

WOMEN'S AID FEDERATION OF ENGLAND

England & Wales · Charity number 1054154

Details

Other names	WAFE, WOMEN'S AID
Status	Registered
Legal form	Charitable company
Company number	03171880
Registered	1996-04-10
Register	View on the Charity Commission register

Contact

Address	PO Box 3245 Bristol Avon BS2 2EH
Phone	01179444411
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Website	www.womensaid.org.uk

Activities

Objects: The Objects of the Charity are, for the public benefit, to promote the protection of women and children who have suffered from or are exposed to domestic violence, by such means as are charitable including (without limitation):(a) the preservation and protection of their mental and physical health;(b) the relief of need;(c) the promotion of research and education concerning violence against women and children and the publication of the useful results of such research; and(d) increasing the public understanding and awareness of violence against women and children and changing public perceptions of such violence in situations where it is still tolerated.

Activities: Women's Aid is the national charity for women and children working to end domestic abuse. We are a federation of nearly 180 organisations providing just under 300 local lifesaving services to women and children across the country. Women's Aid also runs online support services, as well as providing expert training, qualifications and consultancy to a range of agencies and professionals.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, The Prevention Or Relief Of Poverty, Accommodation/housing
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£5,493,384	£6,916,749	£2,641,835	97
2024-03-31	£7,174,969	£8,395,842	£4,065,200	98
2023-03-31	£5,397,522	£6,786,963	£5,286,073	109
2022-03-31	£6,240,065	£5,600,394	£6,675,514	77
2021-03-31	£10,091,885	£6,174,303	£6,035,843	73

Trustees

Name	Role	Appointed
Makgoadi Turpin	Chair	2024-12-10
Amanda Elwen		2025-12-02
Angela Stewart		2024-12-10
Caroline Chang		2023-03-01
Hollie Theresa Venn		2024-12-10
Katherine Mary Harris		2026-02-23
Lindsey Wishart		2020-08-21
Susan Mary Coleman		2024-12-10
Vicky Jane Bunnage		2025-12-02

WOMEN'S AID FEDERATION OF ENGLAND

England & Wales - Charity number 1054154

Accounts

REGISTERED COMPANY NUMBER: 03171880 (England and Wales)
REGISTERED CHARITY NUMBER: 1054154

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2025**

FOR

WOMENS AID FEDERATION OF ENGLAND

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

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FOR THE YEAR ENDED 31 MARCH 2025**

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WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Women's Aid Federation of England (Women's Aid) continued to make strong progress in its work towards ending domestic abuse over the past financial year.

The trustees of Women's Aid, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102.

Women's Aid Federation of England is a registered charity (Charity No. 1054154) and a company limited by guarantee (Company No. 03171880).

It is governed by its Memorandum and Articles of Association, last updated in 2024 and formally adopted at the AGM in December 2024.

Structure, governance and management

The Women's Aid Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive.

During the financial year, the organisation underwent a significant change programme to ensure its workforce and services were sustainable. This will be crucial to the successful delivery of the forthcoming strategy that was developed with input from staff and members during the financial year. At 31 March 2025, there is a headcount of 71 full and part-time staff.

Women's Aid Federation of England is governed by a Board of Trustees who are responsible for the strategic direction, oversight, and legal compliance of the charity. The board meets three to four times a year and operates through subcommittees giving strategic input across the following areas:

- Finance, Risk and Governance
- People and Culture
- Safeguarding and Standards

The committees' membership includes board members and relevant staff, as well as appointed Associate Trustees from member organisations and other external experts. These Associate Trustees act in an advisory capacity only, but support and strengthen the ability of the board.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The charity's annual business plan is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans are approved by the board, and organisational performance is monitored against these plans, which forms the basis of quarterly reports to the trustee meetings.

Trustees and Executive Leadership

The board members including the chair and treasurer are appointed by the board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of 3 board members and a maximum of 12.

Board members are required to act in the best interests of Women's Aid Federation of England and for the benefit of the membership and the charity is delivering its objects to support members and survivors. The board is responsible for the strategic direction and governance of the charity, day-to-day operational management of the charity is delegated to the Chief Executive.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Trustees with particular responsibilities included:

- Sarah Hill, Chair (to December 2024)
- Madi Turpin, the new Chair (as of December 2024), Previously Chair of the Safeguarding and Standards Committee
- Jo Gough, Vice-Chair (to December 2024)
- Dickie James (Vice Chair and Chair of the Safeguarding and Standards Committee (from December 2024)
- Lindsey Wishart, Treasurer and Chair of Finance, Risk and Governance Committee
- Peri Thomas, Chair of People and Culture Committee

The Executive Leadership Team is responsible for operational delivery and includes:

- Farah Nazeer, Chief Executive Officer
- Nikki Bradley, Director of Delivery

Annual General Meeting (AGM)

As set out in the Articles of Association, Women's Aid will invite all full members and board members to an AGM. Copies of the annual report and accounts will be sent to the board members and made available to all other members prior to the online meeting. The notice calling an AGM will be sent to all members at least 21 days before the meeting date.

Introductions from our Chief executive and chair

Farah Nazeer, Chief executive, Women's Aid

Reflecting on the past year, I am proud of everything Women's Aid has achieved, particularly in the face of significant challenges. As we continue our mission to end domestic abuse, our federation has remained steadfast in supporting women and children across England, while advocating for systemic change.

This year marked our 50th anniversary—a moment of reflection and celebration. We were honoured to welcome Her Majesty Queen Camilla to a special event, recognising the dedication of our staff, members, and supporters.

It was also a year of organisational transformation, as we restructured our directorates to strengthen collaboration across teams and clarify our professional offer to survivors, members, and wider audiences. While some services, such as Live Chat, were closed, key survivor-facing programmes including No Woman Turned Away which serves some of the most marginalised of survivors, our Survivors Forum, and the Friends and Family resources have been retained and further developed. The transformation also enables in-house delivery of National Quality Standards (NQS) assessments, supporting our members with accreditation and sector leadership. These changes position Women's Aid to be more agile, sustainable, and impactful in the years ahead.

Over the past year, our federation grew stronger - welcoming 15 new member organisations, bringing our total membership to 185. Together, we delivered over 300 vital frontline services, reaching thousands of survivors with support tailored to their needs.

In face of economic pressures, societal turbulence and the racist and divisive narratives we are contending with, our federation has stood firm. We continued to advocate for all women and children, including Black, minoritised and migrant women, ensuring our values of inclusion and solidarity remained at the heart of everything we do. Women's Aid was also sadly affected by economic climate and was obliged to make changes to its structure, as well letting go of some critically important services and deeply committed colleagues owing to a lack of funding.

During the year, the domestic abuse and wider Violence Against Women and Girls (VAWG) sector in the UK saw several significant legislative and policy developments, bolstered by the Labour government's pledge to halve VAWG within a decade. While this signals a renewed focus, concerns remain around funding and implementation across the sector, and Women's Aid, working with its membership and sector partners, will always fight for deeper reforms and sustainable funding.

Looking ahead, I remain hopeful. The challenges are real, but so is our progress. Our federation continues to be a powerful force for change, and I am deeply thankful for every member, supporters, staff colleague, the survivors we work with who so bravely share their stories and so generously offer their guidance, to our incredible board, who volunteer of their time so generously and to our chair(s), Sarah Hill who stepped down in December 2024, and to Madi Makgoba-Turpin who have both been phenomenal. Their unwavering comment makes this work possible. I also want to offer my heartfelt thanks to our donors and contributors without whom we would not be able to do the work we do.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Together, despite the challenges, we are building a future where women and children are safe, supported, and free from abuse.

Madi Makgoba-Tupin, Chair

As Chair of the Board of Trustees at Women's Aid, I want to extend my heartfelt thanks to our CEO Farah, the staff team, our members, and all those who have supported our work over the past year. In a time marked by economic uncertainty, political change, and societal instability, Women's Aid has continued to adapt, grow, and deliver on its mission.

This year, our federation marked its 50th anniversary-a significant milestone that reflects decades of progress, resilience, and collective action. We also undertook a major internal transformation to strengthen our service delivery and better support our members and survivors. You can read more in our Impact Report, with highlights included later in this report. We have also taken the opportunity to consult our membership and develop a bold strategy outlining how we plan to reduce and eliminate domestic abuse.

I am especially proud of the leadership and ongoing dedication shown across our organisation, from our board of trustees to our frontline teams, and of the survivor-led advocacy that continues to shape our work and inspire our movement. Our federation remains a vital force in the campaign to end domestic abuse, and I am confident that, together, we will continue to push for a society where women and children are safe, supported, and free from harm.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

OBJECTIVES AND ACTIVITIES

Impact highlights for 2024-25

As we look back on our 50th year as a national network of services providing support for survivors of domestic abuse, we can celebrate many achievements, including the significant impact Women's Aid has had on the sector, survivors and working towards a society where domestic abuse is no longer tolerated. This report highlights Women's Aid's key achievements in 2024-25 across our support for members and survivors, developing robust evidence and research, influencing for a better policy landscape, and changing societal attitudes. Our full impact report for the year is available on our website at [Our Impact - Women's Aid] from 28th November 2025.

Engaging with members

As a membership organisation, the power of us together, as a network of services united to support survivors of domestic abuse, is formidable. This year, we focused on improving our engagement with members, undertaking a research project to listen to and understand members' needs. From this we have developed our award-winning membership strategy and a new, more comprehensive offer and engagement framework for our membership.

We are delighted that our Federation continues to grow:

- 15 new member services joined Women's Aid in 2024-25
- Our federation now stands at 185 members.

Influencing stakeholders through research and action

-The Price of Safety [1]: Our research, the Price of Safety, shows how it can cost approximately £50,000 for survivors to flee abuse and rebuild their life. Whilst state support can mitigate those costs, there is still a funding gap of £10,000+ which is impossible to fill for many survivors.

- The biggest single cost is likely to be legal fees for the family court to fight for their children's safety.
- The second biggest cost is housing. Only two thirds of these costs are met through benefits.

-Continuing to campaign for improved family courts: Women's Aid responded to a consultation on potentially harmful changes in the family courts which would have made mediation mandatory. The dangerous measures were successfully overturned.[2]

Supporting survivors with what they need when they need it

We are proud that Women's Aid provided direct support to survivors and those who support them via 1,000's of correspondence, chats sessions and interventions.

- 11,756 Live Chat sessions were held
- A total of 10,993 emails were responded to
- 659 professionals supported from social services, the NHS, police, housing teams, VAWG services and other services.
- A total of 17,505 people registered on the Survivor's Forum with 2,269 new registrations over the last year [3]

No Woman Turned Away

Our No Woman Turned Away (NWTa) project[4] employs a team of domestic abuse practitioners who provide specialist support and advocacy to women experiencing additional barriers to accessing refuge or other safe accommodation.

- 342 women engaged with and completed support from the NWTa project in 2024, a 67.6% increase compared with 2023. Women received a range of support from the specialist practitioners including practical support to access safe accommodation, emotional support, referral to other services, safety planning, safeguarding, support to meet children's needs, gaining access to or sustaining mental health support, immigration and financial support.

Providing emergency funding to survivors

We continued to support survivors with small grants in 2024-25 through the Flexible Fund, thanks to generous funding from the Home Office. We distributed grants to survivors through our member services via two funding streams. The Flee Fund supported survivors to 'stay fled' from abuse and the Future Fund supported survivors through the process of recovering from abuse.

- In total the Home Office Flexible Fund supported 2,560 survivors.
- The Flee Fund helped 1,822 survivors flee abuse.
- 74% of survivors used the Flee Fund to pay for essential goods and 81% paid for transport and/or moving costs
- The Future Fund supported 738 survivors move on from abuse.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

- 71% of survivors used the Future Fund to purchase furnishings and white goods and 58% used the money for a deposit or other housing related payments.

Shifting cultural attitudes and knowledge towards domestic abuse

We continue to deliver our Home Office-funded What Works Fund project entitled Expect Respect, a wrap-around programme of education and support for children and young people (CYP) and the professionals who work with them. The project focuses on challenging attitudes that enable and excuse domestic abuse and is an essential part of achieving a world where violence against women and girls is no longer tolerated.

- Expect Respect healthy relationships education sessions were delivered to 10,896 children and young people across schools in England achieving positive impacts on children and young people's understanding of healthy relationships.
- Love Respect, our website for young people aged 14 - 25, almost doubled its average monthly users, increasing from 2,194 to 3,910 unique users.
- An active community on TikTok of more than 27,000 individuals with over 40% of them being people aged 18 - 25.

Using our voice to raise awareness and reduce tolerance to domestic abuse

Last year we extended our presence on social media with creative partnerships including House 337, Merman, LADbible and others to reach new audiences. Our website continues to be a vital source of information and support:

- Our posts on social media reached over 17.6 million people.
- We have over 400K followers across our Instagram, TikTok, X, LinkedIn, and Facebook accounts, and we have gained +70K new followers.
- 614,898 people visited the Women's Aid website.

Our media campaigns reached new audiences this year by partnering with creative agencies to develop impactful short films and videos:

Domestic Abuse as a National Emergency: We partnered with creative agency House 337 to create a new campaign showing that women are 50 times more likely to be injured by a partner than killed in a house fire, and over three times more likely to be killed by a partner than by not wearing a seat belt.

- Reached over 6 million people and brought 17,000 new followers on social media and raised over £80,000 in unrestricted funding which will help keep our vital services running.
- The campaign Included a drop-in event in Parliament, which provided 60 MPs (or staffers) with an opportunity to learn more about Women's Aid and our campaign.

The Monster Who Came to Tea: In partnership with House 337, we developed a short video that takes a familiar children's tale and uses it to raise awareness of the terrifying reality of domestic abuse faced by women and children.

- Reached almost 4 million people across our social media channels and played a crucial role in our ongoing campaigning for increased funding for child survivors.
- Over 5, 600 people shared our open letter calling on the prime minister to provide great lifesaving support for all survivors - a minimum of £502per year.

VanWife: A groundbreaking film designed to teach viewers how to spot the red flags of coercive, controlling and abusive behaviour.

- Won two Gold awards at The British Arrows for Branded Entertainment and Social Media
- Shortlisted for an award at the Campaign Media Awards within the Public Sector and Charities.

[1] To find out more about our research visit: www.womensaid.org.uk/what-we-do/research

[2] To read more about domestic abuse and child contact proceedings, read our report here: <https://www.womensaid.org.uk/domestic-abuse-human-rights-and-the-family-courts/>

[3] To learn more about the support services we provide, please go to: <https://www.womensaid.org.uk/information-support/>

[4] To find out more information and to make a referral to the NWTa project, go to: www.womensaid.org.uk/what-we-do/i-work-with-survivors/no-woman-turned-away/

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

Financial position

The charity's total income for core activities amounted to £5,493,384 (2024: £6,030,969). This includes a valuation for generously donated services and facilities of £560,998 (2024: £144,590) - see note 2 of the accounts for more information. In addition, Grant funding of £2,685,900 (2024: £1,350,000) was received for onward distribution to survivors. See note 5 for additional information. Underlying income excluding donated services and facilities was £4,702,385 (2024: £5,680,379). A prior year restatement has been carried out on the grant income and expenditure for 2024 in relation to a grant the charity entered into as an agent, this has no change to the deficit for the prior year.

Total expenditure for the year amounted to £6,916,749 (2024: £7,251,842). In addition, £2,686,463 (2024: £1,284,792) was spent in relation to grant making activities. Underlying expenditure on core activities excluding the value of donated services and grant making activities was £6,686,186 (2024: £7,111,050).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity's performance during the year resulted in an actual net deficit of £1,423,365 (2024: deficit of £1,220,873) made up of restricted funds deficit of £87,710 (2024: deficit of £94,711) and unrestricted funds deficit of £1,335,655 (2024: deficit of £1,126,162). The reason for the deficit on the unrestricted funds was due to the planned spending of designated reserves, the ending of a large multi-year grant and the organisation not being awarded several large grants at short notice coupled with a decrease in the number of donors disbursing to national women's organisations.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2024-25 and we want to thank all our funders for their continued support.

Fundraising performance

We are as ever enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and we remain committed to working with our funders and donors to deliver effective solutions to domestic abuse.

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

Community

This year our amazing community fundraisers raised over £270,000. They raised funds for Women's Aid in all sorts of inspirational ways - schools organising a 'wear it pink day', comedy nights, mountain climbs, ascending Mount Snowden and many more! We have also seen fantastic displays of advocacy from university students, and we have created strong and impactful Charity of the Year partnerships with schools across England who have taken part in fundraising events for us.

Our annual flagship challenge was re-branded to the Step Forward for Survivors Challenge in September of 2024. Fundraisers were tasked with walking or running 60 miles across the month and raised a collective £46.1k (including Gift Aid). As we've seen with most years of running the flagship challenge, 77% of our fundraisers had had a direct experience of domestic abuse.

Corporate

We are very grateful to Women's Aid's corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have been generously supported by our Corporate Partners:

- AVON
- Air BnB
- Bloom
- L'Occitane
- YSL Beauté
- Simmons and Simmons LLP
- TSB
- Dinny Hall

This year we were very fortunate in being selected by a number of companies to be their 'charity of the year' (including LAH, MV Kelly, Diana Porter, Disko Kids) We supported their fundraising efforts which were undertaken throughout the year, and very much enjoyed seeing the creative ways in which they used their platforms and work forces; and through events such as sponsored walks, cycle challenges and quizzes. We also saw corporates engage in training, as well as sharing their skills and expertise with our staff. We are tremendously grateful for the positive difference that all of our corporate supporters have made.

We would also like to recognise those corporate supporters who wish their contributions to remain anonymous, and those we have not been able to name here. We are grateful for all your support.

Trust and Statutory

Women's Aid are very grateful to receive the support of Trusts, Foundations and Statutory organisations. We are proud to work in partnership with the following funders to achieve our mission:

- The Home Office awarded Women's Aid grant funding through the Preventing Violence Against Women and Girls and Supporting Children (PVSC): 'What Works' Funding (WWF) to deliver our Children and Young People's Programme.
- Mayor's Office for Policing and Crime (MOPAC) awarded us a contract to expand our On Track service and to enhance Routes to Support.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

- Women's Aid worked with the Home Office to deliver funding to survivors from October 2024 to March 2025 via our membership, organisations listed on the Routes to Support directory and specialist delivery partners. This fund was to support survivors to leave their abusers or remain safely in their own home and to help secure a sustainable independent future.
- London Councils awarded a 4-year grant for our London Refuges Data Collection Project, which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refuges in London.
- The Department for Levelling Up, Housing and Communities (previously Ministry for Housing, Communities and Local Government) continues its commitment to Routes to Support and the No Woman Turned Away project, supporting women to access local services and refuge provision.
- Bally's Foundation provided funding for our Direct Services.
- The Kering Foundation continued their support of Women's Aid with a donation towards our Family Courts work.
- Women's Aid supported the Caring Family Foundation to distribute 5 grants to 'By and For' Black and Minoritised member services.

We have also received generous donations this year from the below organisations, whose generosity has enabled us to continue our vital work: the 29th May 1961 Charitable Trust, Allfunds, Airbnb Community Fund, Ardwick Trust, CBRE UK Charitable Trust, Dischma Charitable Trust, Edward S Smyth Trust, Eleanor Rathbone Charitable Trust, Evan Cornish Foundation, GAP Giving, Gleeds Foundation, Hardy Family Foundation, Helianthus Charitable Trust, Hudson Charitable Trust, Ian Mactaggart Trust, JD Foundation, John and Ruth Howard Charitable Trust, Lloyds Bank Foundation, Marsh Charitable Trust, Michael and Anna Wix Charitable Trust, Mrs Wingfield Charitable Trust, N Smith Charitable Trust, Order of the Marist Sisters Province of England, R G Hills Charitable Trust, Roy Proctor Foundation, Sara Charlton Foundation, Simon Gibson Charitable Trust, The Belron Ronnie Lubner Charitable Foundation, The Blunt Trust, The Caring Family Foundation, The Clarke Charitable Settlement, The Cobalt Trust, The David Family Foundation, The Doris Field Charitable Trust, The George Michael Fund, The Hon M L Astors Charitable Trust, The Keeble Charitable Trust, The National Lottery Community Fund, The Rest-Harrow Trust, The Tula Trust, The Westward Trust, TK Maxx and Homesense Foundation, WAVE Network, William Allen Young Charitable Trust, Winfield Trust, Zennor Trust

FINANCIAL REVIEW

Individual Giving and Appeals

Our Winter Appeal was centred around our campaign that was created in collaboration with an external agency House 337. The campaign centred around domestic abuse being the hidden 'National Emergency'. Our generous supporters raised over £80,000 in unrestricted funding between November to January - an increase of 28% on the previous year's income.

We continue to see strong support from our community of regular donors- raising over £526,000 from 3,653 supporters this year.

Legacies

We are fortunate to have been the recipient of some incredibly generous Legacy gifts over this past financial year, which have brought in over £312,962 unrestricted funds. Legacy gifts have a long-lasting impact and help us to build a future where domestic abuse is no longer tolerated.

This year we have also seen a high number of 'in memory' gifts - raising over £24,000 from supporters choosing to honour the memory of their loved ones in this way.

Investment performance

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves coupled with survivor needs is such that investment in short-term markets as opposed to longer-term investments is preferable, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk approach.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

Reserves policy

The board recognises that the charity serves many beneficiaries with an ongoing need and, as such, the organisation's reserves policy has been set with the long-term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support core operating and wind down costs for a minimum period of three months and a maximum of six months.

The total balance of funds at 31st March 2025 amounts to £2,641,835 (2024: £4,065,200). This includes restricted funds of £488,843 (2024: £576,553). The balance of unrestricted funds at 31st March 2025 was £2,152,992 (2024 £3,488,647). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds, tangible and intangible fixed assets) amounted to £1,961,484 (2024: £1,712,934).

In response to the challenging funding landscape the organisation underwent a significant change programme to ensure its workforce and services were sustainable. Designated reserves totalling £1,771,216 that had been brought forward at the beginning of the year were returned to unrestricted reserves to support core activities. These actions ensured that the free reserves were preserved at the level required by trustees.

£30,000 was designated during the year to support a Legal Challenge Fund to support our members. The remaining balance on designated funds is £27,300 and this will continue to be held into the next financial year.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the Board of Trustees has been evaluated this year

The board appoints new trustees through a transparent and inclusive recruitment and selection process, with a focus on practice experience, key skills, diversity, and alignment with Women's Aid's feminist values. New trustees receive a comprehensive induction covering governance responsibilities, safeguarding, and the charity's strategic priorities.

In 2024, the board undertook a governance effectiveness review, and made improvements across these areas:

- Administration and processes
- Board composition
- Board structure
- Expectation setting
- Planning and performative monitoring
- Culture and Equality, Diversity and Inclusion

This work is ongoing to ensure the organisation is following good governance practice reflecting the size, scale and nature of the charity's operations.

Risk management

Women's Aid maintains a robust risk management framework, reviewed quarterly by the Board. The Board of Trustees holds responsibility for strategic risk management within the charity. Responsibility for compiling and updating the Board Assurance Framework (BAF) is delegated to the CEO. Responsibility for detailed review of the BAF is delegated to the Finance, Risk and Governance (FRG) committee, which undertakes this review at each meeting and reports on this process to each full Board meeting.

The BAF is comprised of the highest rated risks identified across the organisation and takes account of risks identified with significant partnership initiatives, reflected in dedicated risk registers for those projects. These risks are reviewed and validated by the Executive Leadership Team and relevant colleagues from the Senior Leadership Team before submission to FRG.

Organisational risks are assessed according to both likelihood and impact. Each risk is assigned a senior responsible lead. The BAF sets out a narrative on the nature of each risk and its likely impact, the mitigating actions already underway, and next steps.

This year the most significant risks identified were:

- Financial Sustainability for Women's Aid and the Federation
- External Risks - Political Environment
- The development and innovation of new programmes and products

Other key risks include the wider economic environment, the increasingly challenging environment created by misogynistic national and international public discourse, and the weaponisation of violence against women and girls (VAWG). Mitigation strategies are in place and regularly updated.

Safeguarding

Safeguarding is central to Women's Aid's work. The charity has clear policies and procedures for safeguarding adults and children, with regular training for staff and volunteers. The Designated Safeguarding Lead reports directly to the CEO, the Safeguarding and Standards Committee, and the Board.

Website

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.

People, Inclusion and Equity

Women's Aid is committed to being an anti-racist, inclusive organisation. EDI principles are embedded across governance, recruitment, service delivery, and internal culture. Like many organisations, there is more to do, and organisation is committed to ensuring continual improvement. Progress is monitored through staff engagement, survivor feedback, and external audits.

We are proud to be a disability confident employer and are reviewing Women's Aid structures internally and externally from an accessibility lens to ensure to include all vulnerable and marginalised groups.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Women's Aid continues to meet the standards set as a Living Wage Employer.

We continue to work on ensuring a positive working environment with the aim of having a diversified, happy workforce.

Pay policy for staff

The board considers that the Executive Leadership Team at Women's Aid Federation of England comprises the key management team of the charity responsible for directing the operations of the charity on a day-to-day basis.

