nature of these forums and meetings changed to online due to the pandemic. Through additional outreach work and our inclusive approach, we can engage a wide range of people to become involved. In 2020/21, there were 26 volunteer parent representatives registered working alongside midwives, birth workers, clinicians, consultants, and the clinical commissioning group to co-design and help shape maternity services in Leeds.

It was a very busy year for the MVP and work has included My Pregnancy during Covid-19, Covid testing, and Online Notes surveys, and service user review, feedback, and discussion for 18 new leaflets. There were 1007 MVP Facebook group members, an increase from 351 in 2019/20. This is strongly believed to be linked to the pandemic and individuals seeking new avenues for gathering information relating to maternity services during this time. The nature of concerns changed, for example, in relation to the Covid-19 restrictions in place at maternity appointments, particularly scan appointments, where pregnant people were asked to attend appointments alone, attendance of birthing partners, and changes to antenatal appointments. The monthly 'Walking the Patch' which takes place at both maternity and delivery sites in Leeds was suspended for safety reasons during the pandemic. This resumed virtually in Quarter 4. MVP volunteers meet families and speak with staff in antenatal clinics, postnatal, antenatal wards, and delivery suites. It captures a snapshot each time around the experience of the mother and partner and feeds back any concerns and positive comments to the team leaders directly. This is a useful tool for midwives to make relevant improvements, families to feel heard and staff to feel valued and respected.

YUMs, a south Leeds group for young mums continued to be funded by Leeds City Council. It is a friendly and informal group, which enables young women to come together fortnightly and develop important support networks within a range of health and parenting related sessions. Women feel a real sense of ownership of the group, genuine supportive relationships have been built and the local feel means it's easier to build relationships. The crèche provision means mums can have time out and it supports children getting ready for nursery/school or parents going to work or college. Women report that the group is a group for them as women not 'just mums', that it feels different from other mum and toddler groups. Most of the young women have been and have felt isolated or they have had mental health difficulties and no support. YUMs helps decrease social isolation building the young women's resources of support and friendships, provides lunch, and has organised activities and play and learn sessions along with invited speakers around Digital Access, Lifelong Learning, and vaccinations, for example. Of course, the pandemic meant that at times the group could not meet, and support was offered on a one-to-one basis and through an online group. 15 women and their children engaged with the YUMs group, the closed Facebook group, and ongoing support, with core members becoming volunteers once they turned 26 years old.

Rosebuds was recommissioned in 2020 following a successful year. A city-wide social and peer support group for women living apart from their children, the group helps women overcome loneliness and isolation as well as increasing confidence and self-esteem. The women learn new coping techniques,

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share skills, stories, and experiences, and think about healthy relationships and friendships in an informal, friendly setting. The project is funded by The Leeds Fund, Leeds Community Foundation, as part of strategic work across the city to help overcome loneliness and promote inclusion. During this year, groups were not always able to meet due to Covid lockdowns and restrictions, all women registered were offered and given support, including weekly wellbeing packs with self-care ideas, wellbeing activities and resources. 45 group sessions (face to face - inside or outside, and online) and 252 one-to-one sessions were held engaging 43 women.

The women talk about their sense of belonging when they meet each other, that often for the first time, they have a sense of a community that they belong to; one that isn't full of shame and fear but of acceptance, belonging and learning. *"It doesn't matter how I feel before I come through that door, by the time we finish, I've got a big smile on my face – how does that happen?"* The isolation experienced by the women exacerbates the complicated trauma of their lives, leaving them prey to abusive relationships, with poor mental health, unhealthy coping techniques, and stuck in the same cycles. *"We are like one big family here"* – This is the opening welcome the women offer new women when they join the group. They are offered seats, the women rush to make her a hot drink, if she shows signs of nervousness or upset, they rally around her and share their memories of when they started the group and what the group has done for them. This is the space and environment the women create and offer each other. During check in at the beginning of the sessions, the women break into spontaneous rounds of applause when one of them talks about something they have overcome or faced. *"It has helped me with my confidence, helped me make new friends, and supported me in my dark times"*. *"This is the only time I get to talk about this, I come to get it off my chest, I can't get that anywhere else"*.

Inside Out is a programme of funding from the Charles Hayward Foundation to enable the development of the work piloted through our previous Footsteps project. Launched in Spring 2019, the group focusses on improving women's wellbeing and strengthening their understanding of safe, consistent, and appropriate parenting. It aims to break the cycle of children removed into the care of someone else, as well as developing a better understanding of how women's own past experiences may have impacted on their parenting. The work is aimed at women who have experienced (or are still experiencing) domestic violence or exploitation, have already had one child removed into care, and are at high risk of future children being placed for adoption. During the year, this work was paused for 4 months due to Covid lockdown. During this time, any woman who was registered with the programme was given support through our other projects, including 1-1 support, access to online wellbeing sessions, and weekly wellbeing packs.

"I love my pack! Thank you so much, my partner always tries and steals my choccie, but I tell him, it's not for you, it's mine" *"I've got a box, I call it my happy box, I've put all that stuff you've sent, so I know if I need anything, it's all there together"*.

