

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
Trustees' annual report
for the year ended 31 March 2021

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.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

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.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

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

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

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,

Women's Health Matters

Trustees' annual report

for the year ended 31 March 2021

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

Women's Health Matters

Trustees' annual report

for the year ended 31 March 2021

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

Women's Health Matters

Trustees' annual report

for the year ended 31 March 2021

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.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2021

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
-----------------------	---------

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
	<hr/>	<hr/>	<hr/>
Total	25,714	54,700	80,414
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<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>
	<hr/>	<hr/>	<hr/>
Total	<i>1,389</i>	<i>190</i>	<i>1,579</i>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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	<u>58,100</u>	<u>361,515</u>	<u>419,615</u>

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
	<hr/>	<hr/>	<hr/>
	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
	<hr/>	<hr/>	<hr/>
	20,112	337,637	357,749
	<hr/>	<hr/>	<hr/>
Total	81,528	404,887	486,415
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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
	<hr/>	<hr/>
	5,800	880
	<hr/> <hr/>	<hr/> <hr/>

All income from other trading activities is unrestricted.

6 Investment income Current reporting period

	Unrestricted £	Restricted £	2021 £
Income from bank deposits	559	-	559
	<hr/>	<hr/>	<hr/>
	559	-	559
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Previous reporting period

	Unrestricted £	Restricted £	2020 £
Income from bank deposits	606	-	606
	<hr/>	<hr/>	<hr/>
	606	-	606
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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
	<hr/> 19,406	<hr/> 15,677
	<hr/> <hr/>	<hr/> <hr/>
Restricted expenditure	19,406	-
Unrestricted expenditure	-	15,677
	<hr/> 19,406	<hr/> 15,677
	<hr/> <hr/>	<hr/> <hr/>

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	-	-	-
		<hr/> -	<hr/> 2,185	<hr/> 2,185
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
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>
		<hr/> -	<hr/> 2,241	<hr/> 2,241
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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	-
	<hr/>	<hr/>
	204,558	200,567
	<hr/>	<hr/>

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)
	<hr/>	<hr/>
At 31 March 2021	5,021	5,021
	<hr/> <hr/>	<hr/> <hr/>
Depreciation		
At 1 April 2020	23,247	23,247
Charge for the year	725	725
Disposals	(20,380)	(20,380)
	<hr/>	<hr/>
At 31 March 2021	3,592	3,592
	<hr/> <hr/>	<hr/> <hr/>
Net book value		
At 31 March 2021	1,429	1,429
	<hr/> <hr/>	<hr/> <hr/>
<i>At 31 March 2020</i>	746	746
	<hr/> <hr/>	<hr/> <hr/>

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
	<hr/> 22,174	<hr/> 9,720
	<hr/> <hr/>	<hr/> <hr/>

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
	<hr/> 292,719	<hr/> 241,361
	<hr/> <hr/>	<hr/> <hr/>

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
	<hr/> 22,317	<hr/> 21,732
	<hr/> <hr/>	<hr/> <hr/>

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)	-
	<hr/> 10,000	<hr/> 1,000
	<hr/> <hr/>	<hr/> <hr/>
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)