All trustees give up their time freely and no trustee received remuneration in the year. However, we pay a nominal honorarium to member organisations represented by a trustee. Details of trustees' expenses and related transactions are disclosed in the accounts.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03171880 (England and Wales)

Registered Charity number

1054154

Registered office

C/O Bevan Buckland LLP
Ground Floor
Cardigan House
Swansea
SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025**

Chief Executive

Farah Nazeer

Trustees

Sarah Hill (to December 2024)
Jo Gough (to December 2024)
Zlakha Ahmed (to December 2024)
Madi Turpin - Chair
Dickie James - Vice Chair
Lindsey Wshart
Peri Thomas
Caroline Chang
Sue Coleman
Hollie Venn
Angie Stewart (from December 2024)

Subcommittee members

Angie Stewart (to December 2024)
Amanda Elwen
Claire Lambon

Patrons

Julie Walters DBE
Melanie Brown MBE

Ambassadors

Alice Liveing
Charlie Webster
Jahmene
Katie Piper
Lucy Gaskell
Michelle Griffith-Robinson OLY
Phoenix Brown
Toby-Alexander Smith
Will Young
Rachel Khoo

Love Respect Ambassadors

Holly Bourne

Solicitors

Freeths LLP, 101 Victoria Street, Bristol, BS1 6PU

Bank

Co-Operative Retail Bank, 16 St Stephen Street, Bristol, BS1 1JR

Auditors

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

AUDITORS

The auditors, Bevan Buckland LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 12 November 2025 and signed on its behalf by:


Madi Turpin - Trustee

WOMENS AID FEDERATION OF ENGLAND

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2025

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

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

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

In so far as the trustees are aware:

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Opinion

We have audited the financial statements of Womens Aid Federation of England (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

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

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. We discussed our audit independence complying with the Revised Ethical Standard 2024 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Enquiry of management which includes obtaining and reviewing supporting documentation concerning the Charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- Internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas;
- The rationale of any major fund flows during the period;
- The possibility of fraud whereby donations on ThankYou and not captured by Xero due to different banking information given;
- Recognition of legacy income in its complete form within the financial statements.
- Obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the association, the key laws and regulations we considered in this context included the UK Companies Act.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WOMENS AID FEDERATION OF ENGLAND**

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- Enquiry of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

Use of our report

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



Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 12 November 2025

WOMENS AID FEDERATION OF ENGLAND

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025**

		Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds as restated £
	Notes	£	£	£	
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,173,617	14,460	2,188,077	2,082,893
Charitable activities	5				
Direct Services		-	446,814	446,814	277,293
Campaigning		-	101,700	101,700	22,000
Training and support for Members		-	18,000	18,000	-
Other Activities		403,379	9,826	413,205	765,114
Covid related support		-	-	-	780,565
Children and young people		-	788,480	788,480	732,257
Research and evaluation		-	586,021	586,021	456,354
Survivor Grants		-	230,000	230,000	206,000
Other trading activities	3	647,377	20,811	668,188	659,629
Investment income	4	<u>52,899</u>	<u>-</u>	<u>52,899</u>	<u>48,864</u>
Total		<u>3,277,272</u>	<u>2,216,112</u>	<u>5,493,384</u>	<u>6,030,969</u>
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	622,614	9,351	631,965	584,122
Other trading activities	7	<u>500,363</u>	<u>-</u>	<u>500,363</u>	<u>608,442</u>
		1,122,977	9,351	1,132,328	1,192,564
Charitable activities	8				
Change That Last		-	-	-	19,093
Direct Services		-	455,682	455,682	350,989
Campaigning		-	66,715	66,715	43,887
Training and support for Members		-	15,351	15,351	44,629
Other Activities		3,853,029	10,908	3,863,937	2,853,526
Covid related support		-	60	60	785,927
Accessibility		-	690	690	1,776
Children and young people		-	729,839	729,839	668,324
Research and evaluation		-	421,584	421,584	537,242
Culture Change		-	-	-	6,496
Transformation		-	-	-	273,063
Membership Development & Sustainability		-	-	-	333,534
Survivor Grants		<u>-</u>	<u>230,563</u>	<u>230,563</u>	<u>140,792</u>
Total		<u>4,976,006</u>	<u>1,940,743</u>	<u>6,916,749</u>	<u>7,251,842</u>
NET INCOME/(EXPENDITURE)		(1,698,734)	275,369	(1,423,365)	(1,220,873)
Transfers between funds	21	<u>363,079</u>	<u>(363,079)</u>	<u>-</u>	<u>-</u>
Net movement in funds		(1,335,655)	(87,710)	(1,423,365)	(1,220,873)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>3,488,647</u>	<u>576,553</u>	<u>4,065,200</u>	<u>5,286,073</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>2,152,992</u></u>	<u><u>488,843</u></u>	<u><u>2,641,835</u></u>	<u><u>4,065,200</u></u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

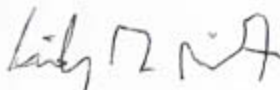
**BALANCE SHEET
31 MARCH 2025**

		Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Intangible assets	16	161,472	-	161,472	-
Tangible assets	17	<u>2,736</u>	<u>-</u>	<u>2,736</u>	<u>4,497</u>
		164,208	-	164,208	4,497
CURRENT ASSETS					
Debtors	18	1,561,602	-	1,561,602	1,709,539
Cash at bank		<u>1,947,042</u>	<u>488,843</u>	<u>2,435,885</u>	<u>3,326,756</u>
		3,508,644	488,843	3,997,487	5,036,295
CREDITORS					
Amounts falling due within one year	19	<u>(1,519,860)</u>	<u>-</u>	<u>(1,519,860)</u>	<u>(975,592)</u>
NET CURRENT ASSETS		<u>1,988,784</u>	<u>488,843</u>	<u>2,477,627</u>	<u>4,060,703</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>2,152,992</u>	<u>488,843</u>	<u>2,641,835</u>	<u>4,065,200</u>
NET ASSETS		<u>2,152,992</u>	<u>488,843</u>	<u>2,641,835</u>	<u>4,065,200</u>
FUNDS	21				
Unrestricted funds				2,152,992	3,488,647
Restricted funds				<u>488,843</u>	<u>576,553</u>
TOTAL FUNDS				<u>2,641,835</u>	<u>4,065,200</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 12 November 2025 and were signed on its behalf by:


.....
Madi Turpin - Trustee


.....
Lindsey Wishart - Trustee

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025**

		2025	2024
	Notes	£	£
Cash flows from operating activities			
Cash generated from operations	1	<u>(782,298)</u>	<u>(2,842,210)</u>
Net cash used in operating activities		<u>(782,298)</u>	<u>(2,842,210)</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		(161,472)	-
Interest received		<u>52,899</u>	<u>48,864</u>
Net cash (used in)/provided by investing activities		<u>(108,573)</u>	<u>48,864</u>
Change in cash and cash equivalents in the reporting period		(890,871)	(2,793,346)
Cash and cash equivalents at the beginning of the reporting period		<u>3,326,756</u>	<u>6,120,102</u>
Cash and cash equivalents at the end of the reporting period		<u><u>2,435,885</u></u>	<u><u>3,326,756</u></u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025**

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

	2025 £	2024 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(1,423,365)	(1,220,873)
Adjustments for:		
Depreciation charges	1,761	2,351
Interest received	(52,899)	(48,864)
Decrease/(increase) in debtors	147,937	(950,698)
Increase/(decrease) in creditors	<u>544,268</u>	<u>(624,126)</u>
Net cash used in operations	<u><u>(782,298)</u></u>	<u><u>(2,842,210)</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank	<u>3,326,756</u>	<u>(890,871)</u>	<u>2,435,885</u>
	<u>3,326,756</u>	<u>(890,871)</u>	<u>2,435,885</u>
Total	<u><u>3,326,756</u></u>	<u><u>(890,871)</u></u>	<u><u>2,435,885</u></u>

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

The trustees are confident that the charity remains financially strong, having undergone a significant change programme in response to the challenging funding landscape, and moved designated funds back into free reserves to provide flexibility during this change. These actions have ensured that the charity remains a going concern. The Charity's figures are looking more positive moving forward, with a projected deficit of £275,000 in 2025/26 and returning to a breakeven position in 2026/27.

Income

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

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income represents amount received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Governance costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

Allocation and apportionment of costs

Support costs include central functions and have been allocated the activity cost categories on a basis consistent with the use of the resources, for example, allocating property costs by floor area, or per capita, staff costs by the time spent and other costs by their usage.

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

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

Office refurbishment - 5 years straight line

Computer equipment - 3 years straight line

Taxation

The Charity is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

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

Pension costs and other post-retirement benefits

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

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective method.

Financial Instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES - continued

Trade debtors

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transactions costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. DONATIONS AND LEGACIES

	2025 £	2024 £
Donations	1,314,117	1,265,303
Legacies	312,962	673,000
Donated services and facilities	<u>560,998</u>	<u>144,590</u>
	<u>2,188,077</u>	<u>2,082,893</u>

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support received from all of our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid.

Donated services during the year are:

	2025 £	2024 £
Legal pro-bono for Marketing		
House 337	359,019	98,630
Tik Tok	140,000	-
Legal pro-bono for Other Activities		
Goodwin Law	-	40,800
Deighton Pearce Glynn	2,610	3,840
Simmonds & Simmonds	59,369	-
IT Programming Support		
Merkle	-	1,320
	<u>560,998</u>	<u>144,590</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Membership	153,654	182,340
Other Training	25,879	451
Consultancy & Speakers' fees	44,761	31,933
National Training Centre	283,588	307,837
Other conference and events	144,168	103,208
Advertising and merchandise	16,138	33,860
	<u>668,188</u>	<u>659,629</u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	<u>52,899</u>	<u>48,864</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£	as restated £
Grants Activity Direct Services	446,814	277,293
Grants Campaigning	101,700	22,000
Grants Training and support for Members	18,000	-
Grants Other Activities	413,205	765,114
Grants Covid related support	-	780,565
Grants Children and young people	788,480	732,257
Grants Research and evaluation	586,021	456,354
Grants Survivor Grants	230,000	206,000
	<u>2,584,220</u>	<u>3,239,583</u>

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

	2025	2024
	£	as restated £
Home Office	753,481	732,257
London Councils	18,750	25,000
Department for Levelling Up, Housing and Communities	395,651	390,477
Avon Cosmetics UK Ltd	94,736	44,078
Restricted donations	637,336	819,611
Kering	82,700	-
CAF	-	780,565
MOPAC Lot 3	262,110	181,595
Home Office Flexible Fund	230,000	206,000
L'Occitane	109,456	60,000
	<u>2,584,220</u>	<u>3,239,583</u>

In the year 1st April 2024 to 31st March 2025 grant aid of £18,750 was received from London Councils for the data collection project under Priority 2, Service area 2.3. The grant has been used to fund London Refugees Data Collection Project which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refugees in London.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

The following table illustrates how the money has been spent by Women's Aid Federation of England and that it has been used for the purposes outlined in the funding agreement.

	Grant	Grant Spent
Staff	£12,659	£12,659
Other Direct Project	£2,456	£1,960
Overheads	£3,635	£4,131
	£18,750	£18,750

During the year, the charity entered into an agent agreement for total grants received of £2,685,900 (2024: £1,350,000). A total of £2,268,550 were paid and a creditor of £187,350 remains at the end of the year.

The income received in the charity accounts represents an admin fee to act as an agent for this grant,

6. RAISING DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	Total	Total
	General	General	2025	2024
	£	£	£	£
Employment costs	403,739	-	403,739	378,078
Other costs	<u>98,528</u>	<u>9,351</u>	<u>107,879</u>	<u>101,522</u>
Direct Costs	502,266	9,351	511,618	479,601
Allocated support costs	<u>120,347</u>	<u>-</u>	<u>120,347</u>	<u>104,522</u>
	<u><u>622,613</u></u>	<u><u>9,351</u></u>	<u><u>631,965</u></u>	<u><u>584,123</u></u>

Allocated Support Costs (note 10)

7. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Purchases	125,932	51,688
Staff costs	<u>374,431</u>	<u>556,754</u>
	<u><u>500,363</u></u>	<u><u>608,442</u></u>
	2025	2024
	£	£
National Training Centre	328,447	431,089
Membership	<u>171,916</u>	<u>177,353</u>
	<u><u>500,363</u></u>	<u><u>608,442</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 9) £	Support costs (see note 10) £	Totals £
Direct Services	402,379	(650)	53,953	455,682
Campaigning	54,690	-	12,025	66,715
Training and support for Members	9,896	-	5,455	15,351
Other Activities	3,691,723	10,000	162,214	3,863,937
Covid related support	60	-	-	60
Accessibility	-	-	690	690
Children and young people	648,444	-	81,395	729,839
Research and evaluation	353,167	-	68,417	421,584
Survivor Grants	188,313	-	42,250	230,563
	<u>5,348,672</u>	<u>9,350</u>	<u>426,399</u>	<u>5,784,421</u>

9. GRANTS PAYABLE

	2025 £	2024 as restated £
Direct Services	(650)	(140,792)
Other Activities	10,000	-
Covid related support	-	573,585
Research and evaluation	-	350
Survivor Grants	-	140,792
	<u>9,350</u>	<u>573,935</u>

The total grants paid to institutions during the year was as follows:

	2025 £	2024 as restated £
IMKAAN	-	169,706
Welsh Women's Aid	-	151,725
Northern Ireland Women's Aid	-	104,850
Scottish Women's Aid	-	138,925
Grants paid to institutions individually under £25,000	(650)	8,729
Leeds Women's Aid	10,000	-
	<u>9,350</u>	<u>573,935</u>

The above is a list of the largest grants in aggregation to institutions (no grants were made to individuals):

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

10. SUPPORT COSTS

	Staff costs	Admin costs	Other support costs	Total 2025	Total 2024
	£	£	£	£	£
Charitable activities	248,035	70,046	108,318	426,399	412,904
Cost of generating donations and legacies	<u>69,603</u>	<u>19,786</u>	<u>30,598</u>	<u>119,987</u>	<u>126,016</u>
	<u><u>317,638</u></u>	<u><u>89,832</u></u>	<u><u>138,916</u></u>	<u><u>546,386</u></u>	<u><u>538,920</u></u>

* including depreciation

Basis of allocation

Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

11. NET INCOME/(EXPENDITURE)

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

	2025	2024
	£	£
Auditors' remuneration	24,720	24,721
Depreciation - owned assets	<u>1,761</u>	<u>2,350</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

	2025	2024
	£	£
Trustees' Honorarium payments	<u>1,150</u>	<u>3,195</u>

Trustees' expenses

During the year Trustees were reimbursed expenses of £4,093 (2024: £1,182).
Trustees' expenses related to reimbursement of travel and other sundry costs.

There was an additional £1,150 of honorarium payments (2024 £3,195), which are further detailed in note 20.

During the year £1,649 (2024: £1,912) was paid in respect of Trustees' indemnity insurance.

13. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	4,045,684	4,010,488
Social security costs	399,218	417,172
Other pension costs	<u>255,693</u>	<u>248,943</u>
	<u><u>4,700,595</u></u>	<u><u>4,676,603</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

13. STAFF COSTS - continued

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

	2025	2024
Charitable activities	76	77
Fundraising	9	10
Support	<u>12</u>	<u>11</u>
	<u>97</u>	<u>98</u>

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

	2025	2024
£60,001 - £70,000	2	3
£70,001 - £80,000	6	-
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-
£100,001 - £120,000	1	-
£120,001 - £130,000	<u>1</u>	<u>1</u>
	<u>11</u>	<u>5</u>

The total employee benefits of the key management personnel of the Charity were £442,501 (2024: £391,810)

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds as restated £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,029,830	53,063	2,082,893
Charitable activities			
Direct Services	-	277,293	277,293
Campaigning	-	22,000	22,000
Other Activities	739,108	26,006	765,114
Covid related support	-	780,565	780,565
Children and young people	-	732,257	732,257
Research and evaluation	-	456,354	456,354
Survivor Grants	-	206,000	206,000
Other trading activities	631,707	27,922	659,629
Investment income	<u>48,864</u>	<u>-</u>	<u>48,864</u>
Total	<u>3,449,509</u>	<u>2,581,460</u>	<u>6,030,969</u>
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	584,122	-	584,122
Other trading activities	<u>608,442</u>	<u>-</u>	<u>608,442</u>
	1,192,564	-	1,192,564
Charitable activities			
Change That Last	-	19,093	19,093
Direct Services	(140,792)	491,781	350,989

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds	Restricted funds	Total funds as restated
	£	£	£
Campaigning	-	43,887	43,887
Training and support for Members	-	44,629	44,629
Other Activities	2,770,014	83,512	2,853,526
Covid related support	-	785,927	785,927
Accessibility	-	1,776	1,776
Children and young people	-	668,324	668,324
Research and evaluation	-	537,242	537,242
Culture Change	6,496	-	6,496
Transformation	273,063	-	273,063
Membership Development & Sustainability	333,534	-	333,534
Survivor Grants	140,792	-	140,792
Total	<u>4,575,671</u>	<u>2,676,171</u>	<u>7,251,842</u>
NET INCOME/(EXPENDITURE)	(1,126,162)	(94,711)	(1,220,873)
Transfers between funds	<u>129,167</u>	<u>(129,167)</u>	<u>-</u>
Net movement in funds	(996,995)	(223,878)	(1,220,873)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>4,485,642</u>	<u>800,431</u>	<u>5,286,073</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>3,488,647</u></u>	<u><u>576,553</u></u>	<u><u>4,065,200</u></u>

15. PRIOR YEAR ADJUSTMENT

A prior year adjustment has been made in order to correctly reflect grants received in the prior year in which the charity entered into an agent agreement for total grants received of £1,144,000. The adjustment has reduced grant income and grant expenditure, so therefore has had no effect on the overall deficit for the period.

16. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
Additions	<u>161,472</u>
NET BOOK VALUE	
At 31 March 2025	<u><u>161,472</u></u>
At 31 March 2024	<u><u>-</u></u>

Computer software costs of £161,472 have been capitalised during the year whilst still under development. Completion is due to take place in the next financial year and amortisation will be charged upon completion.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

17. TANGIBLE FIXED ASSETS

	Improvements to property £	Computer equipment £	Totals £
COST			
At 1 April 2024 and 31 March 2025	<u>19,086</u>	<u>2,128</u>	<u>21,214</u>
DEPRECIATION			
At 1 April 2024	14,708	2,009	16,717
Charge for year	<u>1,642</u>	<u>119</u>	<u>1,761</u>
At 31 March 2025	<u>16,350</u>	<u>2,128</u>	<u>18,478</u>
NET BOOK VALUE			
At 31 March 2025	<u>2,736</u>	<u>-</u>	<u>2,736</u>
At 31 March 2024	<u>4,378</u>	<u>119</u>	<u>4,497</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	113,854	76,929
Other debtors	5,205	5,152
Accrued income	1,305,638	1,508,594
Prepayments	<u>136,905</u>	<u>118,864</u>
	<u>1,561,602</u>	<u>1,709,539</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	710,656	360,357
Social security and other taxes	87,060	126,694
VAT	14,445	7,749
Other creditors	1,165	924
Deferred income	207,853	129,896
Accrued expenses	<u>498,681</u>	<u>349,972</u>
	<u>1,519,860</u>	<u>975,592</u>

20. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025 £	2024 £
Within one year	61,512	111,599
Between one and five years	235,499	115,055
In more than five years	<u>-</u>	<u>864</u>
	<u>297,011</u>	<u>227,518</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

21. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	1,717,431	(1,696,034)	1,942,823	1,964,220
Designated Fund - Membership development and sustainability	1,130,892	-	(1,130,892)	-
Designated Fund - Sector wide initiatives	374,998	-	(374,998)	-
Designated Fund - Transformation	265,326	-	(265,326)	-
Legal Challenge Fund	-	(2,700)	30,000	27,300
Designated fund – Routes to Support Capital Spend	-	-	161,472	161,472
	3,488,647	(1,698,734)	363,079	2,152,992
Restricted funds				
Home Office	-	62,773	(55,320)	7,453
London Councils	-	1,905	(1,905)	-
Avon Cosmetics Uk Ltd	135,457	45,290	-	180,747
RTS & Membership	84,805	16,175	-	100,980
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	43,300	(17,095)	11,000	37,205
Kering	-	34,190	-	34,190
YSL	14,128	(35,609)	21,481	-
Refinitiv	50,369	(4,202)	(46,167)	-
Restricted Campaigns & Policy	2,113	-	(2,113)	-
Hiscox	1,097	-	(1,097)	-
JJ Charitable Trust	4,643	(4,643)	-	-
CVC Foundation	3,497	-	(3,497)	-
MOPAC Lot 3	48,155	(48,155)	-	-
Bally's Foundation Year 2	6,483	(6,483)	-	-
NWTA Sara Charlton	20,000	(20,966)	966	-
Family Courts Project	21,358	795	-	22,153
Home Office Flexible Fund	65,208	(7,024)	(58,184)	-
L'Occitane	60,000	44,872	(60,000)	44,872
Routes to Support (MHCLG)	-	10,071	(10,071)	-
Caring Family Foundation	-	11,494	-	11,494
George Michael Fund 2025	-	31,477	-	31,477
National Lottery Award for All 2024	-	2,332	-	2,332
AirBnB Emergency Accommodation Pilot	-	(3,300)	3,300	-
MOPAC Lot 3 CO2	-	161,472	(161,472)	-
	576,553	275,369	(363,079)	488,843
TOTAL FUNDS	<u>4,065,200</u>	<u>(1,423,365)</u>	<u>-</u>	<u>2,641,835</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

21. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,277,272	(4,973,306)	(1,696,034)
Legal Challenge Fund	-	(2,700)	(2,700)
	<u>3,277,272</u>	<u>(4,976,006)</u>	<u>(1,698,734)</u>
Restricted funds			
Home Office	753,480	(690,707)	62,773
London Councils	18,750	(16,845)	1,905
Avon Cosmetics Uk Ltd	94,736	(49,446)	45,290
RTS & Membership	22,321	(6,146)	16,175
Restricted donations	64,252	(81,347)	(17,095)
Kering	82,700	(48,510)	34,190
YSL	-	(35,609)	(35,609)
Refinitiv	-	(4,202)	(4,202)
JJ Charitable Trust	-	(4,643)	(4,643)
CAF Covid Support	60	(60)	-
MOPAC Lot 3	-	(48,155)	(48,155)
Bally's Foundation Year 2	88,722	(95,205)	(6,483)
NWTA Sara Charlton	185,225	(206,191)	(20,966)
Family Courts Project	19,000	(18,205)	795
Home Office Flexible Fund	230,000	(237,024)	(7,024)
L'Occitane	111,123	(66,251)	44,872
Routes to Support (MHCLG)	210,425	(200,354)	10,071
Caring Family Foundation	18,000	(6,506)	11,494
George Michael Fund 2025	35,000	(3,523)	31,477
National Lottery Award for All 2024	20,208	(17,876)	2,332
AirBnB Emergency Accommodation Pilot	-	(3,300)	(3,300)
MOPAC Lot 3 CO2	262,110	(100,638)	161,472
	<u>2,216,112</u>	<u>(1,940,743)</u>	<u>275,369</u>
TOTAL FUNDS	<u>5,493,384</u>	<u>(6,916,749)</u>	<u>(1,423,365)</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 as restated £	Net movement in funds as restated £	Transfers between funds as restated £	At 31.3.24 as restated £
Unrestricted funds				
General fund	2,101,773	(513,509)	129,167	1,717,431
Designated Fund - Membership development and sustainability	1,464,226	(333,334)	-	1,130,892
Designated Fund - Sector wide initiatives	374,998	-	-	374,998
Designated Fund - Culture Change	284,979	(272,823)	(12,156)	-
Designated Fund - Transformation	<u>259,666</u>	<u>(6,496)</u>	<u>12,156</u>	<u>265,326</u>
	4,485,642	(1,126,162)	129,167	3,488,647
Restricted funds				
Home Office	(2,171)	64,001	(61,830)	-
Avon Cosmetics Uk Ltd	222,885	(87,428)	-	135,457
RTS & Membership	74,977	13,548	(3,720)	84,805
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	87,195	(34,895)	(9,000)	43,300
Kering	1,000	(1,000)	-	-
YSL	14,130	(2)	-	14,128
Refinitiv	54,723	(4,354)	-	50,369
Restricted Campaigns & Policy	2,113	-	-	2,113
Ballys	72,822	(72,822)	-	-
Hiscox	6,233	(5,136)	-	1,097
JJ Charitable Trust	19,612	(14,969)	-	4,643
The Sisters Trust	64,602	(64,602)	-	-
Bloom Ask Me Trainer	19,093	(19,093)	-	-
CAF Covid Support	56,845	(4,915)	(51,930)	-
CVC Foundation	22,666	(19,169)	-	3,497
MOPAC Lot 3	42,473	5,682	-	48,155
Office Insurance Claim	25,293	(9,886)	(15,407)	-
Bally's Foundation Year 2	-	6,483	-	6,483
NWTA Sara Charlton	-	-	20,000	20,000
Family Courts Project	-	21,358	-	21,358
Home Office Flexible Fund	-	65,208	-	65,208
L'Occitane	-	60,000	-	60,000
Routes to Support (MHCLG)	<u>-</u>	<u>7,280</u>	<u>(7,280)</u>	<u>-</u>
	800,431	(94,711)	(129,167)	576,553
TOTAL FUNDS	<u>5,286,073</u>	<u>(1,220,873)</u>	<u>-</u>	<u>4,065,200</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

21. MOVEMENT IN FUNDS - continued

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

	Incoming resources as restated £	Resources expended as restated £	Movement in funds as restated £
Unrestricted funds			
General fund	3,449,309	(3,962,818)	(513,509)
Designated Fund - Membership development and sustainability	200	(333,534)	(333,334)
Designated Fund - Culture Change	-	(272,823)	(272,823)
Designated Fund - Transformation	-	(6,496)	(6,496)
	<u>3,449,509</u>	<u>(4,575,671)</u>	<u>(1,126,162)</u>
Restricted funds			
Home Office	732,325	(668,324)	64,001
London Councils	25,000	(25,000)	-
DHLUC	184,796	(184,796)	-
Avon Cosmetics Uk Ltd	44,078	(131,506)	(87,428)
RTS & Membership	13,749	(201)	13,548
Restricted donations	128,891	(163,786)	(34,895)
Kering	-	(1,000)	(1,000)
YSL	-	(2)	(2)
Refinitiv	-	(4,354)	(4,354)
Ballys	(29,577)	(43,245)	(72,822)
Hiscox	-	(5,136)	(5,136)
JJ Charitable Trust	-	(14,969)	(14,969)
The Sisters Trust	-	(64,602)	(64,602)
Bloom Ask Me Trainer	-	(19,093)	(19,093)
CAF Covid Support	781,012	(785,927)	(4,915)
CVC Foundation	-	(19,169)	(19,169)
MOPAC Lot 3	181,595	(175,913)	5,682
Office Insurance Claim	(9,886)	-	(9,886)
Bally's Foundation Year 2	29,574	(23,091)	6,483
Family Courts Project	22,000	(642)	21,358
Home Office Flexible Fund	206,000	(140,792)	65,208
L'Occitane	60,000	-	60,000
Routes to Support (MHCLG)	<u>211,903</u>	<u>(204,623)</u>	<u>7,280</u>
	<u>2,581,460</u>	<u>(2,676,171)</u>	<u>(94,711)</u>
TOTAL FUNDS	<u>6,030,969</u>	<u>(7,251,842)</u>	<u>(1,220,873)</u>

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

21. MOVEMENT IN FUNDS - continued

Designated Funds

Fund	Description
Membership Development & Sustainability	This money has been set aside to support members in the challenges associated with local commissioning.
Sector wide initiatives	This designated fund is for work across a number of key projects which will have sector wide impact
Transformation	An internal investment pot for investment in our infrastructure that will ensure the long term viability of the organisation
Legal Challenge Fund	This designated fund is to support a Legal Challenge Fund to support our members.
Routes to Support Capital Spend	This fund relates to capital expenditure of computer software costs that is still under development. Completion is due to take place in the next financial year.