18 women were part of Inside Out. All the women who attended had children removed from their care, some in foster care and some children had been adopted. One woman had eight children removed from her care by the time she was 28, and another had lost five children into care by the time she was 24. All the women who attended had experienced significant loss. All the women had suffered Domestic Violence and 25% were care leavers themselves.

Specialist support for women seeking asylum and women with learning disabilities

Rainbow Hearts is the only Leeds regular gender-specific peer support group for women seeking asylum. Leeds City Council Public Health supports this work above through a public health grant. This year has been characterised by the Covid-19 pandemic which has dramatically affected face to face group delivery. We have had to work in a completely different way this year moving from weekly peer-support groups to offering intensive one-to-one support to our members, provision of online IT support including tablets, training, and data, and ensuring basic needs such as food and clothing were being

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met. This was due to the fact that none of the women in NAS accommodation had internet or even a TV at home; most of the information and support that was on offer to people during Lockdown was online. The intensive 1-1 support takes considerably more staff hours, and Women's Health Matters have financially subsidised this work through application for and receipt of emergency funding for additional staff hours and successful applications to various Digital funds. Funding for group work and transport was repurposed for mobile phone and data top-ups and food, with a great deal of work being carried out with partner asylum seeker and refugee organisations in the city to provide a joined-up response and support. We secured funding for an additional Women's Health Matters worker to support this group.

83 women (from over 25 countries) were supported in 2020/21 and the team ran 26 group support sessions and delivered 594 1-1 sessions. The group is consistently over-subscribed with traumatic experiences of rape, fleeing their home country, being trafficked or forced into marriage being a common experience of many participants. Women of all ages come together to give and receive emotional support from other women who have had similar experiences. Health and social support information sessions are offered around topics that are useful for the women such as self-care, wellbeing, and healthy eating, plus creative sessions such as therapeutic art activities and English language support. An asylum process caseworker/advisor is also available to support women with their individual claims. This is supplied by PAFRAS, and the advisor is also the key worker for most of our destitute women. We continue to develop strong links with specialist refugee and asylum-seeking charities in Leeds, and other partners, whose staff deliver sessions and support within Rainbow Hearts.

Sunflowers: we have a Wellbeing Case Worker through a Lloyds Bank Foundation 3-year grant. This role provides specialist 1 to 1 support alongside the Rainbow Hearts group work and supported 24 women with experiences of complex trauma through 97 one to one sessions (telephone and face-to-face) over the year; providing tailored plans to address issues of wellbeing, safety, isolation, and relationships.

Wow! The Wow! project started in December 2020 with asylum seeking women from the Rainbow Hearts group. Initially funded via Leeds City Council and with support from Leeds Girls Can, the project aims to help women get moving, reduce social isolation, and improve mental health and wellbeing after Covid-19 with a plan for face to face, monthly physical exercise with a fitness instructor, as well as encouraging women to get out walking, build friendships and explore their local area. Asylum seeking women face many barriers to being able to step outside confidently. As the project started, the country went back into lockdown and we had to quickly adapt how we would work. Through other projects at Women's Health Matters, we supported the women in accessing the internet by providing them with tablets, phones, and data; this enabled us to move online and meet virtually to exercise and learn a dance routine together. Asylum seeking women volunteered to buddy with other women in the same household or local to them and went out walking together. The women embraced the project and regularly shared videos and photographs of their walks and their own dance routines. Enabling accessibility and meeting basic needs for women seeking asylum is paramount; women were provided with activity and fitness resources including sports bras (everyone was sent a tape measure and video instruction), bus fares and sharing of food and drink when coming together. 22 women were supported through this work. We are delighted that with funding from additional sources, we have been able to continue this work into 2021/22.

Support for women with learning disabilities

Feel Good is a group programme for women with learning disabilities tailored to the needs of the women, with sessions covering issues such as; taking care of your body, having good relationships, keeping safe, being confident and making new friends, comfort zones and managed risk taking, Public and Private (places and activities), how to say "no" politely and with confidence, Breast Health and

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Cervical Screening, Period management, Stages of an intimate relationship, Contraception choices, Sexting and Staying Safe Online, Tips on Dating, Art for mental wellbeing, The Safe Places programme.

We continued the development of the Feel Good service partnering with People in Action, who host and recruit for the group, and worked with 16 women over the year, and delivered 24 sessions plus additional 1-1 support and management of a What's App group. Covid restrictions meant that most sessions were online rather than face to face. At the very beginning of the year, our delivery partner, People in Action maintained regular telephone contact with the Feel Good women and sent out weekly worksheets and wellbeing activity packs. Part of this work is to inform and work with carers. Many carers, parents and support workers do not see the women they support as adults who could benefit from fulfilling intimate relationships. We are aware that women with Learning Disabilities are four times as likely to be sexually abused, and most people with LD do not get any sex education at school and so most of their information around sex and relationships is gleaned from the media. This lack of information and, for many, a history of not having autonomy around who they spend time with, we identified as contributory factors to those risks.

Support for women with complex needs, mental health, and wellbeing needs

Your Space We continued to deliver the Wellbeing Space and Support Service, Your Space, with lead partner Touchstone and Holbeck Together. The service started in April 2019 and targets deprived postcodes in Leeds, to promote and develop opportunities to access mental health support and services. Young women are one of the key target groups, hence the value of our expertise. Our Your Space worker delivered 63 group sessions and 98 one-to-one sessions with 65 people supported.

Women's Lives Leeds (WLL) The successful Women's Lives Leeds consortium of 12 Women and Girls' organisations, of which WHM is currently Chair, delivers a range of services for vulnerable women and girls in Leeds (funded by The National Lottery Community Fund and Comic Relief). The funding for our **WLL Complex Needs Workers** who specialised in work with women who are pregnant / women whose children are at risk of or have been removed, ended in December 2020. We supported 5 women over the 9 months delivering 94 one to one sessions. We continue to be part of the **WLL Voices Project, Women Friendly Leeds**, which is working towards making Leeds a woman friendly city. A city that is better for women, is better for everyone. Further funding is being sought to deliver additional projects as a partnership including an Empowering Systems Change project.

Snowdrops, the name given to our specific one-to-one and online support during Covid-19 lockdown and beyond. This work enabled staff hours to be used to deliver support to women who were previously accessing Women's Health Matters services as Covid-19 lockdown struck. This work is funded through emergency funds obtained from the Ministry of Justice and the National Lottery amongst others and was used to support women and girls where the previous funding had finished or the current funding was for predominantly group work rather than one-to-one work, which inevitably requires more staff time and resources. With further emergency funds, we were successful in continuing our Snowdrops work throughout 2020/21 and into the new financial year with specific funding from Awards for All and The Postcode Neighbourhood Trust. In 2020/21, 120 women were supported, with 48 group sessions and 1166 one-to-one sessions, and wellbeing packs and resources.

Digital support for women

During 2020/21, we developed a Covid-19 Digital Support project to enable access to tablets, Chromebooks, laptops, mobile phones, and data for women who did not have access online, plus training and support. This supported 25 women in 2020/21 plus most of the 83 Rainbow Hearts women in some way. With further funding we have now been able to build up of library of hardware, which is loaned long term to women accessing our projects as and when the need arises. Women from across our projects are now benefiting particularly those in Rainbow Hearts and Rosebuds.

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Further information about any of our projects can be sought by requesting the quarterly or annual reports for each specific programme.

Beneficiaries of our services

Our 2020 survey of beneficiaries gave the following information:

Almost half (46%) of women supported are aged 26-49, with a significant proportion aged 19-25 (29%). Almost a quarter (23%) come from Black or Minority Ethnic Communities. 67% have at least one child (or are currently pregnant) and 36% are single mums.

58% are currently receiving welfare benefits. 32% have been unemployed for more than six months, with 27% not currently in work, education, or training. 19% currently have social care involvement in some form.

70% who use WHM services, have or previously had a mental health problem. 47% are currently taking or have previously taken anti-depressants or other medication for mental health problems.

59% reported experiencing loneliness and 68% lack self-confidence. Almost half (48%) currently or have previously self-harmed, a significant increase from 2019's survey (26%). 43% have or have had suicidal thoughts.

61% have experienced domestic, emotional, or sexual abuse, with 56% having been the victim of violence whilst in a relationship. 60% recognise themselves as having problems with unhealthy relationships.

29% were sexually assaulted or raped as a child and one-in-five as an adult. 20% have had at least one child removed into care, and 19% have had an abortion.

48% worry about what people would think of them if they knew about the personal experiences and challenges they have faced.

Being unable to afford basic things and worrying about money is an experience that is or has affected 36%. 34% have used a food bank and 14% have had their benefits stopped, sanctioned, or delayed. 31% have been homeless or vulnerably housed.

When asked how the support they've received from Women's Health Matters has helped them to improve their lives:

95% strongly or somewhat agree they have improved mental wellbeing

95% strongly or somewhat agree they have increased self-confidence

94% strongly or somewhat agree they feel safer

94% strongly or somewhat agree they make better choices

94% strongly or somewhat agree they develop a more positive support network

89% strongly or somewhat agree they feel less lonely

89% strongly or somewhat agree they feel better about themselves

87% strongly or somewhat agree they are more positive about their future

83% strongly or somewhat agree they feel less anxious

96% of clients better understand what abuse is, enabling 94% to better respond to abusive relationships. 88% have had the confidence to leave an abusive relationship.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

94% of parents say the support from Women's Health Matters has increased their confidence about parenting, 90% have improved parenting skills, and 86% feel that any children they have in the future are less likely to be removed into care.

93% of clients say the help they've received; they couldn't have got anywhere else.

Financial review

WHM continued to raise sufficient funds to continue its main areas of activity. The inflationary increases required to maintain salaries, overheads, and running costs continued not to be met in full by some funders. We continued our strategy to secure the long-term future of our work by diversifying and securing multi-year income.

We were delighted during 2020/21 to bring on board new funders supporting us in a range of ways including increased work due to Covid-19 and lockdowns, Domestic Violence work, our support of women seeking asylum, enabling our work with women whose children are being looked after by someone else, supporting the roles of our management team, Women's Lives Leeds initiatives, funding and donations towards core costs, and that the NHS Leeds CCG renewed our contract to Chair the Maternity Voices Partnership.