Restricted Funds

Further description of each material fund which includes the source of funding and nature of restriction:

Project	Description	Funders
Children & Young People What Works Fund	The 'What Works in Preventing VAWG and Supporting Children' fund focusses on interventions for children with the purpose of preventing VAWG. Our key deliverables are: Delivering training to children and young people in schools and educational settings; specifically exploring domestic abuse and healthy relationships. Developing online resources for children and young people through microsites and social media offerings. Expanding training to domestic abuse practitioners and professionals who work with children and young people. Carrying out research and evaluation activities to evidence what works in preventing VAWG.	The Home Office, George Michael Fund
Flexible Fund	This fund was set up to deliver funding to survivors via our membership, organisations listed on the Routes to Support directory and specialist delivery partners. This fund was to support survivors to leave their abusers or remain safely in their own home and to help secure a sustainable independent future.	The Home Office
On Track	On Track, our outcomes monitoring and case management is used by nearly 80 organisations to facilitate their casework and evidence their impact. The national data it provides is used to inform and support our campaigning and advocacy work on behalf of members and survivors.	Avon Cosmetics
Routes to support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies	Ministry of Housing, Levelling Up and Communities/ London Councils

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

21. MOVEMENT IN FUNDS - continued

No Woman Turned Away	The No Woman Turned Away (NWTa) project provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.	Ministry of Housing, Levelling Up and Communities, Sara Charlton
Expansion of Routes to Support and On Track programmes	The MOPAC Lot 3 funding focuses on the expansion of our Routes to Support and On Track programs. The key targets are:++On Track:- The expansions of the On Track workshop program- Develop e-learning resources, so organisations can access training more easily, at a time that suits them- Helping services build dynamic reports by means of looking at bespoke reporting to help them demonstrate the impact of their work using On Track++Routes to support:- Improve accessibility & reach of the online directory- Improved data collection- An in-built referral form on RtS for organisations using On Track	Mayor's Office for policing and crime
Family Courts Project	Women's Aid continues to campaign for reforms to the family court to make survivors and children safer. We work with the Ministry of Justice, Cafcass, the National Association of Child Contact Centres, Family Mediation Council and other agencies to advise them on their approach to domestic abuse, and we also convene a sector working group on the family courts which meets regularly to share insights, plan joint activity and discuss emerging issues.Key impacts in the last year include:The Ministry of Justice reversing plans to introduce compulsory pre-court mediation, which would have been harmful to survivors, following a joint letter we organised which was signed by 30 partners and our consultation response.Delivering a webinar on domestic abuse to 70+ family lawyers for International Women's Day, after which 93% said they better understood how to support survivors.Through the family courts working group, supported the tabling of amendments to the Victims and Prisoners Bill which led to the Government agreeing to take forward the issue of dangerous unregulated 'experts' in the family court through the Family Justice Council.	Firebird Foundation, David Family Foundation, Kering Foundation
Children and Young People	YSL supported the Safer Futures project, which will enable us to relaunch our nationwide network of Schools Advocates, consisting of domestic abuse professionals who champion prevention work in their region and support schools to address domestic abuse. encourage widespread engagement with schools across England to improve education for children and young people about domestic violence. The project aims to ensure that healthy relationships education is delivered responsibly and effectively across the country	YSL

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

21. MOVEMENT IN FUNDS - continued

Survivors Forum	The Survivors' Forum is an online peer-to-peer platform, in a safe and anonymous space, monitored by professionals, for women affected by domestic abuse to share their experiences and support one another. An online community built on female empowerment, it has survivors' voices at its heart. Trained women's aid staff moderate the forum to ensure that women are safe and not disclosing information that could put them at risk, and also signpost where appropriate. Through this Project, L'OCCITANE will provide financial support for the empowerment of 16,700 women. There are currently 14,700 registered users on the Survivors' Forum who will continue to be supported, and over the course of a year, we would aim to see 2,000 new users registered on the Survivors' Forum because of this funding.	L'Occitane
Experts by Experience	Experts by Experience network, which is a group of survivors who have completed a workshop series on campaigning from personal experience, and taken part in projects and/or been part of a Survivor Advisory Board for one of our campaigns.	L'Occitane, National Lottery Award for all
Training & Support for Members	Funding is provided to the Women's Aid Federation of England to collaborate on the coordination of the funding including membership engagement,	Caring Family Foundation
Training Portal	The donation was made with specific reference to the current Covid-19 pandemic. It was decided to use these funds towards the training portal so that Women's Aid could continue to carry out training online during the Covid-19 restrictions and beyond.	JJ Charitable Trust

Transfers between funds

The transfers between funds between 1st April 2024 and 31st March 2025 were as follows:

£	Description	From fund	To fund
3,300	Contribution from Unrestricted Reserve for pilot project with AirBnB	Unrestricted	Air BnB Emergency Accommodation Pilot
11,000	Cost of vacancy monitoring carried out by Direct Services	Unrestricted	Restricted donations - Direct Services Fundraising
1,097	Fund closed transferred balance back to cover costs taken from unrestricted funds	Hiscox	Unrestricted
55,320	Funding of Bursaries for Training	Home Office	Unrestricted
58,184	Unallocated Personnel and administration costs expensed to Unrestricted in 2023/24 and overspend covered from unrestricted	Home Office Flexible Fund	Unrestricted

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

21. MOVEMENT IN FUNDS - continued

Transfers between funds - continued

60,000	Fund closed transferred balance back to cover costs taken from unrestricted funds	L'Occitane	Unrestricted
1,905	Underspend against funding due to early closure of fund. Not required to be reimbursed so reallocated to Unrestricted	London Councils	Unrestricted
161,472	Routes to support platform transfer to unrestricted to allow capitalisation	MOPAC Lot 3 CO2	Unrestricted
966	Overspend covered from unrestricted funds	Unrestricted	NWTA Sara Charlton
46,167	Fund closed in 2023 transfer balance back to costs covered from unrestricted funds	Refinitiv	Unrestricted
2,113	Fund closed transfer balance back to cover costs taken from unrestricted funds	Restricted - Campaign & Policy	Unrestricted
929	Overspend covered from unrestricted funds	Unrestricted	Routes to Support (MHCLG)
11,000	Cost of vacancy monitoring carried out by Direct Services	Routes to Support (MHCLG)	Direct Services Fundraising
21,481	Transfer to cover over consumption against fund partly due to funder delaying next tranche of income	Unrestricted	YSL
3,497	Fund closed transfer balance back to cover costs taken from unrestricted funds	CVC Foundation	Unrestricted

During the year there was a reallocation of funding between unrestricted funds, this is noted below:

£	Description	From Fund	To Fund
	Funds returned to Unrestricted reserves to provide flexibility during a significant change programme in response to the challenging funding landscape		
265,326		Culture Change	Unrestricted
	Funds returned to Unrestricted reserves to provide flexibility during a significant change programme in response to the challenging funding landscape		
1,130,892		Membership development & sustainability	Unrestricted
	Funds returned to Unrestricted reserves to provide flexibility during a significant change programme in response to the challenging funding landscape		
374,998		Sector wide initiatives	Unrestricted
30,000	Funds Designated by Board to support the Legal Challenge Fund	Unrestricted	Legal Fund Challenge

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

22. RELATED PARTY DISCLOSURES

Women's Aid worked with Refuge, the Rape and Sexual Abuse Support Centre, and the Women and Girls Network to deliver Domestic and Sexual Violence Helpline Services to London.

7 Full or Associate Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest". The board follows the Women's Aid Conflict of Interest Policy at all times to mitigate the risk from possible conflicts of interest.

Some of the Board of Trustees and Associate Trustees' were drawn from member organisations running services to address violence against women and children. Honorarium payments were made to these member organisations in recognition of their support for the work of the Board, as detailed below:

	2025 Associate Trustees £	2025 Trustees £	2025 Total £	2024 Total £
Apna Haq	-	-	-	1,895
Rise	-	550	550	-
Staffordshire Women's Aid	-	-	-	800
Cambridge Women's Aid	-	-	-	500
Stop Domestic	200	-	200	-
IDAS	-	400	400	-
	<u>200</u>	<u>950</u>	<u>1,150</u>	<u>3,195</u>

Reimbursement of expenses/sundry were made to the following organisations/individuals on behalf of Board Members:

	2025 Associate Trustees £	2025 Trustees £	2025 Total £	2024 Total £
Apna Haq	-	900	900	-
Stop Domestic	141	-	141	-
IDAS	-	2,745	2,745	1,043
Staffordshire	-	56	56	57
Sheffield WA	-	123	123	-
Rise	-	129	129	-
	<u>141</u>	<u>3,953</u>	<u>4,094</u>	<u>1,100</u>

Sales relating to conference places, publications, on track, training courses and job adverts on the charity website were made to the following organisations:

	2025 Associate Trustees £	2025 Trustees' £	2025 Total £	2024 Total £
IDAS	-	31,450	31,450	33,310
Stop Domestic	8,075	-	8,075	3,002
Rise	-	856	856	1,675
Cambridge Women's Aid	-	440	440	6,316
Sheffield Women's Aid	-	660	660	-
Staffordshire Women's Aid	-	2,134	2,134	2,741
Harv Domestic Abuse	440	-	440	946
Apna Haq	-	220	220	580
	<u>8,515</u>	<u>35,760</u>	<u>44,275</u>	<u>48,570</u>

WOMEN'S AID FEDERATION OF ENGLAND

England & Wales - Charity number 1054154

Accounts

REGISTERED COMPANY NUMBER: 03171880 (England and Wales)
REGISTERED CHARITY NUMBER: 1054154

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

**FOR
WOMENS AID FEDERATION OF ENGLAND**

Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

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FOR THE YEAR ENDED 31 MARCH 2024**

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WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The last year has been yet another strong year for Women's Aid, as the organisation has worked towards its goal of ending domestic abuse.

The trustees of Women's Aid Federation of England, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Reference and administrative information set out on pages one and two form part of this report. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102. The board members including the chair and treasurer are appointed by the board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of three board members and a maximum of 12.

Board members are required to act in the best interests of Women's Aid Federation of England and for the benefit of the members as a whole. The board is ultimately responsible for all that Women's Aid does. In order for Women's Aid to perform effectively, day-to-day operational management of the charity is delegated to the Chief Executive.

The board has added a system of committees, to its structures for strategic input. The committees' membership includes board members and relevant staff, as well as appointed external Associate Trustees from member organisations and other external experts. These Associate Trustees act in an advisory capacity only, but support and strengthen the ability of the board.

The board retains the following duties to:

- ensure that Women's Aid fulfils its charitable objectives;
- determine Women's Aid's overall strategic direction within resource limits;
- monitor the performance of the Chief Executive and her team, holding them to account for the exercise of their delegated powers and delivery against plans and budgets;
- promote and protect Women's Aid's values, integrity, and reputation;
- ensure high standards of governance that command the confidence of all of Women's Aid's staff and stakeholders;
- act with independence and in the interest of WAFE at all time, exercise independent judgement, reasonable care, skill and diligence; and
- promote the success of Women's Aid for the benefit of members by considering the:
 - impact of Women's Aid's actions on the interests of employees;
 - need to foster business relationships with customers/suppliers;
 - impact of Women's Aid's actions on the community and environment.

In fulfilling these duties, the board pays particular attention to:

- maximising the impact and effectiveness of Women's Aid;
- consulting, listening and responding to members;
- identifying and managing risks and harnessing opportunities;
- ensuring prudent use of funds - restricted and unrestricted; and
- ensuring that Women's Aid acts fairly, responsibly, transparently, proportionately and ethically.

Board appointments, induction and training

The board appoints new trustees through a transparent and inclusive recruitment and selection process where board members must be aged over 16 years, meet the skills, knowledge and experience needed for the effective administration of Women's Aid and commit to upholding the organisation's mission and values. The board has undertaken a governance review this year, see governance.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

On appointment, new board members receive an induction to their role with Women's Aid. Information supplied includes a copy of Women's Aid's Memorandum and Articles of Association, a copy of Women's Aid's latest reports and statement of accounts and an induction pack. The board recognises a new trustee needs ongoing support to be effective and will follow the six key principles of good governance, as set out in the Women's Aid's Governance Framework. In order to ensure all trustees receive ongoing support the board will, where realistic: - undertake training; - take part in trustee or specialist networks; - have appraisals; - review their performance; and - undertake benchmarking.

Trustees can expect to learn, develop, and be able to take on different responsibilities within the board. The board will be continuing its governance effectiveness review over the next year to ensure it is following good governance practice appropriate to the size, scale and nature of the charity's operations.

Annual General Meeting (AGM)

Women's Aid will invite all full members and board members to the AGM. Copies of the annual report and accounts will be sent to the board members and made available to all other members at the meeting venue. The notice calling an AGM will be sent to all members 21 days before the meeting date.

The notice will set out:

- the date and time of the meeting;
- the venue;
- the details of the business to be considered (which will probably be mandatory items at this stage as members' resolutions may not have been received); and
- an invitation to propose resolutions.

Introductions from our Chief executive, chair and patron

Farah Nazeer, Chief executive, Women's Aid

Reflecting on the past year, I am proud of everything Women's Aid has been able to accomplish. While I recognise that there is still a lot of work to do before our work is done, we have worked tirelessly over the last year with our members to lobby government, raise life-saving funds and campaign for change. We thank every person and organisation that has come together with us to make this progress possible.

Over the last year, we've achieved important successes, which need to be celebrated. Our Emergency Fund pilot with the Home Office resulted in the introduction of the Flexible Fund, which provides an avenue for survivors to access the financial means to escape abuse. This fund provides survivors with deposits on accommodation, laptops so they can go back to work, the money they need to buy white goods and other key necessities which can make all the difference.

I am incredibly proud of the work we did in shining a light on the financial hardships faced by specialist domestic abuse services. We have continued to advocate for our members and spoken out about the difficulties they face when it comes to obtaining funding - including developing a briefing on the impact of local government finances on domestic abuse services and survivors, which has been disseminated to key government stakeholders and raised in the national press.

For Women's Aid, this year is particularly special, as it marks the 50th anniversary of the organisation. Over half of a century, our federation has flourished into a sisterhood of 180 organisations, and our impact has been significant and indisputable. I am incredibly proud of our many milestones, such as the introduction of the landmark Domestic Abuse Act in 2021 (in spite of some critical shortcomings) and am deeply grateful for every woman in our federation - your dedication, commitment and passion make life-changing improvements to the lives of countless survivors of domestic abuse, helping them rebuild their lives and fight for justice.

Looking forward to the future, I am of course hopeful that in 50 years there will not be a need for us as an organisation in our current form and that domestic abuse will no longer be the most serious and prevalent crime committed against women and children in this country. Our campaigning efforts, our ongoing dedication to putting survivors at the heart of everything we do, as well as the invaluable work done by our members mean that more people are becoming aware of the horrors of domestic abuse.

I want to express my heartfelt thanks and gratitude to the whole team at Women's Aid, our members, our board who volunteer so much of themselves and their time, to our Treasurer Lindsey Wishart for wisdom, expertise and support, and to our Chair Sarah Hill, for her kindness, guidance and leadership. Working together we can eradicate this gender-based abuse.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Seeing our collective successes over the last year, I am more hopeful than ever that our mission will be achieved soon, and that a world where women and children will finally be safe is in reach.

Sarah Hill, Chair

As the Chair of the Board of Trustees at Women's Aid, I would like to thank the team for their hard work over the last year, and our CEO Farah for her insightful and brave leadership. Despite continued challenges, Women's Aid achieved so much. The cost-of-living crisis still presents a significant obstacle for our work, as the federation has to support a membership of local domestic abuse services that have faced increased costs, at a time of decreased donation, but we have continued to provide survivors with the support they need and work tirelessly to make meaningful change.

Our federation brings specialist domestic abuse charities together, allowing for the sharing of knowledge and expertise, and a supportive network of like-minded campaigners who are striving to ensure that the needs of survivor are met. We are grateful and would like to thank those who have helped us and made our lifesaving work possible - from Live Chat and No Woman Turned Away project, to our campaigns and training, and preventative work with children and young people. Together, as a strong and effective network, we can create a world where survivors get the support they need, and where domestic abuse is no longer tolerated.

Melanie Brown MBE, Patron

On behalf of Women's Aid, I would like to thank every single person who makes our work possible. If it wasn't for our supporters, funders, and fundraisers, we would not be able to provide survivors of domestic abuse with the support that they need to heal from the trauma they have experienced.

It takes survivors like me so much courage to come forward and reach out for support, so we desperately need people like the dedicated team at Women's Aid, who will believe and support women living with abuse from their partner or ex-partner, and the children who are living in fear of domestic abuse.

Domestic abuse is widespread and happening right now in every part of society. For a long time, it has been seen as a private issue, that happens behind closed doors, but thanks to the work of charities like Women's Aid and survivors speaking out - which is how I try to help other women - we are finally talking about it and making it the public issue it needs to be.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

OBJECTIVES AND ACTIVITIES

Impact and priorities

Cultural Shift

As Women's Aid enters our 50th year, domestic abuse is still highly prevalent within our society and remains a gendered crime that disproportionately affects women and girls. This is even truer for those from marginalised backgrounds, who face additional inequality and discrimination. We know that 1 in 4 women have experienced domestic abuse since the age of 16..

Women's Aid want to see a cultural shift which makes domestic abuse something that is no longer tolerated in our society. Women's Aid research[2] showed us that a big part of this can only come through challenging and changing attitudes towards domestic abuse and the behaviours that underpin abusive relationships.

Our Come Together to End Domestic Abuse campaign seeks to engage key audiences to challenge myths and reinforces Women's Aid key messages

We used our voice in the media to amplify the voices of survivors and raise public awareness of our work to reduce tolerance of domestic abuse

In the last year:

- 1,100: Our spokeswomen have been quoted in over 1,100 articles
- 12,343: Women's Aid was mentioned in the media a total of 12,343 times
- 377,000: Across our Facebook, Instagram, Twitter, TikTok and LinkedIn, we have a combined following of over 377,000 people.
- 30,000: We welcomed nearly 30,000 new followers to our channels, joining our powerful online community and working together to end domestic abuse.
- 5 million: Our posts on social media reached over 5 million people
- 78% more people than last year viewed the Women's Aid website for additional information after visiting our socials.

We engaged policy makers with our Come Together messaging

To engage policy makers with our ambition to make domestic abuse intolerable, we took our Come Together messaging to party conferences. Here, we highlighted the needs of 'by and for' services for Black and minoritised women, and how our work needs to always consider the barriers facing the most marginalised survivors in accessing specialist support.

We used our expertise to align reporting on domestic abuse in the media with our messaging and address poor quality reporting

We delivered media guidance workshops to journalists and media organisations to improve how domestic abuse is reported and spoken about in the press.

"Informative and educational session. It was particularly interesting to hear you remind us of the sensitivities around photo use and reporting of roles within a family unit and avoiding a certain framing." Media guidance workshop attendee"

We influenced a change in the Independent Press Standard's Organisation's Domestic Abuse and Homicide clause, directly impacting how domestic abuse is reported and spoken about in the press. This means that the culture of 'victim-blaming' is no longer acceptable, and survivors have a greater right to privacy by avoiding disclosures of location.

Our patrons, ambassadors and supporters used their influence to support us to change attitudes by raising awareness of our work across society

Our patrons, ambassadors and supporters worked tirelessly with us to help end domestic abuse, sharing their experiences, expertise and voice across events, social media and the news.

We held a Come Together to End Domestic Abuse themed gala with Tina - The Tina Turner Musical. Our ambassador, Michelle Griffith-Robinson, spoke to just under 1000 people in the audience about the lifesaving work of Women's Aid, our 50th anniversary, Come Together and the importance of the event in helping to #EndAbuseTogether.

Brutally Honest

We worked with our patron Melanie Brown MBE on her Brutally Honest book launch as part of our International Women's Day campaign, also called Brutally Honest. Our campaign received over 200 pieces of news coverage, highlighting significant achievements from the last 50 years, and calling for continued change.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Our press coverage reached 2.4 billion people during the month of March and increased our social engagement across our platforms, including a 345% increase on Twitter.

"My story was so impactful and it's not just my story it's every other woman's story, ours are all exactly the same, abuse is abuse, we're all surrounded by it, so we need to do something about it, it just shows how much we are needing Women's Aid." Melanie Brown MBE Women's Aid Patron"

We worked with leading employers to improve awareness and understanding of the impact of domestic abuse as well as the support available in the workplace

We worked with employers to train their leadership and staff to improve understanding of domestic abuse and the impact of domestic abuse in the workplace through our corporate training offer which reached over 200 people through 6 organisations this year.

We reached children and young people in education and online settings to improve their understanding of what makes a healthy relationship.

We added to our evidence base on creating effective education about relationships for children and young people (CYP) with the launch of our Influencers and Attitudes[3] report in October 2023. This research explores CYP attitudes towards relationships and considered what influences these attitudes, particularly the digital space and social media. Key findings include:

- Children and young people exposed to misogynistic social media content were almost 5 times, more likely than those not exposed to view hurting someone physically as acceptable if you say sorry afterwards
- 1 in 3 women experienced the RSHE they had in school as rushed and awkward
- 1 in 4 women felt that it had no understanding of pre-existing trauma.
- Whilst 70% of children and young people said they would seek support if affected by domestic abuse, 61% of them were unsure or did not know where to turn for this.

We put our learning into practice by:

- Sharing our learning with 280 people who attended our research launch event LINK: <https://www.womensaid.org.uk/influencers-and-attitudes-report/>
- Reaching out to 2,573 children and young people in schools through our Expect Respect training program, educating CYP about healthy relationships. LINK: <https://www.womensaid.org.uk/information-support/children-and-young-people/expect-respect/>
- Improving Love Respect, our website for 14-24-year-olds looking to learn more about healthy and unhealthy relationships. New content added included information about online safety, intimate images, asking adults for help, and more. The site was visited by 10,348 users last year. LINK: www.loverespect.co.uk

Coming together to provide lifesaving support

Women's Aid want to see survivors able to access the right support for them, at the right time. To work towards this, we provided a range of support to the domestic abuse sector, our membership and survivors.

We shared knowledge and resources with the domestic abuse sector to transform the future for survivors of domestic abuse

Our 2023 national conference 'Transforming the future for survivors together' provided a space to bring the sector together to learn and influence on responses for survivors

We welcomed 277 people from across the sector to our national conference in July. We were joined by Women's Aid members, representatives from the wider women's sector, local government, commissioners, corporates, and academics.

We provided spaces to strengthen the sector through networking, learning from each other and hearing from policy makers and other stakeholders - and, of course, to question and challenge decision makers!

- 79% attendees reported that the conference helped them to build new or existing relationships
- 74% of attendees said that they left the conference with a better understanding of how their work could influence women's safety
- 92% said that information from the conference would influence their thinking

"This was my first time attending the conference and it was inspired to be around so many people willing to stand up and use their voices and actions to better the lives of women and girls" - Women's Aid Federation Member

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

"Meeting fellow colleagues within the sector really reignited passion for working within the sector." - Women's Aid Federation Member

We created new ways to share knowledge across the sector

In November we launched our new Research Bulletin. We now have over 300 subscribers receiving timely information on the latest research across the sector. Supporting people from across the sector including Women's Aid members, local and national domestic abuse and VAWG organisations, academics, commissioners, researchers and government. Want to subscribe? Email us at researchandpolicy@womensaid.org.uk

We upskilled the sector through the work of our Training and Education Team

Nationally recognised qualifications to ensure quality responses for survivors using domestic abuse services

- The Certificate in Tackling and Preventing Domestic Abuse: more than 150 people completed the certificate which is endorsed by the Home Office as suitable for the Independent Domestic Violence Adviser (IDVA) role.
- The Award in Tackling and Preventing Domestic Abuse: this course provides a springboard for a career path in the domestic and sexual violence sector.

"I am better able to understand how to support my clients and what they are entitled to"- Training attendee

"I am now able to work in a more informed way, having the historical knowledge of domestic violence and the patriarchy helps to understand the way various statutory organisations currently work, and why this is problematic"- Training attendee

Bursaries to increase access to training and reach

- Thanks to funding partners, Charities Aid Foundation (CAF) we were able to provide bursaries to 41 people to undertake one of our qualifications. An additional 48 domestic abuse professionals also received bursaries to access training on the MVDAC.
- Bursaries from the Home Office enabled 143 people from 34 organisations to attend one of our facilitator training courses to member services (The Power of Change, Helping Hands and You and me, mum).

Targeted training to improve responses for marginalised groups of survivors

- We trained professionals working in the sector to improve understanding of the Migrant Victims of Domestic Abuse Concession (MVDAC).

Facilitator training models to increase capacity

- You and Me, Mum: a programme to empower and support survivors by furthering their understanding of their role as mothers and addressing the needs of children and young people impacted by domestic abuse
- Helping Hands: for professionals working with children and young people. It addresses challenging issues around personal space, safety planning and awareness of acceptable and unacceptable behaviours, not only in others but also in themselves.

LINK: <https://www.womensaid.org.uk/what-we-do/training/>

We maintained and improved the Routes to Support directory and referrals database to enable survivors to find the right service for them

Routes to Support (RtS) is the UK violence against women and girls service directory which we run in partnership with our UK-wide Women's Aid sister federations. The online directory allows users to locate the right support for survivors they are supporting throughout the UK, whether that be outreach, pet fostering or an up-to-date refuge vacancy. It also provides a UK wide dataset on the scope and nature of domestic abuse provision giving vital insight into the sector.

This year we reached a huge milestone, celebrating 20 years of Routes to Support (RtS) providing a lifeline for survivors.

"[Routes to Support] is absolutely crucial to what we do now. I mean, when it first came along we thought all of our Christmases had come at once. And it's our primary tool to enable us to deliver our services " - Lisa Johnson, Head of Direct services at Women's Aid

Routes to Support continues to be a vital resource for the sector:

- 97% of users agreed that RtS improves accessibility to services for women and children experiencing domestic abuse
- 97% of users agreed that RtS is an essential resource for the VAWG sector
- 96% of users agreed that RtS is useful in supporting their work

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We continually update and improve Routes to Support to make sure it is meeting the needs of the sector.

This year, we launched our RtS Referral Manager which enables frontline organisations to instantly create and send referrals to services and refuges listed in RtS and track the status of that referral within On Track in a matter of minutes. Services receive external referrals directly to their On Track system, ready for processing and follow-up all in one place. The aim of the Referral Manager is to make life in frontline services easier and more efficient - leading to better support and outcomes for survivors.

Want to know more? Visit: <https://www.womensaid.org.uk/what-we-do/i-work-with-survivors/routes-to-support/>

We used data to strengthen domestic abuse services through the development and promotion of On Track, Women's Aid's case management and outcomes measurement system

On Track offers:

- Improved data quality and reporting data;
- Streamlined case work
- Use of our outcomes framework to improve, measure and evidence outcomes for survivors;

It also provides Women's Aid with the largest anonymised dataset on domestic abuse in England which in turn informs all strands of our work at Women's Aid.

In October, we reached the milestone of having over 100 local domestic abuse organisations using On Track. Ongoing development of the On Track database to allow support workers to collect the information they need to support survivors.

- We added new features to the system including developing a Cost of Living tab which enables services to record and report on the impacts of the crisis on survivors. So far, we've collected information on how the Cost of Living crisis is affecting over 5,000 survivors in our national dataset

We continue to improve our On Track user and Impact training offer to build capacity in the sector on talking about the impact of our work

- Women's Aid's On Track team offers a series of On Track and Impact courses to support domestic abuse services to use OASIS On Track and build skills in data, analysis and evaluation
- We launched our new eLearning platform, which houses every step of the booking, attendance, and follow-up process for our training in one place, making engagement with our offerings more streamlined, efficient and accessible
- Our On Track and Impact courses were attended by over 200 staff across the sector, over 20% of whom were from 'by and for' services[4], with a total of 39 live webinars held, totalling to over 100 hours of training time, in addition to our pre-recorded eLearning modules.
- 92% of all learners said their course 'Was useful for me in my role'
- 91% of attendees to the On Track Staff Training course agree/strongly agree that they now 'Have increased confidence in using On Track'
- 100% of attendees to the Reporting with On Track course agree/strongly agree that they now 'understand the importance of entering data into On Track so that reports will be more meaningful and useful'

Want to know more? Visit: <https://www.womensaid.org.uk/what-we-do/ontrack/>

We supported our members to improve quality and capacity in their services

We are proud to be a strong and diverse federation of 187 organisations, with 8 new members welcomed over the last year. This includes 32 'by and for' Black and minoritised member services. Over the last year, we have supported our membership in many ways.

We created a strong support network to increase resilience

- We held 24 networking meetings for trustees, senior leaders and operational staff - with over 200 attendees facilitating peer support and sharing of best practice
- Our CEO GoogleGroup network facilitated over 350 conversations which shared knowledge and expertise
- Our Sector News e-letter was sent monthly to over 900 subscribers from member services, updating them on developments within Women's Aid, and the wider VAWG sector as well as highlighting opportunities for training, consultation and funding

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Our National Quality Standards support the domestic abuse and violence against women and girls (VAWG) sector to ensure the long-term safety and recovery of survivors, as well as the prevention of further harm.

The NQS support the effectiveness and sustainability of the sector, are survivor centred and focus on the expertise, knowledge, and effectiveness of specialist domestic abuse services ability to evidence, maintain and promote survivor led outcomes and demonstrate the quality of their service. Our NQS are referenced in government's statutory guidance from The Domestic Abuse Act 2021 as best practice.

This year, 28 members have achieved National Quality Standard accreditation. An additional 7 members have been supported prior to undertaking NQS accreditation. This has ensured members are delivering safe survivor-centred and needs-led services.

We facilitated distribution of donations to local services to support their work with survivors

Thank you to Avon who donated pyjamas, jewellery, toiletries, makeup, slippers and more made to 40 Women's Aid members.

"I just want to say a big thank you to you all at Women's Aid for your generous Avon donation. Your contribution of loungewear, pyjamas, and bras for the women we support is so helpful and will make a significant impact on their lives. Thank you once again for your ongoing generosity and support." Women's Aid member service

We have continued to fight for fair funding for our member services.

We have continued to fight for fair funding for our member services and challenge conventional approaches to procurement and commissioning which are harmful for specialist domestic abuse services, particularly smaller or specialist 'by and for' services for Black and minoritised women.

We worked with local government and commissioners to demonstrate the value of using flexible commissioning practices for funding domestic abuse support

- We held workshops exploring alternatives to procurement, on which we collaborated with public benefit lawyer Julian Blake. These were attended by over 50 members and commissioners
- We produced legal guidance resources on flexible approaches to commissioning to raise awareness of appropriate, legally sound practices for funding specialist domestic abuse services

Provided expert support to members facing funding and commissioning challenges to mitigate the impact on their services

- We provided tailored 1-1 support to members
- We supported members facing severe financial pressures to secure funding from the Department for Culture, Media and Sport/National Lottery Community Organisations Cost of Living Fund. At least 17 members were successful in obtaining funding from the Cost of Living Fund

Used our voice to increase awareness of financial pressures on the sector

- We developed a briefing on the impact of local government finances on domestic abuse services and survivors, which has been disseminated to key government stakeholders and raised this issue in the national press

We supported survivors through our range of online and telephone support services, to ensure that they receive the right support, at the right time, for their needs.

Our Survivors Handbook provided practical support and information for women experiencing domestic abuse, with simple guidance on every aspect of seeking support. Last year it was viewed 195,053 times.

Survivors' Forum provided a safe, anonymous, space for women who have been affected by domestic abuse to come together, share their experiences and give one another practical and emotional support on their recovery journey.

- 15,189 people in total registered
- 701 new registrations this year
- 96.5% said the forum has helped them to gain a better understanding of domestic abuse

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Our Live Chat connected survivors of domestic abuse to a specialist support worker for advice and support.

- 14,887 live chat sessions held
- On average we've had conversations with 1,241 people a month
- Email support was available for survivors who prefer not to remain online to chat with a support worker, or who want a written response they can keep.
- Responded to 11,350 contacts through our email service

Our Professionals Service supported those working with survivors to provide an improved response to the survivors they support

- On average we supported 53 professionals every month
- When asked, 100% of those who used the service would recommend Women's Aid's service for professionals to a co-worker who was working with a woman experiencing domestic abuse
- 95% said that after contacting the service, they felt better equipped to support their clients

Our No Woman Turned Away (NWTa) project offers support to the most marginalised women to find safe outcomes in spite of the barriers they face

The practitioners within NWTa provide advocacy and support to women who have not been able to find refuge space due to one or more barrier.

We received a total of 330 referrals in the reporting period. Of these, 230 (70%) went on to receive support. A total of 211 women with 207 children completed their period of support during the year.

The practitioners found safe housing for many of the women they supported

- By the end of support from the NWTa project 46.9% of women had a new housing outcome

Practitioners increased safety for many women in vulnerable positions

- For 60% of women, there had been an improvement in their safety compared to intake

The NWTa practitioners referred and signposted women to other specialist support services to meet their needs.

- 35% of women (74) went on to access support from another VAWG organisation and 36% of women (77) went on to access support from another type of (non-VAWG) organisation

We can see the difference our NWTa project can make in our Nowhere to Turn report series and through Imani's story:

Imani* experienced further abuse from the perpetrator while waiting for safe accommodation, including a physical assault which required a hospital visit. Imani slept rough at a police station and on a bus and stayed at a stranger's house. When Imani asked the police for help, they said they were unable to do anything as she had no recourse to public funds. Imani only had £5 left when she was referred to NWTa and had very limited mobile phone credit to make calls. The NWTa project supported Imani to understand her options and applied for a Destitution Domestic Violence Concession (DDVC), which was successful. Imani initially stayed in a hostel before accessing refuge after extensive support from the NWTa practitioners including safety planning, referring to immigration support, asking local domestic abuse services to provide support on the ground, and making referrals to refuges.

*The name and other identifying information from this survivor has been changed to protect her anonymity

Emergency Fund and Flexible fund

We piloted a new approach

On 10th May 2023, Women's Aid launched a pilot Emergency Fund to support survivors of domestic abuse in England and Wales by offering one-off payments. Designed to address financial barriers and support them to flee an abuser and to remain independent. The Home Office awarded a fund of £300,000 to deliver flexible grants for survivors of domestic abuse as part of the previously announced Tackling Domestic Abuse Plan[5].

The evaluation[6] of the pilot gave us valuable insight into the difference this funding had made to survivors. The pilot demonstrated the demand and need there was for this type of funding, we saw:

- 626 successful applications
- 70% of applications were for women with dependants
- 78% of applicants used their grant to replace or purchase essential goods for themselves or children
- 83% of applications said that the funding would be used to flee an abuser

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The most notable impact seen by referrers was on the mental health and wellbeing of women they support. The funding was able to alleviate pressures and worries, relieve economic stress and made survivors feel valued.

We launched a new iteration with learning from the pilot

In January, Women's Aid announced the launch of the Flexible Fund in partnership with the Home Office. This is an additional £2 million to support survivors and for the first time, survivors could also apply for a further one-off payment of up to £2,500 to help secure a sustainable independent future. The fund opened in February and will continue until March 2025, one recipient talked about the difference it made to her:

"Today, I have received a message saying I have been awarded £1,500 by Women's Aid fund. I am really over the moon. Your award hasn't only provided me with financial aid, but it has also reminded me of the importance of kindness and compassion in this world! Your willingness to go above and beyond to help me during my difficult situation means more to me than words can express. I hope I, Insha'Allah, one day have the opportunity to pay it forward and make a difference in someone else's life, just as you have done for me! " - survivor who received funding from the Flexible Fund

We provided support to survivors with the cost of travel to refuge through our Travel to Refuge schemes

Last year we launched the Road to Refuge scheme to add to our existing Rail to Refuge scheme. This new scheme supports survivors fleeing to refuge to access free travel by coach and is delivered in partnership with National Express.

We also continued to support with the delivery of Rail to refuge, this year:

- 2679 survivors, including 702 children over the age of five, accessed the Rail to Refuge scheme
- 85% of survivors reported that they would not have travelled had the journey not been paid for

" I was very stressed. My daughters were getting ill. There was nowhere for them to play. We were stuck in the hotel, I had no friends and was getting depressed. I contacted [Women's Aid member service]. They help me with the coach ticket. I had no money. I was told I do not need to pay to travel. The ticket was booked and I travelled the next day. "- Rail to Refuge user

Coming together to put survivor needs at the heart of policy

We engaged with decision makers to ensure that survivors' needs are at the heart of national policy

We successfully campaigned for an amendment to the Victim and Prisoners Bill to recognise that survivors should have access to a breadth of services depending on their need.

Clause 15 had originally named only Independent Domestic Violence Advisors (IDVAs) and Independent Sexual Violence Adviser (ISVAs) on the face of the Victim and Prisoners bill. This did not recognise advocacy roles that did not fit this model, such as those provided 'by and for' Black and minoritised services, and also failed to recognise the broader work of community-based support services. The government ultimately agreed with Women's Aid that this could lead to the unintended consequence of a hierarchy of support services and replaced the clause to more broadly name 'specified victim roles', which reflects the wide range of services survivors rely on and ensures that the specialist 'by and for' sector were recognised and included.

Our General Election 2024 manifesto called for all political parties to commit to three pillars to improve outcomes and responses for survivors and services:

- INVEST to save: fund specialist women's services to save lives and money.
- SUPPORT survivors: deliver the right response the first time.
- PREVENT abuse: transform societal attitudes and understanding.

We coordinated and collaborated on joint work across the sector to ensure a strong VAWG voice in public affairs

Collaborations such as our VAWG sector monthly calls, which we jointly chair with the End Violence Against Women Coalition, and the General Election and Victims and Prisoners Bill sub-groups, are vital to ensure breadth of voice across the full spectrum of VAWG services, with true regional and local expertise feeding into public affairs. These have extended our influence by:

- Publishing a joint general election manifesto, signed by over 70 organisations
- Attending joint meetings with MPs and Peers
- Submitting joint letters, amendments to Bills and responses to consultations

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By supporting organisations to undertake joint work, we can ensure the sector stands together with a strong voice and share our expertise and knowledge which informs our priorities. This includes advocating for the needs of, and specific support needed for, criminalised survivors and removing the many additional barriers faced by migrant survivors.

We have campaigned for legislation to protect survivors of domestic abuse from poor practice. Influencing change in policy and practice plays a vital role in reducing barriers to fleeing and ensuring survivors get the support they need.

We responded to 18 consultations and inquiries, representing survivors' and members' needs to Parliamentary committees, government departments and other agencies.

We have worked with members of the House of Lords and other VAWG sector organisations to table amendments on:

- Defining community-based support domestic abuse services
- Creating protection for survivors from unregulated experts in the family courts
- Prohibiting unsupervised contact for children with perpetrators
- Signposting survivors to specialist services in the Victims Code

We have advocated about our concerns of survivors and services on failings in the family courts and worked with decision makers to ensure the family justice system is safe for survivors and their children.

It has been almost four years since the publication of the Ministry of Justice's pivotal 'Harm Panel' report, which found systemic failures in how the family courts responded to domestic abuse. The panel made a number of urgent recommendations - but the pace of change remains slow.

We campaigned on the harmful potential impact on survivors of plans for compulsory mediation in the family courts. In February 2024, the Government reversed these plans.

In June 2023, we coordinated an open letter from our patron Mel B and signed by almost 3,000 people, calling for the Panel's recommendations to be implemented urgently and in full to improve the safety of the family courts.

We have also responded to consultations by the Ministry of Justice, Family Justice Council and Review of Civil Legal Aid, advocating for policy and decision making in the family courts to be designed around survivors' needs.

Beyond political audiences, our Experts by Experience shared powerful quotes about their family court experiences on social media to mark Time to Talk day in February and Mothers' Day in March. These reached around 40,000 people and compellingly demonstrated the need for urgent reform.

We also stepped up our influencing work with local decision makers to ensure they prioritise survivors and the lifesaving specialist support services they need.

We connected and supported local stakeholders so that best practice to end domestic abuse can be shared.

- We launched our Domestic Abuse Councillor Network in October. We shared newsletters with the network with the aim to raise awareness of the needs of survivors and the challenges facing domestic abuse services, helping councillors improve local practice to better support survivors and services. Network members, who now number over 160 and include councillors and Police and Crime Commissioners across political parties, benefit from tailored communications and events. The newsletter has an open rate of 70%.

We engaged key health stakeholders to secure domestic abuse, and specifically survivors' mental health, as a strategic priority within the health sector.

- We engaged Integrated Care Boards (ICBs) to highlight the importance of including domestic abuse and VAWG in their Joint Forward Plans. These plans will inform future commissioning priorities and we hope greater attention will be paid to specialist services, whose amazing work to support survivors often has no dedicated funding.
- In June 2023, we held a Health Summit with over 40 attendees from a range of VAWG sector organisations, the NHS and health commissioners. Sharing knowledge and best practice helps drive improvements to the domestic abuse response from health organisations.

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Our Experts by Experience network strengthened survivor voice in our own work and the national agenda. Our Experts by Experience network of survivors has gone from strength to strength, welcoming five new members last year. Through speaking at different events, the diverse community of survivors has collectively reached over 70 family lawyers, 30 health professionals, 20 councillors and many more decision makers and professionals, sharing their expertise to improve policy and practice.

"An inspiring group of strong women [...]. I just wanted to say thank you again and reinforce how important the work you do is and reflect on the impact and strength you provide" Survivor who attended our IWD survivor event

Our Survivor engagement guide supports others to better centre survivors' voices meaningfully across all sectors. We worked with Imkaan and Women's Aid sister federations in the devolved nations to develop our guide to meaningful survivor engagement. This was published in March and has already been viewed/downloaded over 4,000 times and will help professionals across sectors to better centre survivors' voices.

We led the way in evidence and data on domestic abuse to ensure responses to domestic abuse are grounded in evidence and the voices of survivors and services

Over 21,000 people have downloaded our reports and publications from our website. We published three reports this year: Nowhere to Turn 2023 shines a light on the perilous and difficult journeys that many survivors who face structural barriers or inequalities in accessing refuge must undertake to escape abuse;

Influencers and Attitudes gives new insight into children and young people's perceptions of domestic abuse; and The Domestic Abuse Report 2024: Annual Audit brings together the most comprehensive set of data on domestic abuse in the country, including both Women's Aid datasets and findings from our Annual Survey and FOIs.

The Domestic Abuse Report 2024: Annual Audit

Our annual publication used data from On Track, Routes to Support and the Annual Survey, and shows that 49% of domestic abuse organisations had been running an area of their domestic abuse service without any dedicated funding; and 63% of services reported that survivors couldn't afford to leave the perpetrator.

Provision in London was explored as an example of how good commissioning can work in practice, using findings from the London Refugees Data Collection Project.

The report was launched this year through an exclusive with Channel 4 News. As part of this, Channel 4 filmed at a Sheffield Women's Aid refuge with their CEO Hollie Venn, to demonstrate the effect of local funding cuts. Our CEO, Farah Nazeer, also appeared in studio, and spoke more about the Audit's findings and what they mean.

Findings were disseminated to 129 policymakers and practitioners through a webinar in March and shared by Dawn Butler MP in the House of Commons, highlighting the value of specialist services, need for good practices in commissioning and greater funding for specialist domestic abuse services.

<https://www.womensaid.org.uk/what-we-do/research/>

Our campaigning and awareness raising has kept our key messages in the news and public awareness, both nationally and internationally

Our 2023 16 Days of Activism campaign called for the national prioritisation of domestic abuse

Over 1,700 people signed our open letter calling on the leaders of all political parties to commit to invest in specialist domestic abuse services and pledge support to the 'Invest to Save' pillar of our general election manifesto.

- 30 MPs from across the political spectrum attended our parliamentary drop-in, demonstrating cross-party support for our calls to 'Invest to Save'.

We coordinated, along with End Violence Against Women (EVAW), substantial sector reports to help international bodies effectively monitor the UK's performance on tackling VAWG.

Our report to GREVIO, the Council of Europe body responsible for monitoring the implementation of the Istanbul Convention (the landmark international treaty on violence against women), was endorsed by 58 VAWG sector organisations and comprehensively set out issues facing women in England and Wales - particularly marginalised women. GREVIO will make recommendations based on the evidence they receive, so our report will help ensure that key gaps are identified and the Government is held to account when it comes to supporting survivors.

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We built on the success of our short film "He's Coming Home" to establish the footballing community's valuable role in ending domestic abuse during International Women's Day.

We held our cross-party parliamentary football match while receiving a £3,000 donation from the team, which helped support 300 survivors through the Women's Aid Live Chat. We also collaborated with Fulham FC with an International Women's Day feature on Women's Aid in their match day program for the Fulham v Brighton game.

We looked to inspire inclusion during our International Women's Day (IWD) celebrations and called for action to invest in services.

During this period Airbnb showcased how businesses can contribute to ending domestic abuse through training, staff support, and fostering a culture intolerance of abuse. With representatives from companies like Netflix and Spotify in attendance, Airbnb took the lead in demonstrating the significant impact businesses can have in standing against abuse.

Coming Together to create a sustainable organisation

In honour of our 50th anniversary, we've delved deep into our vaults to transform art and posters from the beginning of the federation into a new range of merchandise. The 'Archive Collection' features bold messaging that's underpinned Women's Aid's campaigning over the years and is designed to start conversations. The way we talk about domestic abuse may have changed, but the sentiment behind it has not; and this collection looks back at some of the statements that have resonated most powerfully with audiences to date. We have been delighted by the reception to our collection so far!

Archive project

As we come into our 50th we've been able to look back at how far we have come. The Women's Aid Federation of England Archive has been compiled by the University of Leeds Special Collections Team and documents the history of the organisation, from its origins as the National Women's Aid Federation in 1974 through to present day. The Archive is a major resource for understanding the formation, development and running of the organisation, its contribution to health and society, changes in the law, and cultural shifts in attitudes towards domestic abuse.

Explore Women's Aid's archive:

https://library.leeds.ac.uk/special-collections/collection/2963/womens_aid_federation_of_england_archive

As we move into our 50th year, we worked on creating a sustainable organisation. This was possible thanks to the support of our fantastic donors, fundraisers and corporate partners.

- An amazing 3,588 supporters made a monthly donation
- We took part in the Big Give's Women and Girl's match fund in October which meant that all donations made through the campaign page that week were doubled. This campaign raised a total of £29,498 - including £10,000 match funding from The Big Give and £15,000 from the Bloom network
- Over 450 fundraisers took on challenges, completed sky dives, hosted dinner parties, organised community events and laced up their trainers to raise funds for Women's Aid
- 524 individuals set up fundraising pages for our 1.7 a Day, Your Way Challenge, moving 1.7 miles every day in September! The challenge raised over £36,850 total! This was over £15,000 more than the 2022 challenge
- On International Women's Day, we challenged our supporters to 'Freeze for A Fiver' and take on a cold-water swim to raise money.
- Over the period of our winter appeal, we raised over £60,000. Centred around 'When Home Isn't Safe, We're Here', as part of the appeal we shared powerful videos of survivors Yasmin and Lucy sharing how Women's Aid services had made a difference for them

Finally, we are so grateful for the generous donations we received this year from supporters who left us a gift in their will.

We are grateful for all companies who choose to support Women's Aid in whatever way. We would love to mention you all, but a couple of highlights this year include...

- Law firm Lee & Thompson who, having chosen us as their charity of the year, organised some amazing fundraising activities including a 42km night hike round the streets of London, raising over £10,000
- On top of their generous funding supporting our work with children and young people, YSL Beauté furthered their support this year by hosting a series of activities for Citizens Day including a sponsored walk
- L'Occitane continued to demonstrate their commitment to empowerment by providing vital funding for our Survivors' Forum

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- [1] Office for National Statistics (ONS). (2023). Domestic abuse victim characteristics, England and Wales: year ending March 2023. Published online: ONS Domestic abuse victim characteristics. England and Wales- Office of National Statistics. (ons.gov.uk)
- [2] Women's Aid. (2022). Come Together to End Domestic Abuse: a survey of UK attitudes to domestic abuse 2022. Bristol: Women's Aid
- [3] Women's Aid. (2023). Influencers and Attitudes: How will the next generation understand domestic abuse? Bristol: Women's Aid.
- [4] Specialist 'by and for' services are run by and for the communities they serve, such as for Black and minoritised women, Deaf and disabled women and LGBT+ survivors. In doing so they offer a uniquely empowering experience to the communities they support, as the client group is reflected in staffing, management, and governance structures of these organisations.
- [5] <https://www.gov.uk/government/publications/tackling-domestic-abuse-plan>
- [6] Women's Aid. (2024) Emergency fund evaluation report. Bristol: Women's Aid

FINANCIAL REVIEW

Financial position

The charity's total income amounted to £7,174,969 (2023: £5,397,522). This includes a valuation for generously donated services and facilities of £144,590 (2023: £181,144) - see note 2 of the accounts for more information. Underlying income excluding donated services and facilities was £7,030,379 (2023: £5,318,032).

Total expenditure for the year amounted to £8,395,842 (2023: £6,786,963). Underlying expenditure excluding the value of donated services was £8,251,252 (2023: £6,707,473).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity's performance during the year resulted in an actual net deficit of £1,220,873 (2023: deficit of £1,389,441) made up of restricted funds deficit of £94,711 (2023: deficit of £436,072) and unrestricted funds deficit of £1,126,162 (2023: deficit of £953,369). The reason for the deficit on the unrestricted funds was due to the planned spending of designated reserves.

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FINANCIAL REVIEW

Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2023-24 and we want to thank all our funders for their continued support.

Fundraising performance

- Raised: £2,082,893 in Legacies and Donations and over £450,000 contribution to our other charitable activities

We are enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and remain committed to working with our existing funders to deliver effective solutions to domestic abuse.

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

Community

This year our amazing community fundraisers raised over £200,000. They raised funds for Women's Aid in all sorts of inspirational ways - by running, cycling across the country, jumping out of planes, or hiking... even to Everest Base Camp. By holding art exhibitions, raffles, or book club parties and many more ways! We have also seen fantastic displays of advocacy from university students, and we have created strong and impactful Charity of the Year partnerships with schools across England who have taken part in fundraising events for us.