Our total income for the year was £506,388 (£489,480 in 2019/20, £442,484 in 2018/19 and £373,453 in 2017/18), and total expenditure was £442,478 (£491,524 in 2019/20, £399,792 in 2018/19 and £393,477 in 2017/18).

Reserves policy

Women's Health Matters believes that for the Board of Trustees to act prudently they must maintain a reserve of funds principally to allow for any unexpected or unforeseen events that cannot be met from current funds.

Reserve funds will be built up from two sources:

- Any funds raised by the project through fundraising events or donations towards general running costs
- Any monies remaining from unrestricted funds when all commitments have been met

Reserves will be available for the following purposes:

- to cover a short-term unexpected cost
- to fund investment e.g., match funding, project seed-funding, additional staffing for required posts, additional income generating capacity and other professional expertise
- to maintain the organisation for a period of time and allow time to try to secure new funding in the event of a loss of, or a very significant proportion of, project funding
- allow for an orderly closure in the event of the organisation becoming insolvent

The Trustees have agreed to a target level of Reserves of:

- Between 3 and 6 months of running costs in total
- The reserves amount must be at least equal to the amount of required closing costs (designated reserves)

This policy and calculations are updated annually. Trustees monitor actual and forecast expenditure of reserves quarterly and this is a standing agenda item at every trustees meeting. Reserves are invested in a high interest account to maximise earnings. In making this policy the Trustees have taken into consideration the costings involved with a planned closure including staff redundancies.

At the end of the 2020/21 year, the level of reserves was £294,005; £131,930 in restricted income funds, £15,133 in designated reserves, and £146,942 in free reserves.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

Plans for the future

The Trustees' plan for the charity's services activity in 2021/22 remains focused on supporting vulnerable women and girls in and around Leeds through our Domestic Violence work, support for young women and girls at risk of violence and abuse, women whose children are at risk of or have been taken into care, women seeking asylum, women with learning disabilities, maternity and parenting, and women with complex and wellbeing needs. Each service has an agreed set of targets with funders. Our themes of effective service delivery, increasing our reputation and reach, and ensuring a robust and sustainable organisation remain integral to our plans. We continue to look for and develop partnerships and collaborative working with other organisations. We will:

- Continue to assess and develop the diversity of our funding base
- Continue to adapt and deliver our services considering Covid-19 restrictions and challenges
- Continually revisit our Safeguarding procedures and test their effectiveness
- Launch our new Volunteer offer and programme
- Review and develop the opportunities for women currently involved in our services to support our work through helping at events and activities or through formal volunteering
- Develop our Social Media presence with the purpose of showcasing our work, ensuring the voices of women and girls are heard, and raise unrestricted funds
- Prioritise funding bids to sustain and continue the growth of our Domestic Violence and Abuse work
- Grow the capacity, reach and networks for our services for women whose children are at risk of or have been taken into care
- Ensure strong working relations with our existing delivery partners and seek new partners to further develop the key areas of our 2021/22 service delivery to reach more women and girls
- Continue to build the body of evidence on the impact of our work, through externally evaluated projects and the internal use of impact tools.
- We will complete an annual impact measurement survey
- Continue to develop the skills of our Board of Trustees, ensure succession planning is in place, and recruit new trustees as appropriate
- Review our Memorandum and Articles of Association

Structure, governance, and management

Structure and governance

The organisation is a charitable company limited by guarantee, incorporated on 13 July 1993, and registered as a charity on 22 August 1995.

The company was established under a memorandum of association that established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2021 was 43. (2020:43). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Recruitment and appointment of Trustees

Board of Trustees members are recruited through advertising and via networking, interviewed by the Chair and Chief Executive and attend a Board meeting and complete relevant paperwork before joining. Members are elected at the annual general meeting and may be co-opted at other times.

Induction and training of Trustees

New Board of Trustees members complete a skills audit and receive a comprehensive induction session with the Chief Executive, as well as receiving good practice guidelines such as the Good Trustee Guide (NCVO) and additional Trustee guidance from the Charity Commission. Trustees are offered training in areas where there are gaps in skills e.g., governance and financial management.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

Organisational direction

The Board of Trustees is responsible for the direction of the organisation and ensuring that effective plans supporting the achievement of the strategic direction are in place and being met. They review policy and are responsible for ensuring effective governance including the financial management of the organisation. The Chair of Trustees line manages the Chief Executive who has day-to-day operational management responsibility. The Board meets at least six times a year and has an Away Day for strategic planning and an Away Day with staff once a year.

Operational management

Rachel Kelly was appointed as Chief Executive in 2019. The Finance and Office Manager and the Projects Manager (resigned April 2021), along with Project Leads and the Operations Manager, support the Chief Executive in the day-to-day management of the organisation.

Related parties and relationships with other organisations

WHM retains good relationships with its funders and delivers multiple services in partnership with other agencies, under partnership agreements and protocols. There is a breadth of referrals into services from statutory and charitable sector agencies. We are an alliance partner of Women's Lives Leeds, a partner in LDVS, in Your Space, and in the newly launched Breastfeeding Peer Support Service.