Corporate

We are very grateful to Women's Aid's corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have been generously supported by our Corporate Partners:

- AVON Cosmetics Ltd
- Bloom UK
- Dinny Hall
- Incisive Media
- L'Occitane
- OKA
- YSL Beauté
- Criminal Injuries Helpline

We have also received generous donations this year from the below companies, whose generosity has enabled us to continue our vital work:

- Simmonds and Simmonds LLP
- Smurfit Kappa
- Yawn
- Pour Moi
- Odyssey Group

This year we were very fortunate in being selected by a number of companies to be their 'charity of the year' (including Lee & Thompson, Bravissimo, City Group Security, MV Kelly) We supported their fundraising efforts which were undertaken throughout the year, and very much enjoyed seeing the creative ways in which they used their platforms and work forces; and through events such as comedy nights, cycle challenges and quizzes. We also saw corporates engage in training, as well as sharing their skills and expertise with our staff. We are tremendously grateful for the positive difference that all our corporates have made.

We would also like to recognise those corporate supporters who wish their contributions to remain anonymous, and those we have not been able to name here. We are grateful for all your support.

This year, we have also been delighted to work with more smaller businesses, using the Work for Good platform. 10 businesses raised funds for Women's Aid through their sales and in total raised nearly £7,000.

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FINANCIAL REVIEW

Trust and Statutory

Women's Aid are very grateful to receive the support of Trusts, Foundations and Statutory organisations. We are proud to work in partnership with the following funders to achieve our mission:

- The Home Office awarded Women's Aid grant funding through the Preventing Violence Against Women and Girls and Supporting Children (PVSC): 'What Works' Funding (WWF) to deliver our Children and Young People's Programme..
- Mayor's Office for Policing and Crime (MOPAC) have awarded us a contract to expand our On Track service and to enhance Routes to Support.
- Women's Aid worked with the Home Office to deliver funding to survivors in May 2023 and February and March 2024 via our membership, organisations listed on the Routes to Support directory and specialist delivery partners. This fund was to support survivors to leave their abusers or remain safely in their own home and to help secure a sustainable independent future.
- London Councils have awarded a 4-year grant for our London Refuges Data Collection Project, which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refuges in London.
- The Department for Levelling Up, Housing and Communities (previously Ministry for Housing, Communities and Local Government) continues its commitment to Routes to Support and the No Woman Turned Away project, supporting women to access local services and refuge provision.
- Bally's Foundation provided funding for our Direct Services
- CVC Foundation have provided vital funds towards our membership work.
- The Kering Foundation continued their support of increasing capacity in our Research team and towards our Power to Change project.
- The Sisters Trust provided multi-year funding towards the salary of our chief executive.
- Women's Aid supported the Caring Family Foundation to distribute 16 grants to 'By and For' Black and Minoritised member services.
- The Association of British Insurers are supporting Women's Aid and our sister organisation through the Resilience project. The project aims to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis.

We are grateful to the Tula Trust, CH Foundation (UK), Marsh Charitable Trust, Edward S Smyth Trust, Simon Gibson Charitable Trust, Sara Charlton Foundation, Cobalt Trust, R G Hills Charitable Trust, Roy Proctor Foundation, Eleanor Rathbone Charitable Trust, Charity of the Order of the Marist Sisters Province of England, TK Maxx and Homesense Foundation, Firebird Foundation, Allfunds Charity Foundation, David Family Foundation, Thomas Sivewright Catto Charitable Settlement, John and Ruth Howard Charitable Trust, Zennor Trust, Keeble Charitable Trust, CBRE UK Charitable Trust, JD Foundation, Clarke Charitable Settlement, GAP Giving, Ian Mactaggart Trust for their support of our work, enabling us to continue our lifesaving work supporting women and children experiencing domestic abuse.

FINANCIAL REVIEW

Individual Giving and Appeals

Our Winter Appeal was centred around the difficulties of being trapped with an abuser through the festive period - with the tagline 'When home isn't safe, we're here.' Our generous supporters raised over £62,000 in unrestricted funding between November to January - nearly £33,000 of this came directly through our Winter Appeal donate page.

We continue to see strong support from our community of regular donors- raising over £510,000 from 4,437 supporters this year.

Legacies

We are fortunate to have been the recipient of some incredibly generous Legacy gifts over this past financial year, which have brought in over £673,000 in unrestricted funds. Legacy gifts have a long-lasting impact and help us to build a future where domestic abuse is no longer tolerated.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

This year we have also seen a high number of 'in memory' gifts - raising over £27,302 from supporters choosing to honour the memory of their loved ones in this way.

Investment performance

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves is such that investment is limited to short-term markets rather than any long-term strategy, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk strategy.

Reserves policy

The reserves policy has been reviewed and updated during this financial year.

The board recognises that the charity serves many beneficiaries with an ongoing need and, as such, the organisation's reserves policy has been set with the long-term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support core operating and wind down costs for a minimum period of three months and a maximum of six months.

The total balance of funds at 31st March 2024 amounts to £4,065,200 (2023: £5,286,072). This includes restricted funds of £576,553 (2023: £800,431). The balance of unrestricted funds at 31st March 2024 was £3,488,647 (2023 £4,485,642). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £1,717,431 (2023: £2,097,277).

Designated reserves totalling £2,383,869 was set aside at the beginning of the year to further our work around four priority areas:

- Membership development & sustainability
- Sector wide initiatives
- Transformation (Internal investments for future sustainability)
- Culture change

The remaining balance on these designated funds is £1,771,216. The organisation will be reconsidering the use of these funds over the course of the next year, alongside the development of the new organisational strategy.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the Board of Trustees has been evaluated this year

Following the review conducted by Campbell Tickell last year, we have made good progress in implementing the resulting recommendations across the following areas:

- Administration and processes
- Board composition
- Board structure
- Expectation setting
- Planning and performance monitoring
- Culture and EDI

Following a review, three new committees have been established to replace the previous committee structure:

- Finance, Risk and Governance
- People and Culture
- Safeguarding and Standards

The Board has agreed the framework for the recruitment and induction of new Trustees and a Chair of Trustees, who will be appointed in readiness for the ending of current terms in the Autumn/Winter of 2024.

Women's Aid's Scheme of Delegation and Governance Framework have been updated and will be approved at the June and November Board meetings, respectively.

An overhaul of the administration and processes which support the Board has been undertaken, including improving the quality of meeting facilitation. We have also established a new performance monitoring framework, which will enable clearer reporting on progress against key initiatives and impact measurement from the organisation to the Board.

Finally, we have made headway with the careful planning of the Culture and Equality, Diversity and Inclusion (EDI) work. This includes developing a 'Ways of Working' workshop for new Trustees, refreshing the anti-racism training, developing broader EDI training, and committing to an externally facilitated Board discussion on gender identity and inclusion - all of which will commence in the new financial year.

Governing framework

The Women's Aid Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive. At present, there is a headcount of 112 full and part-time staff.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The charity's annual business plan is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans enable the delivery of the core and development objectives, which are approved by the board, and monitoring against these plans forms the basis of quarterly reports to the trustee meetings.

Risk management

The Board of Trustees holds responsibility for strategic risk management within the charity. Responsibility for compiling and updating the Board Assurance Framework (BAF) is delegated to the CEO. Responsibility for detailed review of the BAF is delegated to the Finance, Risk and Governance (FRG) committee, which undertakes this review at each meeting and reports on this process to each full Board meeting.

The BAF is comprised of the highest rated risks identified in functional risk registers at an operational level and takes account of risks identified with significant partnership initiatives, reflected in dedicated risk registers for those projects. These risks are reviewed and validated by the Executive Leadership Team and Senior Leadership Team before submission to FRG.

Organisational risks are assessed according to both likelihood and impact. Each risk is assigned a senior responsible lead. The BAF sets out a narrative on the nature of each risk and its likely impact, the mitigating actions already underway, and next steps.

This year the most significant risks identified were:

- Financial Sustainability for Women's Aid and the Federation
- External Risks - Political Environment
- Requiring new technological and people infrastructure

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Website

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.

People, Inclusion and Equity

Work has been focused on building a robust infrastructure, recruiting a dedicated permanent team and developing training. The organisation is reviewing all processes, policies and programmes from an equity lens and ensuring equity impact assessments are integrated into our ways of working. Working with the Race Equality Strategy Group, the Leadership Team, Anti-Racism Taskforce and the Board of Trustees we are developing our anti-racism agenda and Equity Diversity and Inclusion ambitions. We are proud to be a disability confident employer and are reviewing Women's Aid structures internally and externally from an accessibility lens to ensure to include all vulnerable and marginalised groups. We continue to work on ensuring a positive working environment with the aim of having a diversified, happy workforce. Women's Aid also continues to meet the standards set as a Living Wage Employer.

Pay policy for staff

The board considers that the Executive Leadership Team at Women's Aid Federation of England comprises the key management team of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All trustees give up their time freely and no trustee received remuneration in the year. However, we pay a nominal honorarium to member organisations represented by a trustee. Details of trustees' expenses and related transactions are disclosed in the accounts.

Following on from our extensive Job Evaluation Scheme which we carried out in October 2023 we now have a graded system which allows us to evaluate roles cross functionally to ensure fairness, transparency and equity. Our annual salary review will now take place in October each year. The commitment is dedicated to a review of the salary bandings, which may or may not lead to an increase in salary depending on affordability.

In recognition that there is an annual increase in the cost of living we also consider an award to compensate for increased costs again, depending on affordability.

Connections to wider network

Women's Aid is a federation of approximately 180 organisations providing around 300 lifesaving local services to women and children across England. Our network also includes a further 90 organisations run by non-members who are engaged with us through the Routes to Support database of services. The charity works in partnership with a range of statutory, voluntary, corporate and other bodies to deliver its mission and achieve its objectives. Membership is based on signing an agreement to support the charity's mission, aims and objectives. There are two membership categories: 1. Full Members: 2. Associate Members: Full member organisations provide direct domestic abuse services through a range of refuge and community-based services to women and child survivors of domestic abuse in England. Associate Members: Organisations who provide direct services for, or adjacent services to, women and child survivors of domestic abuse as part of their service delivery, where it may be that they don't fulfil criteria for full membership, or their organisations primary focus is not domestic abuse. Members work to national standards for service delivery, including the Women's Aid National Quality Standards which cover all aspects of service delivery, as well as using model policies and procedures developed by Women's Aid.

Reference and administrative details

Registered Company number
03171880 (England and Wales)
Registered Charity number
1054154
Registered office
PO Box 3245 Bristol England BS2 2EH

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03171880 (England and Wales)

Registered Charity number
1054154

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Registered office

C/O Bevan Buckland LLP
Ground Floor, Cardigan House
Swansea
SA7 9LA

Trustees

Chief Executive

Farah Nazeer

Trustees

Dickie James
Jo Gough - Vice Chair
Lindsey Wishart - Treasurer
Madi Turpin
Sarah Hill - Chair
Zlakha Ahmed
Caroline Chang
Peri Thomas

Subcommittee members

Amanda Elwen
Angie Stewart
Claire Lambon

Patrons

Julie Walters DBE
Melanie Brown MBE

Ambassadors

Alice Liveing
Bill Ward
Charlie Webster
Jahmene
Lucy Gaskell
Michelle Griffith-Robinson OLY
Toby-Alexander Smith
Will Young
Rachel Khoo

Love Respect Ambassadors

Holly Bourne
Maddy Anholt

Solicitors

Freeths LLP, 101 Victoria Street, Bristol, BS1 6PU

Bank

Co-Operative Retail Bank, 16 St Stephen Street, Bristol, BS1 1JR

Auditors

Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

In so far as the trustees are aware:

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

AUDITORS

The auditors, Bevan Buckland LLP (Statutory Auditors), will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on **17.10.2024** and signed on its behalf by:



.....
Sarah Hill - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Opinion

We have audited the financial statements of Womens Aid Federation of England (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

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

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Enquiry of management which includes obtaining and reviewing supporting documentation concerning the Charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- Internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas;
- The rationale of any major fund flows during the period;
- The possibility of fraud whereby donations on ThankYou and not captured by Xero due to different banking information given;
- Recognition of legacy income in its complete form within the financial statements.
- Obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the association, the key laws and regulations we considered in this context included the UK Companies Act.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- Enquiry of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

Use of our report

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



Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 17/10/2024
Date:

WOMENS AID FEDERATION OF ENGLAND

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,029,830	53,063	2,082,893	1,878,382
Charitable activities	5				
Direct Services		-	1,627,293	1,627,293	324,106
Campaigning		-	22,000	22,000	241,717
Training and support for Members		-	-	-	42,866
Other Activities		739,108	26,006	765,114	479,013
Covid related support		-	780,565	780,565	1,035,748
Accessibility		-	-	-	22,300
Children and young people		-	732,257	732,257	333,418
Research and evaluation		-	456,354	456,354	499,982
Other trading activities	3	631,707	27,922	659,629	536,580
Investment income	4	48,864	-	48,864	3,410
Total		<u>3,449,509</u>	<u>3,725,460</u>	<u>7,174,969</u>	<u>5,397,522</u>
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	584,122	-	584,122	562,713
Other trading activities	7	608,442	-	608,442	447,615
		<u>1,192,564</u>	<u>-</u>	<u>1,192,564</u>	<u>1,010,328</u>
Charitable activities	8				
Change That Last		-	19,093	19,093	118,155
Direct Services		-	1,635,781	1,635,781	864,004
Campaigning		-	43,887	43,887	761,682
Training and support for Members		-	44,629	44,629	241,080
Other Activities		2,770,014	83,512	2,853,526	1,780,902
Covid related support		-	785,927	785,927	946,025
Accessibility		-	1,776	1,776	87,119
Children and young people		-	668,324	668,324	319,164
Research and evaluation		-	537,242	537,242	658,504
Culture Change		6,496	-	6,496	-
Transformation		273,063	-	273,063	-
Membership Development & Sustainability		333,534	-	333,534	-
Total		<u>4,575,671</u>	<u>3,820,171</u>	<u>8,395,842</u>	<u>6,786,963</u>
NET INCOME/(EXPENDITURE)		(1,126,162)	(94,711)	(1,220,873)	(1,389,441)
Transfers between funds	19	<u>129,167</u>	<u>(129,167)</u>	<u>-</u>	<u>-</u>
Net movement in funds		(996,995)	(223,878)	(1,220,873)	(1,389,441)
RECONCILIATION OF FUNDS					
Total funds brought forward		4,485,642	800,431	5,286,073	6,675,514
TOTAL FUNDS CARRIED FORWARD		<u><u>3,488,647</u></u>	<u><u>576,553</u></u>	<u><u>4,065,200</u></u>	<u><u>5,286,073</u></u>

The notes form part of these financial statements

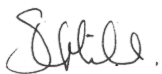
WOMENS AID FEDERATION OF ENGLAND

**BALANCE SHEET
31 MARCH 2024**

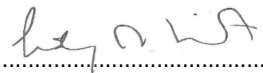
	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	15	4,497	-	4,497	6,847
CURRENT ASSETS					
Debtors	16	1,709,539	-	1,709,539	758,842
Cash at bank		2,750,203	576,553	3,326,756	6,120,102
		<u>4,459,742</u>	<u>576,553</u>	<u>5,036,295</u>	<u>6,878,944</u>
CREDITORS					
Amounts falling due within one year	17	(975,592)	-	(975,592)	(1,599,718)
NET CURRENT ASSETS		<u>3,484,150</u>	<u>576,553</u>	<u>4,060,703</u>	<u>5,279,226</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>3,488,647</u>	<u>576,553</u>	<u>4,065,200</u>	<u>5,286,073</u>
NET ASSETS		<u>3,488,647</u>	<u>576,553</u>	<u>4,065,200</u>	<u>5,286,073</u>
FUNDS	19				
Unrestricted funds				3,488,647	4,485,642
Restricted funds				<u>576,553</u>	<u>800,431</u>
TOTAL FUNDS				<u>4,065,200</u>	<u>5,286,073</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 17/10/2024..... and were signed on its behalf by:



.....
Sarah Hill - Trustee



.....
Lindsey Wishart - Trustee

WOMENS AID FEDERATION OF ENGLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	(2,842,210)	(2,696,114)
Net cash used in operating activities		<u>(2,842,210)</u>	<u>(2,696,114)</u>
Cash flows from investing activities			
Sale of tangible fixed assets		-	5,460
Interest received		48,864	3,410
Net cash provided by investing activities		<u>48,864</u>	<u>8,870</u>
Change in cash and cash equivalents in the reporting period		<u>(2,793,346)</u>	<u>(2,687,244)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>6,120,102</u>	<u>8,807,346</u>
Cash and cash equivalents at the end of the reporting period		<u><u>3,326,756</u></u>	<u><u>6,120,102</u></u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

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

	2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(1,220,873)	(1,389,441)
Adjustments for:		
Depreciation charges	2,351	2,351
Interest received	(48,864)	(3,410)
Increase in debtors	(950,698)	(134,612)
Decrease in creditors	(624,126)	(1,171,002)
Net cash used in operations	<u>(2,842,210)</u>	<u>(2,696,114)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank	6,120,102	(2,793,346)	3,326,756
	<u>6,120,102</u>	<u>(2,793,346)</u>	<u>3,326,756</u>
Total	<u>6,120,102</u>	<u>(2,793,346)</u>	<u>3,326,756</u>

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

The trustees are confident that the charity remains financially strong, the deficits are resultant of planned reserve spend over the last 2 years. This does not impact the going concern of the charity and the trustees are confident of a positive position moving forward.

Income

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

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income represents amount received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Governance costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

Allocation and apportionment of costs

Support costs include central functions and have been allocated the activity cost categories on a basis consistent with the use of the resources, for example, allocating property costs by floor area, or per capita, staff costs by the time spent and other costs by their usage.

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

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

Office refurbishment - 5 years straight line
Computer equipment - 3 years straight line

Taxation

The Charity is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

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

Pension costs and other post-retirement benefits

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

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective method.

Financial Instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES - continued

Trade debtors

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transactions costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. DONATIONS AND LEGACIES

	2024 £	2023 £
Donations	1,265,303	1,587,387
Legacies	673,000	109,851
Donated services and facilities	144,590	181,144
	<u>2,082,893</u>	<u>1,878,382</u>

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support received from all of our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid.

Donated services during the year are:

	2024 £	2023 £
Legal pro-bono for Marketing		
House 337	98,630	101,654
Legal pro-bono for Other Activities		
Goodwin Law	40,800	-
Goldsmiths Chambers	-	45,000
Deighton Pearce Glynn	3,840	-
Consultancy for Research & Evaluation		
ORB International	-	8,500
MGM General Services Ltd	-	25,990
IT Programming Support		
Merkle	1,320	-
	<u>144,590</u>	<u>181,144</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Membership	182,340	110,666
Publications	451	88
Consultancy & Speakers' fees	31,933	5,764
National Training Centre	307,837	317,541
Other conference and events	103,208	53,645
Advertising and merchandise	33,860	48,876
	<u>659,629</u>	<u>536,580</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>48,864</u>	<u>3,410</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Grants	Direct Services	1,627,293	324,106
Grants	Campaigning	22,000	241,717
Grants	Training and support for Members	-	42,866
Grants	Other Activities	765,114	479,013
Grants	Covid related support	780,565	1,035,748
Grants	Accessibility	-	22,300
Grants	Children and young people	732,257	333,418
Grants	Research and evaluation	456,354	499,982
		<u>4,383,583</u>	<u>2,979,150</u>

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

	2024	2023
	£	£
Home Office	732,257	263,416
London Councils	25,000	24,999
Comic Relief	-	(12,500)
Department for Levelling Up, Housing and Communities	390,477	387,148
Avon Cosmetics UK Ltd	44,078	76,840
Restricted donations	819,611	568,783
Kering	-	42,866
YSL	-	70,002
Ballys	-	241,717
The Sisters Trust	-	64,602
CAF	780,565	1,056,048
MOPAC Lot 3	181,595	195,229
Home Office Flexible Fund	1,350,000	-
L'Occitane	60,000	-
	<u>4,383,583</u>	<u>2,979,150</u>

In the year 1st April 2023 to 31st March 2024 grant aid of £25,000 was received from London Councils for the data collection project under Priority 2, Service area 2.3. The grant has been used to fund London Refuges Data Collection Project which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refugees in London.

The following table illustrates how the money has been spent by Women's Aid Federation of England and that it has been used for the purposes outlined in the funding agreement.

Grant Grant Spent

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

Staff	£16,538	£16,429
Beneficiary	-	-
Other Direct Project	£3,711	£3,532
Overheads	£4,751	£5,039
	£25,000	£25,000

6. RAISING DONATIONS AND LEGACIES

	Unrestricted funds General	Total 2024	Total 2023
	£	£	£
Employment costs	378,078	378,078	350,940
Other costs	91,335	101,522	117,892
Direct Costs	469,414	479,601	468,832
Allocated support costs	104,590	104,522	93,881
	574,004	584,123	562,713

Allocated Support Costs (note 10)

7. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Purchases	51,688	94,435
Staff costs	556,754	353,180
	608,442	447,615
	2024	2023
	£	£
National Training Centre	431,089	337,602
Membership	177,353	110,013
	608,442	447,615

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 9) £	Support costs (see note 10) £	Totals £
Change That Last	14,868	-	4,225	19,093
Direct Services	397,393	1,144,000	94,388	1,635,781
Campaigning	35,493	-	8,394	43,887
Training and support for Members	41,933	-	2,696	44,629
Other Activities	2,801,204	-	52,322	2,853,526
Covid related support	187,366	573,585	24,976	785,927
Accessibility	-	-	1,776	1,776
Children and young people	548,579	-	119,745	668,324
Research and evaluation	437,886	350	99,006	537,242
Culture Change	5,059	-	1,437	6,496
Transformation	214,249	-	58,814	273,063
Membership Development & Sustainability	262,393	-	71,141	333,534
	<u>4,946,423</u>	<u>1,717,935</u>	<u>538,920</u>	<u>7,203,278</u>

9. GRANTS PAYABLE

	2024 £	2023 £
Direct Services	1,144,000	-
Covid related support	573,585	732,881
Research and evaluation	350	24,782
	<u>1,717,935</u>	<u>757,663</u>

The total grants paid to institutions during the year was as follows:

	2024 £	2023 £
Refuge	11,950	-
IMKAAN	182,648	221,157
Welsh Women's Aid	163,725	173,113
Northern Ireland Women's Aid	114,100	151,738
Scottish Women's Aid	144,675	186,875
Panahghar	37,250	-
Grants paid to institutions individually under £25,000	1,024,787	24,780
The First Step	38,800	-
	<u>1,717,935</u>	<u>757,663</u>

The above is a list of the largest grants in aggregation to institutions (no grants were made to individuals):

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

10. SUPPORT COSTS

	Staff costs	Admin costs	Other support costs	Total 2024	Total 2023
	£	£	£	£	£
Charitable activities	290,091	76,995	45,518	412,904	1,062,780
Cost of generating donations and legacies	90,176	23,934	11,906	126,016	127,519
	<u>380,266</u>	<u>100,929</u>	<u>57,725</u>	<u>538,920</u>	<u>1,190,299</u>

* including depreciation

Basis of allocation

Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

11. NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
Auditors' remuneration	24,721	19,353
Depreciation - owned assets	<u>2,350</u>	<u>2,351</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

	2024	2023
	£	£
Trustees' Honorarium payments	<u>3,195</u>	<u>250</u>

Trustees' expenses

During the year Trustees were reimbursed expenses of £1,182 (2023: £749).
Trustees' expenses related to reimbursement of travel and other sundry costs.

There was an additional £3,195 of honorarium payments (2023 £250), which are further detailed in note 20.

During the year £1,912 (2023: £1,819) was paid in respect of Trustees' indemnity insurance.

13. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	4,010,488	3,448,478
Social security costs	417,172	360,839
Other pension costs	248,943	212,955
	<u>4,676,603</u>	<u>4,022,272</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

13. STAFF COSTS - continued

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

	2024	2023
Charitable activities	77	93
Fundraising	10	10
Support	11	6
	<u>98</u>	<u>109</u>

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

	2024	2023
£60,001 - £70,000	3	-
£80,001 - £90,000	1	-
£90,001 - £100,000	-	1
£120,001 - £130,000	1	-
	<u>5</u>	<u>1</u>

The total employee benefits of the key management personnel of the Charity were £391,810 (2023: £120,647)

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,584,665	293,717	1,878,382
Charitable activities			
Direct Services	(12,500)	336,606	324,106
Campaigning	-	241,717	241,717
Training and support for Members	-	42,866	42,866
Other Activities	400,914	78,099	479,013
Covid related support	-	1,035,748	1,035,748
Accessibility	-	22,300	22,300
Children and young people	-	333,418	333,418
Research and evaluation	-	499,982	499,982
Other trading activities	516,827	19,753	536,580
Investment income	3,410	-	3,410
Total	<u>2,493,316</u>	<u>2,904,206</u>	<u>5,397,522</u>
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	562,713	-	562,713
Other trading activities	447,615	-	447,615
	<u>1,010,328</u>	<u>-</u>	<u>1,010,328</u>
Charitable activities			
Change That Last	11,413	106,742	118,155
Direct Services	-	864,004	864,004
Campaigning	556,768	204,914	761,682
Training and support for Members	-	241,080	241,080
Other Activities	1,725,110	55,792	1,780,902
Covid related support	-	946,025	946,025
Accessibility	-	87,119	87,119
Children and young people	-	319,164	319,164
Research and evaluation	143,066	515,438	658,504
Total	<u>3,446,685</u>	<u>3,340,278</u>	<u>6,786,963</u>
NET INCOME/(EXPENDITURE)	(953,369)	(436,072)	(1,389,441)
Transfers between funds	<u>63,102</u>	<u>(63,102)</u>	<u>-</u>
Net movement in funds	(890,267)	(499,174)	(1,389,441)
RECONCILIATION OF FUNDS			
Total funds brought forward	5,375,909	1,299,605	6,675,514
TOTAL FUNDS CARRIED FORWARD	<u><u>4,485,642</u></u>	<u><u>800,431</u></u>	<u><u>5,286,073</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

15. TANGIBLE FIXED ASSETS

	Improvements to property £	Computer equipment £	Totals £
COST			
At 1 April 2023 and 31 March 2024	19,086	2,128	21,214
DEPRECIATION			
At 1 April 2023	13,067	1,300	14,367
Charge for year	1,641	709	2,350
At 31 March 2024	14,708	2,009	16,717
NET BOOK VALUE			
At 31 March 2024	4,378	119	4,497
At 31 March 2023	6,019	828	6,847

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	76,929	104,883
Other debtors	5,152	8,742
VAT	-	842
Accrued income	1,508,594	596,966
Prepayments	118,864	47,409
	<u>1,709,539</u>	<u>758,842</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	360,357	300,222
Social security and other taxes	126,694	103,220
VAT	7,749	-
Other creditors	924	1,100
Deferred income	129,896	241,847
Accrued expenses	349,972	172,764
Deferred grants	-	780,565
	<u>975,592</u>	<u>1,599,718</u>

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024 £	2023 £
Within one year	111,599	81,588
Between one and five years	115,055	195,779
In more than five years	864	1,728
	<u>227,518</u>	<u>279,095</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	2,101,773	(513,509)	129,167	1,717,431
Designated Fund - Membership development and sustainability	1,464,226	(333,334)	-	1,130,892
Designated Fund - Sector wide initiatives	374,998	-	-	374,998
Designated Fund - Culture Change	284,979	(272,823)	(12,156)	-
Designated Fund - Transformation	259,666	(6,496)	12,156	265,326
	<u>4,485,642</u>	<u>(1,126,162)</u>	<u>129,167</u>	<u>3,488,647</u>
Restricted funds				
Home Office	(2,171)	64,001	(61,830)	-
Avon Cosmetics Uk Ltd	222,885	(87,428)	-	135,457
RTS & Membership	74,977	13,548	(3,720)	84,805
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	87,195	(34,895)	(9,000)	43,300
Kering	1,000	(1,000)	-	-
YSL	14,130	(2)	-	14,128
Refinitiv	54,723	(4,354)	-	50,369
Restricted Campaigns & Policy	2,113	-	-	2,113
Ballys	72,822	(72,822)	-	-
Hiscox	6,233	(5,136)	-	1,097
JJ Charitable Trust	19,612	(14,969)	-	4,643
The Sisters Trust	64,602	(64,602)	-	-
Bloom Ask Me Trainer	19,093	(19,093)	-	-
CAF Covid Support	56,845	(4,915)	(51,930)	-
CVC Foundation	22,666	(19,169)	-	3,497
MOPAC Lot 3	42,473	5,682	-	48,155
Office Insurance Claim	25,293	(9,886)	(15,407)	-
Bally's Foundation Year 2	-	6,483	-	6,483
NWTA Sara Charlton	-	-	20,000	20,000
Family Courts Project	-	21,358	-	21,358
Home Office Flexible Fund	-	65,208	-	65,208
L'Occitane	-	60,000	-	60,000
Routes to Support (MHCLG)	-	7,280	(7,280)	-
	<u>800,431</u>	<u>(94,711)</u>	<u>(129,167)</u>	<u>576,553</u>
TOTAL FUNDS	<u>5,286,073</u>	<u>(1,220,873)</u>	<u>-</u>	<u>4,065,200</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,449,309	(3,962,818)	(513,509)
Designated Fund - Membership development and sustainability	200	(333,534)	(333,334)
Designated Fund - Culture Change	-	(272,823)	(272,823)
Designated Fund - Transformation	-	(6,496)	(6,496)
	<u>3,449,509</u>	<u>(4,575,671)</u>	<u>(1,126,162)</u>
Restricted funds			
Home Office	732,325	(668,324)	64,001
London Councils	25,000	(25,000)	-
DHLUC	184,796	(184,796)	-
Avon Cosmetics Uk Ltd	44,078	(131,506)	(87,428)
RTS & Membership	13,749	(201)	13,548
Restricted donations	128,891	(163,786)	(34,895)
Kering	-	(1,000)	(1,000)
YSL	-	(2)	(2)
Refinitiv	-	(4,354)	(4,354)
Ballys	(29,577)	(43,245)	(72,822)
Hiscox	-	(5,136)	(5,136)
JJ Charitable Trust	-	(14,969)	(14,969)
The Sisters Trust	-	(64,602)	(64,602)
Bloom Ask Me Trainer	-	(19,093)	(19,093)
CAF Covid Support	781,012	(785,927)	(4,915)
CVC Foundation	-	(19,169)	(19,169)
MOPAC Lot 3	181,595	(175,913)	5,682
Office Insurance Claim	(9,886)	-	(9,886)
Bally's Foundation Year 2	29,574	(23,091)	6,483
Family Courts Project	22,000	(642)	21,358
Home Office Flexible Fund	1,350,000	(1,284,792)	65,208
L'Occitane	60,000	-	60,000
Routes to Support (MHCLG)	211,903	(204,623)	7,280
	<u>3,725,460</u>	<u>(3,820,171)</u>	<u>(94,711)</u>
TOTAL FUNDS	<u><u>7,174,969</u></u>	<u><u>(8,395,842)</u></u>	<u><u>(1,220,873)</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	1,870,311	170,429	61,033	2,101,773
Designated Fund - Membership development and sustainability	1,728,542	(264,316)	-	1,464,226
Designated Fund - Sector wide initiatives	435,200	(60,202)	-	374,998
Designated Fund - Culture Change	968,861	(685,951)	2,069	284,979
Designated Fund - Transformation	372,995	(113,329)	-	259,666
	<u>5,375,909</u>	<u>(953,369)</u>	<u>63,102</u>	<u>4,485,642</u>
Restricted funds				
Home Office	3	(2,174)	-	(2,171)
The National Lottery Community Fund	62,040	(62,101)	61	-
DHLUC	-	(377)	377	-
Avon Cosmetics Uk Ltd	180,635	42,250	-	222,885
Oak Foundation & Others	48,558	(48,558)	-	-
RTS & Membership	58,819	16,158	-	74,977
Big Potential Social Investment	2,668	(2,668)	-	-
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	405,781	(318,586)	-	87,195
Kering	13,700	(12,700)	-	1,000
YSL	17,501	(3,371)	-	14,130
Black Rock	16,346	(16,346)	-	-
Barclays	86,660	(87,035)	375	-
Refinitiv	54,862	(139)	-	54,723
Ask Me Fundraising	32,252	(4,217)	(28,035)	-
Restricted Campaigns & Policy	1,913	200	-	2,113
Bristol University Justice	4,331	(4,331)	-	-
Ballys	36,119	36,703	-	72,822
Hiscox	31,644	(25,411)	-	6,233
JJ Charitable Trust	20,000	(388)	-	19,612
Tableau	2,038	(2,038)	-	-
The Sisters Trust	-	64,602	-	64,602
Bloom Ask Me Trainer	20,000	(907)	-	19,093
CAF Covid Support	28,273	64,452	(35,880)	56,845
MOJ IDVA Training	45,025	(45,025)	-	-
CVC Foundation	114,497	(91,831)	-	22,666
MOPAC Lot 3	-	42,473	-	42,473
Office Insurance Claim	-	25,293	-	25,293
	<u>1,299,605</u>	<u>(436,072)</u>	<u>(63,102)</u>	<u>800,431</u>
TOTAL FUNDS	<u>6,675,514</u>	<u>(1,389,441)</u>	<u>-</u>	<u>5,286,073</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,493,316	(2,322,887)	170,429
Designated Fund - Membership development and sustainability	-	(264,316)	(264,316)
Designated Fund - Sector wide initiatives	-	(60,202)	(60,202)
Designated Fund - Culture Change	-	(685,951)	(685,951)
Designated Fund - Transformation	-	(113,329)	(113,329)
	<u>2,493,316</u>	<u>(3,446,685)</u>	<u>(953,369)</u>
Restricted funds			
Home Office	263,416	(265,590)	(2,174)
London Councils	24,999	(24,999)	-
The National Lottery Community Fund	11,316	(73,417)	(62,101)
DHLUC	387,148	(387,525)	(377)
Avon Cosmetics Uk Ltd	76,840	(34,590)	42,250
Oak Foundation & Others	-	(48,558)	(48,558)
RTS & Membership	21,037	(4,879)	16,158
Big Potential Social Investment	-	(2,668)	(2,668)
Restricted donations	373,579	(692,165)	(318,586)
Kering	42,866	(55,566)	(12,700)
YSL	70,002	(73,373)	(3,371)
Black Rock	-	(16,346)	(16,346)
Barclays	-	(87,035)	(87,035)
Refinitiv	-	(139)	(139)
Ask Me Fundraising	27,762	(31,979)	(4,217)
Restricted Campaigns & Policy	100	100	200
Bristol University Justice	-	(4,331)	(4,331)
Ballys	241,717	(205,014)	36,703
Hiscox	-	(25,411)	(25,411)
JJ Charitable Trust	-	(388)	(388)
Tableau	-	(2,038)	(2,038)
The Sisters Trust	64,602	-	64,602
Bloom Ask Me Trainer	-	(907)	(907)
CAF Covid Support	1,035,748	(971,296)	64,452
MOJ IDVA Training	-	(45,025)	(45,025)
CVC Foundation	-	(91,831)	(91,831)
MOPAC Lot 3	195,229	(152,756)	42,473
Office Insurance Claim	67,845	(42,552)	25,293
	<u>2,904,206</u>	<u>(3,340,278)</u>	<u>(436,072)</u>
TOTAL FUNDS	<u>5,397,522</u>	<u>(6,786,963)</u>	<u>(1,389,441)</u>

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

19. MOVEMENT IN FUNDS - continued

Designated Funds

Fund	Description
Membership Development & Sustainability	This money has been set aside to support members in the challenges associated with local commissioning.
Sector wide initiatives	This designated fund is for work across a number of key projects which will have sector wide impact
Transformation Culture Change	An internal investment pot for investment in our infrastructure that will ensure the long term viability of the organisation

Restricted Funds

Further description of each material fund which includes the source of funding and nature of restriction:

Project	Description	Funders
Children & Young People What Works Fund	The 'What Works in Preventing VAWG and Supporting Children' fund focusses on interventions for children with the purpose of preventing VAWG. Our key deliverables are: Delivering training to children and young people in schools and educational settings; specifically exploring domestic abuse and healthy relationships. Developing online resources for children and young people through microsites and social media offerings. Expanding training to domestic abuse practitioners and professionals who work with children and young people. Carrying out research and evaluation activities to evidence what works in preventing VAWG.	The Home Office
Flexible Fund	This fund was set up to deliver funding to survivors via our membership, organisations listed on the Routes to Support directory and specialist delivery partners. This fund was to support survivors to leave their abusers or remain safely in their own home and to help secure a sustainable independent future.	The Home Office
On Track	On Track, our outcomes monitoring and case management is used by nearly 80 organisations to facilitate their casework and evidence their impact. The national data it provides is used to inform and support our campaigning and advocacy work on behalf of members and survivors.	Avon Cosmetics
Routes to support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies	Ministry of Housing, Levelling Up and Communities/ London Councils
No Woman Turned Away	The No Woman Turned Away (NWTa) project provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.	Ministry of Housing, Levelling Up and Communities

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

19. MOVEMENT IN FUNDS - continued

Mental Health Campaign	The objective of this project is to develop a flagship new public policy campaign that will shape debates around domestic abuse and mental health and use momentum of the Domestic Abuse Bill to drive change forward. The campaign will run for 3 years. This campaign will be: driven by the priorities and voices of survivors; rooted in the expertise and views of our members; and will not mean that we speak for marginalised groups, but will enable us to build partnerships to ensure the voices and experiences of marginalised survivors are central to the campaign. We will be building on the lessons and learning of engaging a diverse group of survivors as 'experts by experience' in our Law in the Making project during 2019-20.	Bally's Foundation
Covid - 19 Support	Project aiming to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis. The grant is provided to the "VAWG Partnership" which is made up of the four Women's Aid federations (England, Wales, Northern Ireland and Scotland) and Imkaan. The VAWG Partnership will work collaboratively to support the specialist domestic abuse (DA) sector to recover from the devastating effects of Covid19 and potential further devastation from a second wave and recession. The partnership will build resilience within the DA sector, building upon new ways of engaging digitally that are emerging through Covid19, future proofing us for a digital world, and utilising these to remove the barriers to support, learning and resources that are required by services now more than ever. The Grantee (WAFE) will be the lead organisation in this project. WAFE will be the recipient of the grant and will be accountable for managing the onward payments, overall programme management and the delivery and outcomes of the WAFE elements of the project. Imkaan, Welsh Women's Aid, Scottish Women's Aid and Women's Aid Federation of Northern Ireland will be recipients of the onward grants and will each be accountable for the delivery.	CAF, managed by ABI
Expansion of Routes to Support and On Track programmes	The MOPAC Lot 3 funding focuses on the expansion of our Routes to Support and On Track programs. The key targets are:++On Track:- The expansions of the On Track workshop program- Develop e-learning resources, so organisations can access training more easily, at a time that suits them- Helping services build dynamic reports by means of looking at bespoke reporting to help them demonstrate the impact of their work using On Track++Routes to support:- Improve accessibility & reach of the online directory- Improved data collection- An in-built referral form on RtS for organisations using On Track	Mayor's Office for policing and crime
Central Accessibility Fund	To ensure that the voices of disabled women are heard in our ongoing work to represent all women who are affected by domestic abuse and challenge the circumstances that enable violence against women to continue.	Various

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

19. MOVEMENT IN FUNDS - continued

Family Courts Project	Women's Aid continues to campaign for reforms to the family court to make survivors and children safer. We work with the Ministry of Justice, Cafcass, the National Association of Child Contact Centres, Family Mediation Council and other agencies to advise them on their approach to domestic abuse, and we also convene a sector working group on the family courts which meets regularly to share insights, plan joint activity and discuss emerging issues. Key impacts in the last year include: The Ministry of Justice reversing plans to introduce compulsory pre-court mediation, which would have been harmful to survivors, following a joint letter we organised which was signed by 30 partners and our consultation response. Delivering a webinar on domestic abuse to 70+ family lawyers for International Women's Day, after which 93% said they better understood how to support survivors. Through the family courts working group, supported the tabling of amendments to the Victims and Prisoners Bill which led to the Government agreeing to take forward the issue of dangerous unregulated 'experts' in the family court through the Family Justice Council.	Firebird Foundation, David Family Foundation
Children and Young People	YSL supported the Safer Futures project, which will enable us to relaunch our nationwide network of Schools Advocates, consisting of domestic abuse professionals who champion prevention work in their region and support schools to address domestic abuse. encourage widespread engagement with schools across England to improve education for children and young people about domestic violence. The project aims to ensure that healthy relationships education is delivered responsibly and effectively across the country	YSL
Survivors Forum	The Survivors' Forum is an online peer-to-peer platform, in a safe and anonymous space, monitored by professionals, for women affected by domestic abuse to share their experiences and support one another. An online community built on female empowerment, it has survivors' voices at its heart. Trained women's aid staff moderate the forum to ensure that women are safe and not disclosing information that could put them at risk, and also signpost where appropriate. Through this Project, L'OCCITANE will provide financial support for the empowerment of 16,700 women. There are currently 14,700 registered users on the Survivors' Forum who will continue to be supported, and over the course of a year, we would aim to see 2,000 new users registered on the Survivors' Forum because of this funding.	L'Occitane
Training Portal	The donation was made with specific reference to the current Covid-19 pandemic. It was decided to use these funds towards the training portal so that Women's Aid could continue to carry out training online during the Covid-19 restrictions and beyond.	Hiscox, JJ Charitable Trust, Refinitiv

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

Leadership	We were awarded a donation towards the salary costs of our Chief Executive for 3 years. As this is such a pivotal role in the domestic abuse sector it is crucial that our new Chief Executive is given time to develop and nurture relationships with funders, both statutory and trusts, as well as supporters, sister organisations, sector partners and government members. By the end of the 3 year funding period our new Chief Executive will have led the development and implementation of our new organisational strategy.	The Sister's Trust

Transfers between funds

The transfers between funds between 1st April 2023 and 31st March 2024 were as follows:

£	Description	From fund	To fund
15,047	Returning the balance of monies received from insurers to unrestricted funds	Office Insurance Claim	Unrestricted
51,930	The transferred element is bursary income received which is supported by training, therefore this has been reallocated to training within the general fund.	CAF Covid Support	Unrestricted
61,830	The transferred element is bursary income received which is supported by training, therefore this has been reallocated to training within the general fund.	Home Office	Unrestricted
20,000	Transfer to repurpose a grant received for Accessibility to cover a new post in NWTa as agreed with Trust	Restricted Donations	NWTa Sara Charlton
11,000	Transfer to cover Vacancy monitoring for Routes To Support by Direct Services team	Routes to Support (MHCLG)	Restricted Donations
3,720	Transfer to cover costs between funds as both funds cover Routes to Support and costs are allocated between both funds	RTS - Invoice Income	Routes to Support (MHCLG)

During the year there was a reallocation of funding between unrestricted funds, this is noted below:

£	Description	From Fund	To Fund
12,156	Transfer to cover overspend on Internal Investments linked to overall transformation project	Transformation	Culture Change

Included within restricted funds, the fund Home Office has a negative balance at the year end due to timing of the invoices submitted to the grant provider. It has been agreed with the provider that due to this being an ongoing project, the invoices can be claimed in the next claim in the next financial year.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

20. RELATED PARTY DISCLOSURES

Women's Aid worked with Refuge, the Rape and Sexual Abuse Support Centre, and the Women and Girls Network to deliver Domestic and Sexual Violence Helpline Services to London.

Six Full or Associate Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest". The board follows the Women's Aid Conflict of Interest Policy at all times to mitigate the risk from possible conflicts of interest.

Some of the Board of Trustees and Associate Trustees' were drawn from member organisations running services to address violence against women and children. Honorarium payments were made to these member organisations in recognition of their support for the work of the Board, as detailed below:

	2024 Associate Trustees £	2024 Trustees £	2024 Total £	2023 Total £
Apna Haq		1,895	1,895	-
Rise		-	-	250
Staffordshire Women's Aid		800	800	-
Cambridge Women's Aid	500	-	500	-
	<u>500</u>	<u>2,695</u>	<u>3,195</u>	<u>250</u>

Reimbursement of expenses/sundry were made to the following organisations/individuals on behalf of Board Members:

	2024 Associate Trustees £	2024 Trustees £	2024 Total £	2023 Total £
Apna Haq	-	-	-	555
Independent	-	-	-	1,182
IDAS	-	1,043	1,043	-
Staffordshire	-	57	57	-
Cambridge WA	-	-	-	43
	<u>-</u>	<u>1,100</u>	<u>1,100</u>	<u>1,780</u>

Sales relating to conference places, publications, on track, training courses and job adverts on the charity website were made to the following organisations:

	2024 Associate Trustees £	2024 Trustees' £	2024 Total £	2023 Total £
IDAS	-	33,310	33,310	34,280
Stop Domestic	3,002	-	3,002	9,450
Rise	-	1,675	1,675	6,710
Cambridge Women's Aid	6,316	-	6,316	7,730
Staffordshire Women's Aid	-	2,741	2,741	3,950
Harv Domestic Abuse	946	-	946	3,214
Jewish Women's Aid	-	-	-	4,515
Apna Haq	-	580	580	400
	<u>10,264</u>	<u>38,306</u>	<u>48,570</u>	<u>70,249</u>

REGISTERED COMPANY NUMBER: 03171880 (England and Wales)
REGISTERED CHARITY NUMBER: 1054154

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

**FOR
WOMENS AID FEDERATION OF ENGLAND**

Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

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FOR THE YEAR ENDED 31 MARCH 2024**

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WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The last year has been yet another strong year for Women's Aid, as the organisation has worked towards its goal of ending domestic abuse.

The trustees of Women's Aid Federation of England, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Reference and administrative information set out on pages one and two form part of this report. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102. The board members including the chair and treasurer are appointed by the board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of three board members and a maximum of 12.

Board members are required to act in the best interests of Women's Aid Federation of England and for the benefit of the members as a whole. The board is ultimately responsible for all that Women's Aid does. In order for Women's Aid to perform effectively, day-to-day operational management of the charity is delegated to the Chief Executive.

The board has added a system of committees, to its structures for strategic input. The committees' membership includes board members and relevant staff, as well as appointed external Associate Trustees from member organisations and other external experts. These Associate Trustees act in an advisory capacity only, but support and strengthen the ability of the board.

The board retains the following duties to:

- ensure that Women's Aid fulfils its charitable objectives;
- determine Women's Aid's overall strategic direction within resource limits;
- monitor the performance of the Chief Executive and her team, holding them to account for the exercise of their delegated powers and delivery against plans and budgets;
- promote and protect Women's Aid's values, integrity, and reputation;
- ensure high standards of governance that command the confidence of all of Women's Aid's staff and stakeholders;
- act with independence and in the interest of WAFE at all time, exercise independent judgement, reasonable care, skill and diligence; and
- promote the success of Women's Aid for the benefit of members by considering the:
 - impact of Women's Aid's actions on the interests of employees;
 - need to foster business relationships with customers/suppliers;
 - impact of Women's Aid's actions on the community and environment.

In fulfilling these duties, the board pays particular attention to:

- maximising the impact and effectiveness of Women's Aid;
- consulting, listening and responding to members;
- identifying and managing risks and harnessing opportunities;
- ensuring prudent use of funds - restricted and unrestricted; and
- ensuring that Women's Aid acts fairly, responsibly, transparently, proportionately and ethically.

Board appointments, induction and training

The board appoints new trustees through a transparent and inclusive recruitment and selection process where board members must be aged over 16 years, meet the skills, knowledge and experience needed for the effective administration of Women's Aid and commit to upholding the organisation's mission and values. The board has undertaken a governance review this year, see governance.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

On appointment, new board members receive an induction to their role with Women's Aid. Information supplied includes a copy of Women's Aid's Memorandum and Articles of Association, a copy of Women's Aid's latest reports and statement of accounts and an induction pack. The board recognises a new trustee needs ongoing support to be effective and will follow the six key principles of good governance, as set out in the Women's Aid's Governance Framework. In order to ensure all trustees receive ongoing support the board will, where realistic: - undertake training; - take part in trustee or specialist networks; - have appraisals; - review their performance; and - undertake benchmarking.

Trustees can expect to learn, develop, and be able to take on different responsibilities within the board. The board will be continuing its governance effectiveness review over the next year to ensure it is following good governance practice appropriate to the size, scale and nature of the charity's operations.

Annual General Meeting (AGM)

Women's Aid will invite all full members and board members to the AGM. Copies of the annual report and accounts will be sent to the board members and made available to all other members at the meeting venue. The notice calling an AGM will be sent to all members 21 days before the meeting date.

The notice will set out:

- the date and time of the meeting;
- the venue;
- the details of the business to be considered (which will probably be mandatory items at this stage as members' resolutions may not have been received); and
- an invitation to propose resolutions.

Introductions from our Chief executive, chair and patron

Farah Nazeer, Chief executive, Women's Aid

Reflecting on the past year, I am proud of everything Women's Aid has been able to accomplish. While I recognise that there is still a lot of work to do before our work is done, we have worked tirelessly over the last year with our members to lobby government, raise life-saving funds and campaign for change. We thank every person and organisation that has come together with us to make this progress possible.

Over the last year, we've achieved important successes, which need to be celebrated. Our Emergency Fund pilot with the Home Office resulted in the introduction of the Flexible Fund, which provides an avenue for survivors to access the financial means to escape abuse. This fund provides survivors with deposits on accommodation, laptops so they can go back to work, the money they need to buy white goods and other key necessities which can make all the difference.

I am incredibly proud of the work we did in shining a light on the financial hardships faced by specialist domestic abuse services. We have continued to advocate for our members and spoken out about the difficulties they face when it comes to obtaining funding - including developing a briefing on the impact of local government finances on domestic abuse services and survivors, which has been disseminated to key government stakeholders and raised in the national press.

For Women's Aid, this year is particularly special, as it marks the 50th anniversary of the organisation. Over half of a century, our federation has flourished into a sisterhood of 180 organisations, and our impact has been significant and indisputable. I am incredibly proud of our many milestones, such as the introduction of the landmark Domestic Abuse Act in 2021 (in spite of some critical shortcomings) and am deeply grateful for every woman in our federation - your dedication, commitment and passion make life-changing improvements to the lives of countless survivors of domestic abuse, helping them rebuild their lives and fight for justice.

Looking forward to the future, I am of course hopeful that in 50 years there will not be a need for us as an organisation in our current form and that domestic abuse will no longer be the most serious and prevalent crime committed against women and children in this country. Our campaigning efforts, our ongoing dedication to putting survivors at the heart of everything we do, as well as the invaluable work done by our members mean that more people are becoming aware of the horrors of domestic abuse.

I want to express my heartfelt thanks and gratitude to the whole team at Women's Aid, our members, our board who volunteer so much of themselves and their time, to our Treasurer Lindsey Wishart for wisdom, expertise and support, and to our Chair Sarah Hill, for her kindness, guidance and leadership. Working together we can eradicate this gender-based abuse.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Seeing our collective successes over the last year, I am more hopeful than ever that our mission will be achieved soon, and that a world where women and children will finally be safe is in reach.

Sarah Hill, Chair

As the Chair of the Board of Trustees at Women's Aid, I would like to thank the team for their hard work over the last year, and our CEO Farah for her insightful and brave leadership. Despite continued challenges, Women's Aid achieved so much. The cost-of-living crisis still presents a significant obstacle for our work, as the federation has to support a membership of local domestic abuse services that have faced increased costs, at a time of decreased donation, but we have continued to provide survivors with the support they need and work tirelessly to make meaningful change.

Our federation brings specialist domestic abuse charities together, allowing for the sharing of knowledge and expertise, and a supportive network of like-minded campaigners who are striving to ensure that the needs of survivor are met. We are grateful and would like to thank those who have helped us and made our lifesaving work possible - from Live Chat and No Woman Turned Away project, to our campaigns and training, and preventative work with children and young people. Together, as a strong and effective network, we can create a world where survivors get the support they need, and where domestic abuse is no longer tolerated.