In addition, we are active members of a range of Leeds strategic networks, including chairing the Leeds Maternity Voices Partnership and attending the 3P Network, Leeds Domestic Abuse Voice and Accountability Forum, the Domestic Abuse & Violence Strategy Working Group, West Yorkshire Improving Women's Lives, EVAWG (Ending Violence Against Women and Girls), Third Sector Safeguarding Group, Forum Central Networks (Mental Health and Third Sector Health and Care Leaders), Leeds Migration Partnership, and Young Lives Leeds, and a member of NCVO. Our Chief Executive is a member of ACEVO and the national GSK Impact Awards Network.

Remuneration policy for key management personnel

When appointing a Chief Executive of WHM, the Trustees benchmark the salary with other similar positions within Leeds and surrounding areas. All senior and junior staff are appointed in line with the NJC pay scales. Key management personnel receive the same annual cost of living increment as applied across all the staff.

Risk management

WHM has a risk register and management plan, which is reviewed at every board meeting. Organisational risks are assessed. Risks are categorised such as People, Operational, Financial, Governance, etc. and a scale of probability and impact and steps taken to mitigate are agreed and monitored with a RAG rating.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Women's Health Matters for the purposes of company law) are responsible for preparing the trustees' annual 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 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 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

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company 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 corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' annual report has been approved by the Trustees on 7 October 2021 and signed on their behalf by

Alison Cater, Chair of Trustees

Independent examiner's report
to the members of
Women's Health Matters

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2021 which are set out on pages 16 to 38.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Catherine Hall FCCA DChA

Slade & Cooper Limited
Beehive Mill, Jersey Street
Manchester, M4 6JG

20th October 2021

Womens Health Matters
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	25,714	54,700	80,414	1,579
Charitable activities:	4	58,100	361,515	419,615	486,415
Other trading activities	5	5,800	-	5,800	880
Investments	6	559	-	559	606
Total income		90,173	416,215	506,388	489,480
Expenditure on:					
Raising funds	8	-	19,406	19,406	15,677
Charitable activities:	7	60,712	362,360	423,072	475,847
Total expenditure		60,712	381,766	442,478	491,524
Net income/(expenditure) for the year	10	29,461	34,449	63,910	(2,044)
Transfer between funds		(1,092)	1,092	-	-
Net movement in funds for the year		28,369	35,541	63,910	(2,044)
Reconciliation of funds					
Total funds brought forward		133,706	96,389	230,095	232,139
Total funds carried forward		162,075	131,930	294,005	230,095

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Womens Health Matters
Company number 2835637
Balance sheet as at 31 March 2021

	Note	2021	2020
		£	£
Fixed assets			
Tangible assets	15	1,429	746
Total fixed assets		1,429	746
Current assets			
Debtors	16	22,174	9,720
Cash at bank and in hand	17	292,719	241,361
Total current assets		314,893	251,081
Liabilities			
Creditors: amounts falling due in less than one year	18	(22,317)	(21,732)
Net current assets		292,576	229,349
Total assets less current liabilities		294,005	230,095
Net assets		294,005	230,095
The funds of the charity:			
Restricted income funds	20	131,930	96,389
Unrestricted income funds	21	162,075	133,706
Total charity funds		294,005	230,095

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 SORP, and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 19 to 38 form part of these accounts.

Approved by the trustees on 7 October 2021 and signed on their behalf by:

Alison Cater (Chair)

Amita Fearon (Treasurer)

Womens Health Matters
Statement of Cash Flows
for the year ending 31 March 2021

	Note	2021 £	2020 £
Cash provided by/(used in) operating activities	23	52,207	(3,233)
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		559	606
Purchase of tangible fixed assets		(1,408)	-
Cash provided by/(used in) investing activities		(849)	606
Increase/(decrease) in cash and cash equivalents in the year		51,358	(2,627)
Cash and cash equivalents at the beginning of the year		241,361	243,988
Cash and cash equivalents at the end of the year		292,719	241,361

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with 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), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Womens Health Matters meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other 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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

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. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of external fundraisers.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Furniture & equipment	4 years
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Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end.

The money purchase plan is with The People's Pension managed by B&CE Holdings Ltd plc and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 1% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2021 £
Donations	2,570	-	2,570
Core funding			
Bramall Foundation	-	5,000	5,000
The Brelms Trust CIO	-	5,000	5,000
Henry Smith	-	13,700	13,700
Forrester Trust	17,500	-	17,500
Trusthouse	-	20,000	20,000
Government CJRS	5,644	-	5,644
Other grants < £5k	-	11,000	11,000
Total	25,714	54,700	80,414
<i>Previous reporting period</i>	<i>Unrestricted</i> <i>£</i>	<i>Restricted</i> <i>£</i>	<i>Total 2020</i> <i>£</i>
<i>Donations</i>	<i>1,389</i>	<i>190</i>	<i>1,579</i>
<i>Donations in kind</i>	<i>-</i>	<i>-</i>	<i>-</i>
Total	<i>1,389</i>	<i>190</i>	<i>1,579</i>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2021 £
Womens Health Matters			
Pilgrim Trust	-	10,000	10,000
Other	500	-	500
Domestic Violence			
The Brelms Trust CIO	-	4,305	4,305
Leeds City Council	-	19,863	19,863
Leeds City Council (Access)	-	5,000	5,000
West Yorkshire Police	-	5,998	5,998
WOW			
Leeds City Council	-	15,000	15,000
Covid 19			
Leeds City Council	-	19,960	19,960
Ministry of Justice	-	29,028	29,028
West Yorkshire Police	-	48,892	48,892
Snowdrops			
Edward Gostling Foundation	-	8,776	8,776
Smallwood Trust	-	29,239	29,239
Big Lottery Fund	-	28,363	28,363
Community Foundation	-	9,991	9,991
WLL			
Big Lottery Fund	-	12,570	12,570
Other projects			
Charles Hayward Foundation	-	24,500	24,500
Leeds Community Foundation	-	12,325	12,325
Lloyds Bank Foundation	-	24,955	24,955
NHS Leeds CCG	-	17,705	17,705
Leeds City Council	57,600	14,540	72,140
Touchstone	-	20,505	20,505
Total	58,100	361,515	419,615