Melanie Brown MBE, Patron

On behalf of Women's Aid, I would like to thank every single person who makes our work possible. If it wasn't for our supporters, funders, and fundraisers, we would not be able to provide survivors of domestic abuse with the support that they need to heal from the trauma they have experienced.

It takes survivors like me so much courage to come forward and reach out for support, so we desperately need people like the dedicated team at Women's Aid, who will believe and support women living with abuse from their partner or ex-partner, and the children who are living in fear of domestic abuse.

Domestic abuse is widespread and happening right now in every part of society. For a long time, it has been seen as a private issue, that happens behind closed doors, but thanks to the work of charities like Women's Aid and survivors speaking out - which is how I try to help other women - we are finally talking about it and making it the public issue it needs to be.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

OBJECTIVES AND ACTIVITIES

Impact and priorities

Cultural Shift

As Women's Aid enters our 50th year, domestic abuse is still highly prevalent within our society and remains a gendered crime that disproportionately affects women and girls. This is even truer for those from marginalised backgrounds, who face additional inequality and discrimination. We know that 1 in 4 women have experienced domestic abuse since the age of 16..

Women's Aid want to see a cultural shift which makes domestic abuse something that is no longer tolerated in our society. Women's Aid research[2] showed us that a big part of this can only come through challenging and changing attitudes towards domestic abuse and the behaviours that underpin abusive relationships.

Our Come Together to End Domestic Abuse campaign seeks to engage key audiences to challenge myths and reinforces Women's Aid key messages

We used our voice in the media to amplify the voices of survivors and raise public awareness of our work to reduce tolerance of domestic abuse

In the last year:

- 1,100: Our spokeswomen have been quoted in over 1,100 articles
- 12,343: Women's Aid was mentioned in the media a total of 12,343 times
- 377,000: Across our Facebook, Instagram, Twitter, TikTok and LinkedIn, we have a combined following of over 377,000 people.
- 30,000: We welcomed nearly 30,000 new followers to our channels, joining our powerful online community and working together to end domestic abuse.
- 5 million: Our posts on social media reached over 5 million people
- 78% more people than last year viewed the Women's Aid website for additional information after visiting our socials.

We engaged policy makers with our Come Together messaging

To engage policy makers with our ambition to make domestic abuse intolerable, we took our Come Together messaging to party conferences. Here, we highlighted the needs of 'by and for' services for Black and minoritised women, and how our work needs to always consider the barriers facing the most marginalised survivors in accessing specialist support.

We used our expertise to align reporting on domestic abuse in the media with our messaging and address poor quality reporting

We delivered media guidance workshops to journalists and media organisations to improve how domestic abuse is reported and spoken about in the press.

"Informative and educational session. It was particularly interesting to hear you remind us of the sensitivities around photo use and reporting of roles within a family unit and avoiding a certain framing." Media guidance workshop attendee"

We influenced a change in the Independent Press Standard's Organisation's Domestic Abuse and Homicide clause, directly impacting how domestic abuse is reported and spoken about in the press. This means that the culture of 'victim-blaming' is no longer acceptable, and survivors have a greater right to privacy by avoiding disclosures of location.

Our patrons, ambassadors and supporters used their influence to support us to change attitudes by raising awareness of our work across society

Our patrons, ambassadors and supporters worked tirelessly with us to help end domestic abuse, sharing their experiences, expertise and voice across events, social media and the news.

We held a Come Together to End Domestic Abuse themed gala with Tina - The Tina Turner Musical. Our ambassador, Michelle Griffith-Robinson, spoke to just under 1000 people in the audience about the lifesaving work of Women's Aid, our 50th anniversary, Come Together and the importance of the event in helping to #EndAbuseTogether.

Brutally Honest

We worked with our patron Melanie Brown MBE on her Brutally Honest book launch as part of our International Women's Day campaign, also called Brutally Honest. Our campaign received over 200 pieces of news coverage, highlighting significant achievements from the last 50 years, and calling for continued change.

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Our press coverage reached 2.4 billion people during the month of March and increased our social engagement across our platforms, including a 345% increase on Twitter.

"My story was so impactful and it's not just my story it's every other woman's story, ours are all exactly the same, abuse is abuse, we're all surrounded by it, so we need to do something about it, it just shows how much we are needing Women's Aid." Melanie Brown MBE Women's Aid Patron"

We worked with leading employers to improve awareness and understanding of the impact of domestic abuse as well as the support available in the workplace

We worked with employers to train their leadership and staff to improve understanding of domestic abuse and the impact of domestic abuse in the workplace through our corporate training offer which reached over 200 people through 6 organisations this year.

We reached children and young people in education and online settings to improve their understanding of what makes a healthy relationship.

We added to our evidence base on creating effective education about relationships for children and young people (CYP) with the launch of our Influencers and Attitudes[3] report in October 2023. This research explores CYP attitudes towards relationships and considered what influences these attitudes, particularly the digital space and social media. Key findings include:

- Children and young people exposed to misogynistic social media content were almost 5 times, more likely than those not exposed to view hurting someone physically as acceptable if you say sorry afterwards
- 1 in 3 women experienced the RSHE they had in school as rushed and awkward
- 1 in 4 women felt that it had no understanding of pre-existing trauma.
- Whilst 70% of children and young people said they would seek support if affected by domestic abuse, 61% of them were unsure or did not know where to turn for this.

We put our learning into practice by:

- Sharing our learning with 280 people who attended our research launch event LINK: <https://www.womensaid.org.uk/influencers-and-attitudes-report/>
- Reaching out to 2,573 children and young people in schools through our Expect Respect training program, educating CYP about healthy relationships. LINK: <https://www.womensaid.org.uk/information-support/children-and-young-people/expect-respect/>
- Improving Love Respect, our website for 14-24-year-olds looking to learn more about healthy and unhealthy relationships. New content added included information about online safety, intimate images, asking adults for help, and more. The site was visited by 10,348 users last year. LINK: www.loverespect.co.uk

Coming together to provide lifesaving support

Women's Aid want to see survivors able to access the right support for them, at the right time. To work towards this, we provided a range of support to the domestic abuse sector, our membership and survivors.

We shared knowledge and resources with the domestic abuse sector to transform the future for survivors of domestic abuse

Our 2023 national conference 'Transforming the future for survivors together' provided a space to bring the sector together to learn and influence on responses for survivors

We welcomed 277 people from across the sector to our national conference in July. We were joined by Women's Aid members, representatives from the wider women's sector, local government, commissioners, corporates, and academics.

We provided spaces to strengthen the sector through networking, learning from each other and hearing from policy makers and other stakeholders - and, of course, to question and challenge decision makers!

- 79% attendees reported that the conference helped them to build new or existing relationships
- 74% of attendees said that they left the conference with a better understanding of how their work could influence women's safety
- 92% said that information from the conference would influence their thinking

"This was my first time attending the conference and it was inspired to be around so many people willing to stand up and use their voices and actions to better the lives of women and girls" - Women's Aid Federation Member

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"Meeting fellow colleagues within the sector really reignited passion for working within the sector." - Women's Aid Federation Member

We created new ways to share knowledge across the sector

In November we launched our new Research Bulletin. We now have over 300 subscribers receiving timely information on the latest research across the sector. Supporting people from across the sector including Women's Aid members, local and national domestic abuse and VAWG organisations, academics, commissioners, researchers and government. Want to subscribe? Email us at researchandpolicy@womensaid.org.uk

We upskilled the sector through the work of our Training and Education Team

Nationally recognised qualifications to ensure quality responses for survivors using domestic abuse services

- The Certificate in Tackling and Preventing Domestic Abuse: more than 150 people completed the certificate which is endorsed by the Home Office as suitable for the Independent Domestic Violence Adviser (IDVA) role.
- The Award in Tackling and Preventing Domestic Abuse: this course provides a springboard for a career path in the domestic and sexual violence sector.

"I am better able to understand how to support my clients and what they are entitled to"- Training attendee

"I am now able to work in a more informed way, having the historical knowledge of domestic violence and the patriarchy helps to understand the way various statutory organisations currently work, and why this is problematic"- Training attendee

Bursaries to increase access to training and reach

- Thanks to funding partners, Charities Aid Foundation (CAF) we were able to provide bursaries to 41 people to undertake one of our qualifications. An additional 48 domestic abuse professionals also received bursaries to access training on the MVDAC.
- Bursaries from the Home Office enabled 143 people from 34 organisations to attend one of our facilitator training courses to member services (The Power of Change, Helping Hands and You and me, mum).

Targeted training to improve responses for marginalised groups of survivors

- We trained professionals working in the sector to improve understanding of the Migrant Victims of Domestic Abuse Concession (MVDAC).

Facilitator training models to increase capacity

- You and Me, Mum: a programme to empower and support survivors by furthering their understanding of their role as mothers and addressing the needs of children and young people impacted by domestic abuse
- Helping Hands: for professionals working with children and young people. It addresses challenging issues around personal space, safety planning and awareness of acceptable and unacceptable behaviours, not only in others but also in themselves.

LINK: <https://www.womensaid.org.uk/what-we-do/training/>

We maintained and improved the Routes to Support directory and referrals database to enable survivors to find the right service for them

Routes to Support (RtS) is the UK violence against women and girls service directory which we run in partnership with our UK-wide Women's Aid sister federations. The online directory allows users to locate the right support for survivors they are supporting throughout the UK, whether that be outreach, pet fostering or an up-to-date refuge vacancy. It also provides a UK wide dataset on the scope and nature of domestic abuse provision giving vital insight into the sector.

This year we reached a huge milestone, celebrating 20 years of Routes to Support (RtS) providing a lifeline for survivors.

"[Routes to Support] is absolutely crucial to what we do now. I mean, when it first came along we thought all of our Christmases had come at once. And it's our primary tool to enable us to deliver our services " - Lisa Johnson, Head of Direct services at Women's Aid

Routes to Support continues to be a vital resource for the sector:

- 97% of users agreed that RtS improves accessibility to services for women and children experiencing domestic abuse
- 97% of users agreed that RtS is an essential resource for the VAWG sector
- 96% of users agreed that RtS is useful in supporting their work

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We continually update and improve Routes to Support to make sure it is meeting the needs of the sector.

This year, we launched our RtS Referral Manager which enables frontline organisations to instantly create and send referrals to services and refuges listed in RtS and track the status of that referral within On Track in a matter of minutes. Services receive external referrals directly to their On Track system, ready for processing and follow-up all in one place. The aim of the Referral Manager is to make life in frontline services easier and more efficient - leading to better support and outcomes for survivors.

Want to know more? Visit: <https://www.womensaid.org.uk/what-we-do/i-work-with-survivors/routes-to-support/>

We used data to strengthen domestic abuse services through the development and promotion of On Track, Women's Aid's case management and outcomes measurement system

On Track offers:

- Improved data quality and reporting data;
- Streamlined case work
- Use of our outcomes framework to improve, measure and evidence outcomes for survivors;

It also provides Women's Aid with the largest anonymised dataset on domestic abuse in England which in turn informs all strands of our work at Women's Aid.

In October, we reached the milestone of having over 100 local domestic abuse organisations using On Track. Ongoing development of the On Track database to allow support workers to collect the information they need to support survivors.

- We added new features to the system including developing a Cost of Living tab which enables services to record and report on the impacts of the crisis on survivors. So far, we've collected information on how the Cost of Living crisis is affecting over 5,000 survivors in our national dataset

We continue to improve our On Track user and Impact training offer to build capacity in the sector on talking about the impact of our work

- Women's Aid's On Track team offers a series of On Track and Impact courses to support domestic abuse services to use OASIS On Track and build skills in data, analysis and evaluation
- We launched our new eLearning platform, which houses every step of the booking, attendance, and follow-up process for our training in one place, making engagement with our offerings more streamlined, efficient and accessible
- Our On Track and Impact courses were attended by over 200 staff across the sector, over 20% of whom were from 'by and for' services[4], with a total of 39 live webinars held, totalling to over 100 hours of training time, in addition to our pre-recorded eLearning modules.
- 92% of all learners said their course 'Was useful for me in my role'
- 91% of attendees to the On Track Staff Training course agree/strongly agree that they now 'Have increased confidence in using On Track'
- 100% of attendees to the Reporting with On Track course agree/strongly agree that they now 'understand the importance of entering data into On Track so that reports will be more meaningful and useful'

Want to know more? Visit: <https://www.womensaid.org.uk/what-we-do/ontrack/>

We supported our members to improve quality and capacity in their services

We are proud to be a strong and diverse federation of 187 organisations, with 8 new members welcomed over the last year. This includes 32 'by and for' Black and minoritised member services. Over the last year, we have supported our membership in many ways.

We created a strong support network to increase resilience

- We held 24 networking meetings for trustees, senior leaders and operational staff - with over 200 attendees facilitating peer support and sharing of best practice
- Our CEO GoogleGroup network facilitated over 350 conversations which shared knowledge and expertise
- Our Sector News e-letter was sent monthly to over 900 subscribers from member services, updating them on developments within Women's Aid, and the wider VAWG sector as well as highlighting opportunities for training, consultation and funding

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Our National Quality Standards support the domestic abuse and violence against women and girls (VAWG) sector to ensure the long-term safety and recovery of survivors, as well as the prevention of further harm.

The NQS support the effectiveness and sustainability of the sector, are survivor centred and focus on the expertise, knowledge, and effectiveness of specialist domestic abuse services ability to evidence, maintain and promote survivor led outcomes and demonstrate the quality of their service. Our NQS are referenced in government's statutory guidance from The Domestic Abuse Act 2021 as best practice.

This year, 28 members have achieved National Quality Standard accreditation. An additional 7 members have been supported prior to undertaking NQS accreditation. This has ensured members are delivering safe survivor-centred and needs-led services.

We facilitated distribution of donations to local services to support their work with survivors

Thank you to Avon who donated pyjamas, jewellery, toiletries, makeup, slippers and more made to 40 Women's Aid members.

"I just want to say a big thank you to you all at Women's Aid for your generous Avon donation. Your contribution of loungewear, pyjamas, and bras for the women we support is so helpful and will make a significant impact on their lives. Thank you once again for your ongoing generosity and support." Women's Aid member service

We have continued to fight for fair funding for our member services.

We have continued to fight for fair funding for our member services and challenge conventional approaches to procurement and commissioning which are harmful for specialist domestic abuse services, particularly smaller or specialist 'by and for' services for Black and minoritised women.

We worked with local government and commissioners to demonstrate the value of using flexible commissioning practices for funding domestic abuse support

- We held workshops exploring alternatives to procurement, on which we collaborated with public benefit lawyer Julian Blake. These were attended by over 50 members and commissioners
- We produced legal guidance resources on flexible approaches to commissioning to raise awareness of appropriate, legally sound practices for funding specialist domestic abuse services

Provided expert support to members facing funding and commissioning challenges to mitigate the impact on their services

- We provided tailored 1-1 support to members
- We supported members facing severe financial pressures to secure funding from the Department for Culture, Media and Sport/National Lottery Community Organisations Cost of Living Fund. At least 17 members were successful in obtaining funding from the Cost of Living Fund

Used our voice to increase awareness of financial pressures on the sector

- We developed a briefing on the impact of local government finances on domestic abuse services and survivors, which has been disseminated to key government stakeholders and raised this issue in the national press

We supported survivors through our range of online and telephone support services, to ensure that they receive the right support, at the right time, for their needs.

Our Survivors Handbook provided practical support and information for women experiencing domestic abuse, with simple guidance on every aspect of seeking support. Last year it was viewed 195,053 times.

Survivors' Forum provided a safe, anonymous, space for women who have been affected by domestic abuse to come together, share their experiences and give one another practical and emotional support on their recovery journey.

- 15,189 people in total registered
- 701 new registrations this year
- 96.5% said the forum has helped them to gain a better understanding of domestic abuse

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Our Live Chat connected survivors of domestic abuse to a specialist support worker for advice and support.

- 14,887 live chat sessions held
- On average we've had conversations with 1,241 people a month
- Email support was available for survivors who prefer not to remain online to chat with a support worker, or who want a written response they can keep.
- Responded to 11,350 contacts through our email service

Our Professionals Service supported those working with survivors to provide an improved response to the survivors they support

- On average we supported 53 professionals every month
- When asked, 100% of those who used the service would recommend Women's Aid's service for professionals to a co-worker who was working with a woman experiencing domestic abuse
- 95% said that after contacting the service, they felt better equipped to support their clients

Our No Woman Turned Away (NWTa) project offers support to the most marginalised women to find safe outcomes in spite of the barriers they face

The practitioners within NWTa provide advocacy and support to women who have not been able to find refuge space due to one or more barrier.

We received a total of 330 referrals in the reporting period. Of these, 230 (70%) went on to receive support. A total of 211 women with 207 children completed their period of support during the year.

The practitioners found safe housing for many of the women they supported

- By the end of support from the NWTa project 46.9% of women had a new housing outcome

Practitioners increased safety for many women in vulnerable positions

- For 60% of women, there had been an improvement in their safety compared to intake

The NWTa practitioners referred and signposted women to other specialist support services to meet their needs.

- 35% of women (74) went on to access support from another VAWG organisation and 36% of women (77) went on to access support from another type of (non-VAWG) organisation

We can see the difference our NWTa project can make in our Nowhere to Turn report series and through Imani's story:

Imani* experienced further abuse from the perpetrator while waiting for safe accommodation, including a physical assault which required a hospital visit. Imani slept rough at a police station and on a bus and stayed at a stranger's house. When Imani asked the police for help, they said they were unable to do anything as she had no recourse to public funds. Imani only had £5 left when she was referred to NWTa and had very limited mobile phone credit to make calls. The NWTa project supported Imani to understand her options and applied for a Destitution Domestic Violence Concession (DDVC), which was successful. Imani initially stayed in a hostel before accessing refuge after extensive support from the NWTa practitioners including safety planning, referring to immigration support, asking local domestic abuse services to provide support on the ground, and making referrals to refuges.

*The name and other identifying information from this survivor has been changed to protect her anonymity

Emergency Fund and Flexible fund

We piloted a new approach

On 10th May 2023, Women's Aid launched a pilot Emergency Fund to support survivors of domestic abuse in England and Wales by offering one-off payments. Designed to address financial barriers and support them to flee an abuser and to remain independent. The Home Office awarded a fund of £300,000 to deliver flexible grants for survivors of domestic abuse as part of the previously announced Tackling Domestic Abuse Plan[5].

The evaluation[6] of the pilot gave us valuable insight into the difference this funding had made to survivors. The pilot demonstrated the demand and need there was for this type of funding, we saw:

- 626 successful applications
- 70% of applications were for women with dependants
- 78% of applicants used their grant to replace or purchase essential goods for themselves or children
- 83% of applications said that the funding would be used to flee an abuser

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The most notable impact seen by referrers was on the mental health and wellbeing of women they support. The funding was able to alleviate pressures and worries, relieve economic stress and made survivors feel valued.

We launched a new iteration with learning from the pilot

In January, Women's Aid announced the launch of the Flexible Fund in partnership with the Home Office. This is an additional £2 million to support survivors and for the first time, survivors could also apply for a further one-off payment of up to £2,500 to help secure a sustainable independent future. The fund opened in February and will continue until March 2025, one recipient talked about the difference it made to her:

"Today, I have received a message saying I have been awarded £1,500 by Women's Aid fund. I am really over the moon. Your award hasn't only provided me with financial aid, but it has also reminded me of the importance of kindness and compassion in this world! Your willingness to go above and beyond to help me during my difficult situation means more to me than words can express. I hope I, Insha'Allah, one day have the opportunity to pay it forward and make a difference in someone else's life, just as you have done for me! " - survivor who received funding from the Flexible Fund

We provided support to survivors with the cost of travel to refuge through our Travel to Refuge schemes

Last year we launched the Road to Refuge scheme to add to our existing Rail to Refuge scheme. This new scheme supports survivors fleeing to refuge to access free travel by coach and is delivered in partnership with National Express.

We also continued to support with the delivery of Rail to refuge, this year:

- 2679 survivors, including 702 children over the age of five, accessed the Rail to Refuge scheme
- 85% of survivors reported that they would not have travelled had the journey not been paid for

" I was very stressed. My daughters were getting ill. There was nowhere for them to play. We were stuck in the hotel, I had no friends and was getting depressed. I contacted [Women's Aid member service]. They help me with the coach ticket. I had no money. I was told I do not need to pay to travel. The ticket was booked and I travelled the next day. "- Rail to Refuge user

Coming together to put survivor needs at the heart of policy

We engaged with decision makers to ensure that survivors' needs are at the heart of national policy

We successfully campaigned for an amendment to the Victim and Prisoners Bill to recognise that survivors should have access to a breadth of services depending on their need.

Clause 15 had originally named only Independent Domestic Violence Advisors (IDVAs) and Independent Sexual Violence Adviser (ISVAs) on the face of the Victim and Prisoners bill. This did not recognise advocacy roles that did not fit this model, such as those provided 'by and for' Black and minoritised services, and also failed to recognise the broader work of community-based support services. The government ultimately agreed with Women's Aid that this could lead to the unintended consequence of a hierarchy of support services and replaced the clause to more broadly name 'specified victim roles', which reflects the wide range of services survivors rely on and ensures that the specialist 'by and for' sector were recognised and included.

Our General Election 2024 manifesto called for all political parties to commit to three pillars to improve outcomes and responses for survivors and services:

- INVEST to save: fund specialist women's services to save lives and money.
- SUPPORT survivors: deliver the right response the first time.
- PREVENT abuse: transform societal attitudes and understanding.

We coordinated and collaborated on joint work across the sector to ensure a strong VAWG voice in public affairs

Collaborations such as our VAWG sector monthly calls, which we jointly chair with the End Violence Against Women Coalition, and the General Election and Victims and Prisoners Bill sub-groups, are vital to ensure breadth of voice across the full spectrum of VAWG services, with true regional and local expertise feeding into public affairs. These have extended our influence by:

- Publishing a joint general election manifesto, signed by over 70 organisations
- Attending joint meetings with MPs and Peers
- Submitting joint letters, amendments to Bills and responses to consultations

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By supporting organisations to undertake joint work, we can ensure the sector stands together with a strong voice and share our expertise and knowledge which informs our priorities. This includes advocating for the needs of, and specific support needed for, criminalised survivors and removing the many additional barriers faced by migrant survivors.

We have campaigned for legislation to protect survivors of domestic abuse from poor practice. Influencing change in policy and practice plays a vital role in reducing barriers to fleeing and ensuring survivors get the support they need.

We responded to 18 consultations and inquiries, representing survivors' and members' needs to Parliamentary committees, government departments and other agencies.

We have worked with members of the House of Lords and other VAWG sector organisations to table amendments on:

- Defining community-based support domestic abuse services
- Creating protection for survivors from unregulated experts in the family courts
- Prohibiting unsupervised contact for children with perpetrators
- Signposting survivors to specialist services in the Victims Code

We have advocated about our concerns of survivors and services on failings in the family courts and worked with decision makers to ensure the family justice system is safe for survivors and their children.

It has been almost four years since the publication of the Ministry of Justice's pivotal 'Harm Panel' report, which found systemic failures in how the family courts responded to domestic abuse. The panel made a number of urgent recommendations - but the pace of change remains slow.

We campaigned on the harmful potential impact on survivors of plans for compulsory mediation in the family courts. In February 2024, the Government reversed these plans.

In June 2023, we coordinated an open letter from our patron Mel B and signed by almost 3,000 people, calling for the Panel's recommendations to be implemented urgently and in full to improve the safety of the family courts.

We have also responded to consultations by the Ministry of Justice, Family Justice Council and Review of Civil Legal Aid, advocating for policy and decision making in the family courts to be designed around survivors' needs.

Beyond political audiences, our Experts by Experience shared powerful quotes about their family court experiences on social media to mark Time to Talk day in February and Mothers' Day in March. These reached around 40,000 people and compellingly demonstrated the need for urgent reform.

We also stepped up our influencing work with local decision makers to ensure they prioritise survivors and the lifesaving specialist support services they need.

We connected and supported local stakeholders so that best practice to end domestic abuse can be shared.

- We launched our Domestic Abuse Councillor Network in October. We shared newsletters with the network with the aim to raise awareness of the needs of survivors and the challenges facing domestic abuse services, helping councillors improve local practice to better support survivors and services. Network members, who now number over 160 and include councillors and Police and Crime Commissioners across political parties, benefit from tailored communications and events. The newsletter has an open rate of 70%.

We engaged key health stakeholders to secure domestic abuse, and specifically survivors' mental health, as a strategic priority within the health sector.

- We engaged Integrated Care Boards (ICBs) to highlight the importance of including domestic abuse and VAWG in their Joint Forward Plans. These plans will inform future commissioning priorities and we hope greater attention will be paid to specialist services, whose amazing work to support survivors often has no dedicated funding.
- In June 2023, we held a Health Summit with over 40 attendees from a range of VAWG sector organisations, the NHS and health commissioners. Sharing knowledge and best practice helps drive improvements to the domestic abuse response from health organisations.

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Our Experts by Experience network strengthened survivor voice in our own work and the national agenda

Our Experts by Experience network of survivors has gone from strength to strength, welcoming five new members last year. Through speaking at different events, the diverse community of survivors has collectively reached over 70 family lawyers, 30 health professionals, 20 councillors and many more decision makers and professionals, sharing their expertise to improve policy and practice.

"An inspiring group of strong women [...]. I just wanted to say thank you again and reinforce how important the work you do is and reflect on the impact and strength you provide" Survivor who attended our IWD survivor event

Our Survivor engagement guide supports others to better centre survivors' voices meaningfully across all sectors

We worked with Imkaan and Women's Aid sister federations in the devolved nations to develop our guide to meaningful survivor engagement. This was published in March and has already been viewed/downloaded over 4,000 times and will help professionals across sectors to better centre survivors' voices.

We led the way in evidence and data on domestic abuse to ensure responses to domestic abuse are grounded in evidence and the voices of survivors and services

Over 21,000 people have downloaded our reports and publications from our website.