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

Income from charitable activities continued

Previous reporting period	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>Total 2020 £</i>
Womens Health Matters			
Henry Smith Charity	-	27,250	27,250
Leeds City Council	57,600	-	57,600
Pilgrim Trust	-	10,000	10,000
Garfield Weston Foundation	-	30,000	30,000
Other	3,816		3,816
	61,416	67,250	128,666
 Domestic Violence			
The Brelms Trust CIO	-	1,305	1,305
Leeds City Council	-	19,863	19,863
Leeds City Council (Access)	-	8,000	8,000
 YUMS			
Leeds City Council	-	13,540	13,540
 The Key			
Big Lottery Fund	-	104,586	104,586
The Brelms Trust CIO	-	3,000	3,000
 Other projects			
DCMS - Tampon Tax	-	84,260	84,260
Leeds Community Foundation	-	22,752	22,752
Lloyds Bank Foundation	-	24,691	24,691
NHS Leeds CCG	-	17,304	17,304
Touchstone	20,112	30,600	50,712
The Big Lottery	-	7,736	7,736
	20,112	337,637	357,749
Total	81,528	404,887	486,415

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

5 Income from other trading activities

	2021 £	2020 £
Fees, Charges and other income	5,800	880
	5,800	880

All income from other trading activities is unrestricted.

6 Investment income Current reporting period

	Unrestricted £	Restricted £	2021 £
Income from bank deposits	559	-	559
	559	-	559

Previous reporting period

	Unrestricted £	Restricted £	2020 £
Income from bank deposits	606	-	606
	606	-	606

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

7 Analysis of expenditure on charitable activities

	Staff costs £	Admin costs £	Premises £	Depreciation £	Other project costs £	Governance costs (see note 9) £	Total 2021 £
Core	36,681	238	-	-	3,930	-	40,849
Women's Health Matters	13,605	(1,251)	(30)	725	686	-	13,735
Domestic Violence	25,134	2,003	1,603	-	964	254	29,958
WOW	5,221	84	-	-	946	-	6,251
Covid 19	50,667	14,567	1,925	-	3,263	-	70,422
Snowdrops	64,194	3,454	2,466	-	1,354	-	71,468
The Key	3,482	-	-	-	21	-	3,503
WLL	10,885	1,270	2,808	-	1,198	-	16,161
Other projects	113,953	18,175	18,448	-	18,218	1,931	170,725
Total	323,822	38,540	27,220	725	30,580	2,185	423,072
					Restricted expenditure		362,360
					Unrestricted expenditure		60,712
							423,072

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

Analysis of expenditure on charitable activities continued

Previous reporting period

	<i>Staff costs</i>	<i>Admin costs</i>	<i>Premises</i>	<i>Depreciation</i>	<i>Other project costs</i>	<i>Governance costs (see note 9)</i>	<i>Total 2020</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
<i>Women's Health Matters</i>	78,449	4,709	4,734	643	7,205	410	96,150
<i>Domestic Violence</i>	22,052	1,157	2,325	-	8,464	175	34,173
<i>YUMS</i>	7,216	595	826	-	4,089	66	12,792
<i>The Key</i>	67,886	4,637	8,776	-	33,822	660	115,781
<i>Other projects</i>	137,874	6,607	14,527	-	57,013	930	216,951
Total	313,477	17,705	31,188	643	110,593	2,241	475,847
					<i>Restricted expenditure</i>		<i>398,847</i>
					<i>Unrestricted expenditure</i>		<i>77,000</i>
							475,847

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

8 Cost of raising funds

	2021 £	2020 £
Staff costs	19,406	15,677
	19,406	15,677
Restricted expenditure	19,406	-
Unrestricted expenditure	-	15,677
	19,406	15,677

9 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	Total 2021 £
Independent examiner fees	Governance	-	2,185	2,185
Board costs	Governance	-	-	-
		-	2,185	2,185
Previous reporting period	<i>Basis of apportionment</i>	<i>Support £</i>	<i>Governance £</i>	<i>Total 2020 £</i>
<i>Independent examiner fees</i>	<i>Governance</i>	<i>-</i>	<i>2,184</i>	<i>2,184</i>
<i>Board costs</i>	<i>Governance</i>	<i>-</i>	<i>57</i>	<i>57</i>
		-	2,241	2,241

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

10 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2021 £	2020 £
Depreciation	725	643
Independent examiner's fee - accountancy	1,585	1,584
Independent examiner's fee	600	600
	<u><u> </u></u>	<u><u> </u></u>

11 Staff costs

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	280,785	262,900
Social security costs	19,564	18,721
Pension costs	8,333	10,493
Consultancy & HR fees	26,534	20,219
Recruitment & staff expenses	7,127	11,682
Volunteers' expenses and training	465	1,819
Holiday pay accrual	-	3,320
Redundancy	420	-
	<u> </u>	<u> </u>
	343,228	329,154
	<u><u> </u></u>	<u><u> </u></u>
Allocated as follows:		
Cost of raising funds	19,406	15,677
Charitable activities	323,822	313,477
	<u> </u>	<u> </u>
	343,228	329,154
	<u><u> </u></u>	<u><u> </u></u>

No employees has employee benefits in excess of £60,000 (2020: Nil).

The average number of staff employed during the period was 12.3 (2020: 13.1).

The average full time equivalent number of staff employed during the period was 11 (2020: 9.2).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £39,104 (2020: £29,744).

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

12 Trustee remuneration and expenses, and related party transactions

No (2020: Zero) trustees, were paid in the year (2020: £Nil).

No (2020:One) member of the management committee received travel and subsistence expenses during the year (2020:£75).

Aggregate donations from related parties were £Nil (2020: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: nil).

13 Government grants

The government grants recognised in the accounts were as follows:

	2021 £	2020 £
Leeds City Council	131,963	99,003
DCMS	-	84,260
NHS Leeds CCG	17,705	17,304
West Yorkshire Police	54,890	-
Ministry of Justice	29,028	-
	204,558	200,567

There are no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

15 Fixed assets: tangible assets

Cost	Furniture & equipment £	Total £
At 1 April 2020	23,993	23,993
Additions	1,408	1,408
Disposals	(20,380)	(20,380)
At 31 March 2021	5,021	5,021
Depreciation		
At 1 April 2020	23,247	23,247
Charge for the year	725	725
Disposals	(20,380)	(20,380)
At 31 March 2021	3,592	3,592
Net book value		
At 31 March 2021	1,429	1,429
<i>At 31 March 2020</i>	<i>746</i>	<i>746</i>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

16 Debtors

	2021 £	2020 £
Grants receivable	10,000	8,500
Prepayments and accrued income	12,174	1,220
	22,174	9,720

17 Cash at bank and in hand

	2021 £	2020 £
Short term deposits	70,000	70,000
Cash at bank and on hand	222,719	171,361
	292,719	241,361

18 Creditors: amounts falling due within one year

	2021 £	2020 £
Short term compensated absences (holiday pay)	3,320	3,320
Other creditors and accruals	8,997	11,015
Deferred income	10,000	1,000
Taxation and social security costs	-	6,397
	22,317	21,732

19 Deferred income

	2021 £	2020 £
Deferred grant brought forward	1,000	-
Grant received	10,000	1,000
Released to income from charitable activities	(1,000)	-
Deferred grant carried forward	10,000	1,000
Deferred income received in advance of the period to which it relates		

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

20 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Core					
Henry Smith Charity	6,796	13,700	(20,496)	-	-
Garfield Weston	26,250	-	(5,801)	-	20,449
Bramall Foundation	-	5,000	(4,420)	-	580
The Brelms Trust CIO	-	5,000	(5,000)	-	-
Trusthouse	-	20,000	(13,506)	-	6,494
Noel Buxton Trust	-	4,000	(4,000)	4,000	4,000
Sir George Martin Tst	-	3,000	-	-	3,000
Souter Trust	-	3,000	(1,000)	-	2,000
Trees of Leigh Trust	-	1,000	(86)	-	914
Womens Health Matters					
Pilgrim Trust	2,500	10,000	(7,620)	-	4,880
Small grants	40	-	-	-	40
Domestic Violence					
LDVS	-	19,863	(19,863)	-	-
LDVS (Access)	2,244	5,000	(2,289)	-	4,955
The Brelms Trust CIO	652	4,305	(5,311)	-	(354)
West Yorkshire Police	-	5,998	(5,998)	-	-
WOW					
Leeds City Council	-	15,000	(6,251)	-	8,749
Covid 19					
Leeds City Council	-	19,960	(5,391)	-	14,569
Ministry of Justice LDVS	-	29,028	(21,248)	-	7,780
Ministry of Justice	-	48,892	(46,476)	(1,408)	1,008
Snowdrops					
Edward Gostling Fndn	-	8,776	(4,276)	-	4,500
Smallwood Trust	-	29,239	(29,239)	-	-
Big Lottery Fund	-	28,363	(28,363)	-	-
Community Fndn	-	9,991	(9,991)	-	-
The Key					
The Brelms Trust CIO	1,500	-	-	(1,500)	-
WLL					
Big Lottery Fund	2,573	12,570	(15,160)	-	(17)
Other projects					
Tampon Tax	4,296	-	(4,296)	-	-
Leeds Fund	14,774	12,325	(18,032)	-	9,067
Inside Out	11,983	24,500	(13,759)	-	22,724
Lloyds Bank Foundation	13,440	24,955	(25,952)	-	12,443
MVP	3,556	17,705	(20,878)	-	383
YUMS	4,282	13,540	(14,027)	-	3,795
Your Space	760	20,505	(22,785)	-	(1,520)
Other	743	1,000	(252)	-	1,491
Total	96,389	416,215	(381,766)	1,092	131,930

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

Analysis of movements in restricted funds continued

Previous reporting period	Balance at 1 April 2019	Income	Expenditure	Transfers	Balance at 31 March 2020
	£	£	£	£	£
Include	6,266	-	-	(6,266)	-
Domestic Violence					
LDVS	-	19,863	(25,054)	5,191	-
LDVS (Access)	2,057	8,000	(7,813)	-	2,244
The Brelms Trust CIO	652	1,305	(1,305)	-	652
MVP (formerly MSL)	2,186	17,304	(15,934)	-	3,556
YUMS					
YUMS 1	3,533	13,540	(12,791)	-	4,282
The Key					
Big Lottery Fund	7,325	104,676	(112,780)	779	-
The Brelms Trust CIO	1,500	3,000	(3,000)	-	1,500
Womens Health Matters					
Small grants	40	-	-	-	40
Other projects					
Tampon Tax	597	84,260	(80,561)	-	4,296
Henry Smith Charity	6,796	27,250	(27,250)	-	6,796
Leeds Abortion Fund	66	-	(66)	-	-
Leeds Fund	7,906	22,752	(15,884)	-	14,774
WLL	2,821	7,736	(7,984)	-	2,573
Inside Out	24,000	-	(18,283)	6,266	11,983
Lloyds Bank Foundation	10,837	24,691	(22,088)	-	13,440
Safer Communities	4,435	100	(4,535)	-	-
Pilgrim Trust	2,500	10,000	(10,000)	-	2,500
Garfield Weston	-	30,000	(3,750)	-	26,250
Your Space	(71)	30,600	(29,769)	-	760
Other	743	-	-	-	743
Total	84,189	405,077	(398,847)	5,970	96,389

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

Name of restricted fund	Description, nature and purposes of the fund
Core	
Women's Health Matters	
Pilgrim Trust	Supporting WHM's work providing intensive and early intervention support to women with complex needs.
Domestic Violence	Project to provide support for women who have experience of Domestic Violence.
WOW	A new volunteer project for women in Leeds who are seeking asylum to support and encourage each other to be more physically active during lockdown.
Covid 19	In response to the Covid-19 pandemic, WHM have set up a lending library of ChromeBooks, tablets and phones for use by women and families accessing and engaging with Women's Health Matters
Snowdrops	This project offers one to one support for vulnerable women and girls in Leeds.
The Key	Project to provide early intervention work around domestic violence and child sexual exploitation.
WLL	Women's Lives Leeds funding to reimburse expenditure hosting a Complex Needs Worker at WHM.
Other projects	
Tampon Tax	Group work to reduce distress and the harmful impact of Domestic Violence on women and their children.
Leeds Fund	Group work supporting women who's children are being looked after by someone else.
Inside Out	A parenting course for women whose children are being looked after by somebody else, such as through adoption or a kinship order.
Lloyds Bank Foundation	Funds a wellbeing case worker to provide one to one support to asylum seeking women.
MVP	A forum bringing together health professionals and women who access maternity services.
YUMS	YUMs is a young mums tots and tums peer support group.
Your Space	Provision of an health and wellbeing outreach worker based with our partners at Touchstone
Other	Donations to specified projects or groups.
Transfers	Transfers from unrestricted funds to cover overspends. Transfers out in respect of purchases of fixed assets for general use.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

21 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General fund	118,573	90,173	(60,712)	(1,092)	146,942
Designated funds					
Fundraising	15,133	-	-	-	15,133
	<u>133,706</u>	<u>90,173</u>	<u>(60,712)</u>	<u>(1,092)</u>	<u>162,075</u>
Previous reporting period	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2020 £
General fund	132,817	84,403	(92,677)	(5,970)	118,573
Designated funds					-
Fundraising	15,133	-	-	-	15,133
	<u>147,950</u>	<u>84,403</u>	<u>(92,677)</u>	<u>(5,970)</u>	<u>133,706</u>

Name of unrestricted fund	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Designated funds	Funds designated by the management committee for the support and development of existing work.
Fundraising consultancy	Fund for employing fundraising consultants to work on specific project bids.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2021 (continued)

22 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,429	-	-	1,429
Net current assets/(liabilities)	145,513	15,133	131,930	292,576
Total	146,942	15,133	131,930	294,005
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	746	-	-	746
Net current assets/(liabilities)	117,827	15,133	96,389	229,349
Total	118,573	15,133	96,389	230,095

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income/(expenditure) for the year	63,910	(2,044)
Adjustments for:		
Depreciation charge	725	643
Loss/(profit) on sale of fixed assets	-	-
(Gains)/losses on investments	-	-
Dividends, interest and rents from investments	(559)	(606)
Decrease/(increase) in stock	-	-
Decrease/(increase) in debtors	(12,454)	(1,859)
Increase/(decrease) in creditors	585	633
Net cash provided by/(used in) operating	52,207	(3,233)