We published three reports this year: Nowhere to Turn 2023 shines a light on the perilous and difficult journeys that many survivors who face structural barriers or inequalities in accessing refuge must undertake to escape abuse;

Influencers and Attitudes gives new insight into children and young people's perceptions of domestic abuse; and The Domestic Abuse Report 2024: Annual Audit brings together the most comprehensive set of data on domestic abuse in the country, including both Women's Aid datasets and findings from our Annual Survey and FOIs.

The Domestic Abuse Report 2024: Annual Audit

Our annual publication used data from On Track, Routes to Support and the Annual Survey, and shows that 49% of domestic abuse organisations had been running an area of their domestic abuse service without any dedicated funding; and 63% of services reported that survivors couldn't afford to leave the perpetrator.

Provision in London was explored as an example of how good commissioning can work in practice, using findings from the London Refugees Data Collection Project.

The report was launched this year through an exclusive with Channel 4 News. As part of this, Channel 4 filmed at a Sheffield Women's Aid refuge with their CEO Hollie Venn, to demonstrate the effect of local funding cuts. Our CEO, Farah Nazeer, also appeared in studio, and spoke more about the Audit's findings and what they mean.

Findings were disseminated to 129 policymakers and practitioners through a webinar in March and shared by Dawn Butler MP in the House of Commons, highlighting the value of specialist services, need for good practices in commissioning and greater funding for specialist domestic abuse services.

<https://www.womensaid.org.uk/what-we-do/research/>

Our campaigning and awareness raising has kept our key messages in the news and public awareness, both nationally and internationally

Our 2023 16 Days of Activism campaign called for the national prioritisation of domestic abuse

Over 1,700 people signed our open letter calling on the leaders of all political parties to commit to invest in specialist domestic abuse services and pledge support to the 'Invest to Save' pillar of our general election manifesto.

- 30 MPs from across the political spectrum attended our parliamentary drop-in, demonstrating cross-party support for our calls to 'Invest to Save'.

We coordinated, along with End Violence Against Women (EVAW), substantial sector reports to help international bodies effectively monitor the UK's performance on tackling VAWG.

Our report to GREVIO, the Council of Europe body responsible for monitoring the implementation of the Istanbul Convention (the landmark international treaty on violence against women), was endorsed by 58 VAWG sector organisations and comprehensively set out issues facing women in England and Wales - particularly marginalised women. GREVIO will make recommendations based on the evidence they receive, so our report will help ensure that key gaps are identified and the Government is held to account when it comes to supporting survivors.

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We built on the success of our short film "He's Coming Home" to establish the footballing community's valuable role in ending domestic abuse during International Women's Day.

We held our cross-party parliamentary football match while receiving a £3,000 donation from the team, which helped support 300 survivors through the Women's Aid Live Chat. We also collaborated with Fulham FC with an International Women's Day feature on Women's Aid in their match day program for the Fulham v Brighton game.

We looked to inspire inclusion during our International Women's Day (IWD) celebrations and called for action to invest in services.

During this period Airbnb showcased how businesses can contribute to ending domestic abuse through training, staff support, and fostering a culture intolerance of abuse. With representatives from companies like Netflix and Spotify in attendance, Airbnb took the lead in demonstrating the significant impact businesses can have in standing against abuse.

Coming Together to create a sustainable organisation

In honour of our 50th anniversary, we've delved deep into our vaults to transform art and posters from the beginning of the federation into a new range of merchandise. The 'Archive Collection' features bold messaging that's underpinned Women's Aid's campaigning over the years and is designed to start conversations. The way we talk about domestic abuse may have changed, but the sentiment behind it has not; and this collection looks back at some of the statements that have resonated most powerfully with audiences to date. We have been delighted by the reception to our collection so far!

Archive project

As we come into our 50th we've been able to look back at how far we have come. The Women's Aid Federation of England Archive has been compiled by the University of Leeds Special Collections Team and documents the history of the organisation, from its origins as the National Women's Aid Federation in 1974 through to present day. The Archive is a major resource for understanding the formation, development and running of the organisation, its contribution to health and society, changes in the law, and cultural shifts in attitudes towards domestic abuse.

Explore Women's Aid's archive:

https://library.leeds.ac.uk/special-collections/collection/2963/womens_aid_federation_of_england_archive

As we move into our 50th year, we worked on creating a sustainable organisation. This was possible thanks to the support of our fantastic donors, fundraisers and corporate partners.

- An amazing 3,588 supporters made a monthly donation
- We took part in the Big Give's Women and Girl's match fund in October which meant that all donations made through the campaign page that week were doubled. This campaign raised a total of £29,498 - including £10,000 match funding from The Big Give and £15,000 from the Bloom network
- Over 450 fundraisers took on challenges, completed sky dives, hosted dinner parties, organised community events and laced up their trainers to raise funds for Women's Aid
- 524 individuals set up fundraising pages for our 1.7 a Day, Your Way Challenge, moving 1.7 miles every day in September! The challenge raised over £36,850 total! This was over £15,000 more than the 2022 challenge
- On International Women's Day, we challenged our supporters to 'Freeze for A Fiver' and take on a cold-water swim to raise money.
- Over the period of our winter appeal, we raised over £60,000. Centred around 'When Home Isn't Safe, We're Here', as part of the appeal we shared powerful videos of survivors Yasmin and Lucy sharing how Women's Aid services had made a difference for them

Finally, we are so grateful for the generous donations we received this year from supporters who left us a gift in their will.

We are grateful for all companies who choose to support Women's Aid in whatever way. We would love to mention you all, but a couple of highlights this year include...

- Law firm Lee & Thompson who, having chosen us as their charity of the year, organised some amazing fundraising activities including a 42km night hike round the streets of London, raising over £10,000
- On top of their generous funding supporting our work with children and young people, YSL Beauté furthered their support this year by hosting a series of activities for Citizens Day including a sponsored walk
- L'Occitane continued to demonstrate their commitment to empowerment by providing vital funding for our Survivors' Forum

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

- [1] Office for National Statistics (ONS). (2023). Domestic abuse victim characteristics, England and Wales: year ending March 2023. Published online: ONS Domestic abuse victim characteristics. England and Wales- Office of National Statistics. (ons.gov.uk)
- [2] Women's Aid. (2022). Come Together to End Domestic Abuse: a survey of UK attitudes to domestic abuse 2022. Bristol: Women's Aid
- [3] Women's Aid. (2023). Influencers and Attitudes: How will the next generation understand domestic abuse? Bristol: Women's Aid.
- [4] Specialist 'by and for' services are run by and for the communities they serve, such as for Black and minoritised women, Deaf and disabled women and LGBT+ survivors. In doing so they offer a uniquely empowering experience to the communities they support, as the client group is reflected in staffing, management, and governance structures of these organisations.
- [5] <https://www.gov.uk/government/publications/tackling-domestic-abuse-plan>
- [6] Women's Aid. (2024) Emergency fund evaluation report. Bristol: Women's Aid

FINANCIAL REVIEW

Financial position

The charity's total income amounted to £7,174,969 (2023: £5,397,522). This includes a valuation for generously donated services and facilities of £144,590 (2023: £181,144) - see note 2 of the accounts for more information. Underlying income excluding donated services and facilities was £7,030,379 (2023: £5,318,032).

Total expenditure for the year amounted to £8,395,842 (2023: £6,786,963). Underlying expenditure excluding the value of donated services was £8,251,252 (2023: £6,707,473).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity's performance during the year resulted in an actual net deficit of £1,220,873 (2023: deficit of £1,389,441) made up of restricted funds deficit of £94,711 (2023: deficit of £436,072) and unrestricted funds deficit of £1,126,162 (2023: deficit of £953,369). The reason for the deficit on the unrestricted funds was due to the planned spending of designated reserves.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2023-24 and we want to thank all our funders for their continued support.

Fundraising performance

- Raised: £2,082,893 in Legacies and Donations and over £450,000 contribution to our other charitable activities

We are enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and remain committed to working with our existing funders to deliver effective solutions to domestic abuse.

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

Community

This year our amazing community fundraisers raised over £200,000. They raised funds for Women's Aid in all sorts of inspirational ways - by running, cycling across the country, jumping out of planes, or hiking... even to Everest Base Camp. By holding art exhibitions, raffles, or book club parties and many more ways! We have also seen fantastic displays of advocacy from university students, and we have created strong and impactful Charity of the Year partnerships with schools across England who have taken part in fundraising events for us.

Corporate

We are very grateful to Women's Aid's corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have been generously supported by our Corporate Partners:

- AVON Cosmetics Ltd
- Bloom UK
- Dinny Hall
- Incisive Media
- L'Occitane
- OKA
- YSL Beauté
- Criminal Injuries Helpline

We have also received generous donations this year from the below companies, whose generosity has enabled us to continue our vital work:

- Simmonds and Simmonds LLP
- Smurfit Kappa
- Yawn
- Pour Moi
- Odyssey Group

This year we were very fortunate in being selected by a number of companies to be their 'charity of the year' (including Lee & Thompson, Bravissimo, City Group Security, MV Kelly) We supported their fundraising efforts which were undertaken throughout the year, and very much enjoyed seeing the creative ways in which they used their platforms and work forces; and through events such as comedy nights, cycle challenges and quizzes. We also saw corporates engage in training, as well as sharing their skills and expertise with our staff. We are tremendously grateful for the positive difference that all our corporates have made.

We would also like to recognise those corporate supporters who wish their contributions to remain anonymous, and those we have not been able to name here. We are grateful for all your support.

This year, we have also been delighted to work with more smaller businesses, using the Work for Good platform. 10 businesses raised funds for Women's Aid through their sales and in total raised nearly £7,000.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

Trust and Statutory

Women's Aid are very grateful to receive the support of Trusts, Foundations and Statutory organisations. We are proud to work in partnership with the following funders to achieve our mission:

- The Home Office awarded Women's Aid grant funding through the Preventing Violence Against Women and Girls and Supporting Children (PVSC): 'What Works' Funding (WWF) to deliver our Children and Young People's Programme..
- Mayor's Office for Policing and Crime (MOPAC) have awarded us a contract to expand our On Track service and to enhance Routes to Support.
- Women's Aid worked with the Home Office to deliver funding to survivors in May 2023 and February and March 2024 via our membership, organisations listed on the Routes to Support directory and specialist delivery partners. This fund was to support survivors to leave their abusers or remain safely in their own home and to help secure a sustainable independent future.
- London Councils have awarded a 4-year grant for our London Refuges Data Collection Project, which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refuges in London.
- The Department for Levelling Up, Housing and Communities (previously Ministry for Housing, Communities and Local Government) continues its commitment to Routes to Support and the No Woman Turned Away project, supporting women to access local services and refuge provision.
- Bally's Foundation provided funding for our Direct Services
- CVC Foundation have provided vital funds towards our membership work.
- The Kering Foundation continued their support of increasing capacity in our Research team and towards our Power to Change project.
- The Sisters Trust provided multi-year funding towards the salary of our chief executive.
- Women's Aid supported the Caring Family Foundation to distribute 16 grants to 'By and For' Black and Minoritised member services.
- The Association of British Insurers are supporting Women's Aid and our sister organisation through the Resilience project. The project aims to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis.

We are grateful to the Tula Trust, CH Foundation (UK), Marsh Charitable Trust, Edward S Smyth Trust, Simon Gibson Charitable Trust, Sara Charlton Foundation, Cobalt Trust, R G Hills Charitable Trust, Roy Proctor Foundation, Eleanor Rathbone Charitable Trust, Charity of the Order of the Marist Sisters Province of England, TK Maxx and Homesense Foundation, Firebird Foundation, Allfunds Charity Foundation, David Family Foundation, Thomas Sivewright Catto Charitable Settlement, John and Ruth Howard Charitable Trust, Zennor Trust, Keeble Charitable Trust, CBRE UK Charitable Trust, JD Foundation, Clarke Charitable Settlement, GAP Giving, Ian Mactaggart Trust for their support of our work, enabling us to continue our lifesaving work supporting women and children experiencing domestic abuse.

FINANCIAL REVIEW

Individual Giving and Appeals

Our Winter Appeal was centred around the difficulties of being trapped with an abuser through the festive period - with the tagline 'When home isn't safe, we're here.' Our generous supporters raised over £62,000 in unrestricted funding between November to January - nearly £33,000 of this came directly through our Winter Appeal donate page.

We continue to see strong support from our community of regular donors- raising over £510,000 from 4,437 supporters this year.

Legacies

We are fortunate to have been the recipient of some incredibly generous Legacy gifts over this past financial year, which have brought in over £673,000 in unrestricted funds. Legacy gifts have a long-lasting impact and help us to build a future where domestic abuse is no longer tolerated.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

This year we have also seen a high number of 'in memory' gifts - raising over £27,302 from supporters choosing to honour the memory of their loved ones in this way.

Investment performance

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves is such that investment is limited to short-term markets rather than any long-term strategy, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk strategy.

Reserves policy

The reserves policy has been reviewed and updated during this financial year.

The board recognises that the charity serves many beneficiaries with an ongoing need and, as such, the organisation's reserves policy has been set with the long-term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support core operating and wind down costs for a minimum period of three months and a maximum of six months.

The total balance of funds at 31st March 2024 amounts to £4,065,200 (2023: £5,286,072). This includes restricted funds of £576,553 (2023: £800,431). The balance of unrestricted funds at 31st March 2024 was £3,488,647 (2023 £4,485,642). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £1,717,431 (2023: £2,097,277).

Designated reserves totalling £2,383,869 was set aside at the beginning of the year to further our work around four priority areas:

- Membership development & sustainability
- Sector wide initiatives
- Transformation (Internal investments for future sustainability)
- Culture change

The remaining balance on these designated funds is £1,771,216. The organisation will be reconsidering the use of these funds over the course of the next year, alongside the development of the new organisational strategy.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the Board of Trustees has been evaluated this year

Following the review conducted by Campbell Tickell last year, we have made good progress in implementing the resulting recommendations across the following areas:

- Administration and processes
- Board composition
- Board structure
- Expectation setting
- Planning and performance monitoring
- Culture and EDI

Following a review, three new committees have been established to replace the previous committee structure:

- Finance, Risk and Governance
- People and Culture
- Safeguarding and Standards

The Board has agreed the framework for the recruitment and induction of new Trustees and a Chair of Trustees, who will be appointed in readiness for the ending of current terms in the Autumn/Winter of 2024.

Women's Aid's Scheme of Delegation and Governance Framework have been updated and will be approved at the June and November Board meetings, respectively.

An overhaul of the administration and processes which support the Board has been undertaken, including improving the quality of meeting facilitation. We have also established a new performance monitoring framework, which will enable clearer reporting on progress against key initiatives and impact measurement from the organisation to the Board.

Finally, we have made headway with the careful planning of the Culture and Equality, Diversity and Inclusion (EDI) work. This includes developing a 'Ways of Working' workshop for new Trustees, refreshing the anti-racism training, developing broader EDI training, and committing to an externally facilitated Board discussion on gender identity and inclusion - all of which will commence in the new financial year.

Governing framework

The Women's Aid Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive. At present, there is a headcount of 112 full and part-time staff.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The charity's annual business plan is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans enable the delivery of the core and development objectives, which are approved by the board, and monitoring against these plans forms the basis of quarterly reports to the trustee meetings.

Risk management

The Board of Trustees holds responsibility for strategic risk management within the charity. Responsibility for compiling and updating the Board Assurance Framework (BAF) is delegated to the CEO. Responsibility for detailed review of the BAF is delegated to the Finance, Risk and Governance (FRG) committee, which undertakes this review at each meeting and reports on this process to each full Board meeting.

The BAF is comprised of the highest rated risks identified in functional risk registers at an operational level and takes account of risks identified with significant partnership initiatives, reflected in dedicated risk registers for those projects. These risks are reviewed and validated by the Executive Leadership Team and Senior Leadership Team before submission to FRG.

Organisational risks are assessed according to both likelihood and impact. Each risk is assigned a senior responsible lead. The BAF sets out a narrative on the nature of each risk and its likely impact, the mitigating actions already underway, and next steps.

This year the most significant risks identified were:

- Financial Sustainability for Women's Aid and the Federation
- External Risks - Political Environment
- Requiring new technological and people infrastructure

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Website

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.

People, Inclusion and Equity

Work has been focused on building a robust infrastructure, recruiting a dedicated permanent team and developing training. The organisation is reviewing all processes, policies and programmes from an equity lens and ensuring equity impact assessments are integrated into our ways of working. Working with the Race Equality Strategy Group, the Leadership Team, Anti-Racism Taskforce and the Board of Trustees we are developing our anti-racism agenda and Equity Diversity and Inclusion ambitions. We are proud to be a disability confident employer and are reviewing Women's Aid structures internally and externally from an accessibility lens to ensure to include all vulnerable and marginalised groups. We continue to work on ensuring a positive working environment with the aim of having a diversified, happy workforce. Women's Aid also continues to meet the standards set as a Living Wage Employer.

Pay policy for staff

The board considers that the Executive Leadership Team at Women's Aid Federation of England comprises the key management team of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All trustees give up their time freely and no trustee received remuneration in the year. However, we pay a nominal honorarium to member organisations represented by a trustee. Details of trustees' expenses and related transactions are disclosed in the accounts.

Following on from our extensive Job Evaluation Scheme which we carried out in October 2023 we now have a graded system which allows us to evaluate roles cross functionally to ensure fairness, transparency and equity. Our annual salary review will now take place in October each year. The commitment is dedicated to a review of the salary bandings, which may or may not lead to an increase in salary depending on affordability.

In recognition that there is an annual increase in the cost of living we also consider an award to compensate for increased costs again, depending on affordability.

Connections to wider network

Women's Aid is a federation of approximately 180 organisations providing around 300 lifesaving local services to women and children across England. Our network also includes a further 90 organisations run by non-members who are engaged with us through the Routes to Support database of services. The charity works in partnership with a range of statutory, voluntary, corporate and other bodies to deliver its mission and achieve its objectives. Membership is based on signing an agreement to support the charity's mission, aims and objectives. There are two membership categories: 1. Full Members: 2. Associate Members: Full member organisations provide direct domestic abuse services through a range of refuge and community-based services to women and child survivors of domestic abuse in England. Associate Members: Organisations who provide direct services for, or adjacent services to, women and child survivors of domestic abuse as part of their service delivery, where it may be that they don't fulfil criteria for full membership, or their organisations primary focus is not domestic abuse. Members work to national standards for service delivery, including the Women's Aid National Quality Standards which cover all aspects of service delivery, as well as using model policies and procedures developed by Women's Aid.

Reference and administrative details

Registered Company number
03171880 (England and Wales)
Registered Charity number
1054154
Registered office
PO Box 3245 Bristol England BS2 2EH

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03171880 (England and Wales)

Registered Charity number
1054154

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Registered office

C/O Bevan Buckland LLP
Ground Floor, Cardigan House
Swansea
SA7 9LA

Trustees

Chief Executive

Farah Nazeer

Trustees

Dickie James
Jo Gough - Vice Chair
Lindsey Wishart - Treasurer
Madi Turpin
Sarah Hill - Chair
Zlakha Ahmed
Caroline Chang
Peri Thomas

Subcommittee members

Amanda Elwen
Angie Stewart
Claire Lambon

Patrons

Julie Walters DBE
Melanie Brown MBE

Ambassadors

Alice Liveing
Bill Ward
Charlie Webster
Jahmene
Lucy Gaskell
Michelle Griffith-Robinson OLY
Toby-Alexander Smith
Will Young
Rachel Khoo

Love Respect Ambassadors

Holly Bourne
Maddy Anholt

Solicitors

Freeths LLP, 101 Victoria Street, Bristol, BS1 6PU

Bank

Co-Operative Retail Bank, 16 St Stephen Street, Bristol, BS1 1JR

Auditors

Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

In so far as the trustees are aware:

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

AUDITORS

The auditors, Bevan Buckland LLP (Statutory Auditors), will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on **17.10.2024** and signed on its behalf by:



.....
Sarah Hill - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Opinion

We have audited the financial statements of Womens Aid Federation of England (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

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

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Enquiry of management which includes obtaining and reviewing supporting documentation concerning the Charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- Internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas;
- The rationale of any major fund flows during the period;
- The possibility of fraud whereby donations on ThankYou and not captured by Xero due to different banking information given;
- Recognition of legacy income in its complete form within the financial statements.
- Obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the association, the key laws and regulations we considered in this context included the UK Companies Act.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- Enquiry of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

Use of our report

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



Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 17/10/2024
Date:

WOMENS AID FEDERATION OF ENGLAND

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,029,830	53,063	2,082,893	1,878,382
Charitable activities	5				
Direct Services		-	1,627,293	1,627,293	324,106
Campaigning		-	22,000	22,000	241,717
Training and support for Members		-	-	-	42,866
Other Activities		739,108	26,006	765,114	479,013
Covid related support		-	780,565	780,565	1,035,748
Accessibility		-	-	-	22,300
Children and young people		-	732,257	732,257	333,418
Research and evaluation		-	456,354	456,354	499,982
Other trading activities	3	631,707	27,922	659,629	536,580
Investment income	4	48,864	-	48,864	3,410
Total		<u>3,449,509</u>	<u>3,725,460</u>	<u>7,174,969</u>	<u>5,397,522</u>
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	584,122	-	584,122	562,713
Other trading activities	7	608,442	-	608,442	447,615
		<u>1,192,564</u>	<u>-</u>	<u>1,192,564</u>	<u>1,010,328</u>
Charitable activities	8				
Change That Last		-	19,093	19,093	118,155
Direct Services		-	1,635,781	1,635,781	864,004
Campaigning		-	43,887	43,887	761,682
Training and support for Members		-	44,629	44,629	241,080
Other Activities		2,770,014	83,512	2,853,526	1,780,902
Covid related support		-	785,927	785,927	946,025
Accessibility		-	1,776	1,776	87,119
Children and young people		-	668,324	668,324	319,164
Research and evaluation		-	537,242	537,242	658,504
Culture Change		6,496	-	6,496	-
Transformation		273,063	-	273,063	-
Membership Development & Sustainability		333,534	-	333,534	-
Total		<u>4,575,671</u>	<u>3,820,171</u>	<u>8,395,842</u>	<u>6,786,963</u>
NET INCOME/(EXPENDITURE)		(1,126,162)	(94,711)	(1,220,873)	(1,389,441)
Transfers between funds	19	<u>129,167</u>	<u>(129,167)</u>	<u>-</u>	<u>-</u>
Net movement in funds		(996,995)	(223,878)	(1,220,873)	(1,389,441)
RECONCILIATION OF FUNDS					
Total funds brought forward		4,485,642	800,431	5,286,073	6,675,514
TOTAL FUNDS CARRIED FORWARD		<u><u>3,488,647</u></u>	<u><u>576,553</u></u>	<u><u>4,065,200</u></u>	<u><u>5,286,073</u></u>

The notes form part of these financial statements

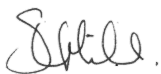
WOMENS AID FEDERATION OF ENGLAND

**BALANCE SHEET
31 MARCH 2024**

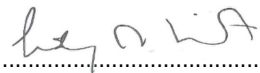
	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	15	4,497	-	4,497	6,847
CURRENT ASSETS					
Debtors	16	1,709,539	-	1,709,539	758,842
Cash at bank		2,750,203	576,553	3,326,756	6,120,102
		<u>4,459,742</u>	<u>576,553</u>	<u>5,036,295</u>	<u>6,878,944</u>
CREDITORS					
Amounts falling due within one year	17	(975,592)	-	(975,592)	(1,599,718)
NET CURRENT ASSETS		<u>3,484,150</u>	<u>576,553</u>	<u>4,060,703</u>	<u>5,279,226</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>3,488,647</u>	<u>576,553</u>	<u>4,065,200</u>	<u>5,286,073</u>
NET ASSETS		<u>3,488,647</u>	<u>576,553</u>	<u>4,065,200</u>	<u>5,286,073</u>
FUNDS	19				
Unrestricted funds				3,488,647	4,485,642
Restricted funds				<u>576,553</u>	<u>800,431</u>
TOTAL FUNDS				<u>4,065,200</u>	<u>5,286,073</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 17/10/2024..... and were signed on its behalf by:



.....
Sarah Hill - Trustee



.....
Lindsey Wishart - Trustee

WOMENS AID FEDERATION OF ENGLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	(2,842,210)	(2,696,114)
Net cash used in operating activities		<u>(2,842,210)</u>	<u>(2,696,114)</u>
Cash flows from investing activities			
Sale of tangible fixed assets		-	5,460
Interest received		48,864	3,410
Net cash provided by investing activities		<u>48,864</u>	<u>8,870</u>
Change in cash and cash equivalents in the reporting period		<u>(2,793,346)</u>	<u>(2,687,244)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>6,120,102</u>	<u>8,807,346</u>
Cash and cash equivalents at the end of the reporting period		<u><u>3,326,756</u></u>	<u><u>6,120,102</u></u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

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

	2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(1,220,873)	(1,389,441)
Adjustments for:		
Depreciation charges	2,351	2,351
Interest received	(48,864)	(3,410)
Increase in debtors	(950,698)	(134,612)
Decrease in creditors	(624,126)	(1,171,002)
Net cash used in operations	<u>(2,842,210)</u>	<u>(2,696,114)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank	6,120,102	(2,793,346)	3,326,756
	<u>6,120,102</u>	<u>(2,793,346)</u>	<u>3,326,756</u>
Total	<u>6,120,102</u>	<u>(2,793,346)</u>	<u>3,326,756</u>

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

The trustees are confident that the charity remains financially strong, the deficits are resultant of planned reserve spend over the last 2 years. This does not impact the going concern of the charity and the trustees are confident of a positive position moving forward.

Income

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

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income represents amount received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Governance costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

Allocation and apportionment of costs

Support costs include central functions and have been allocated the activity cost categories on a basis consistent with the use of the resources, for example, allocating property costs by floor area, or per capita, staff costs by the time spent and other costs by their usage.

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

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

Office refurbishment - 5 years straight line
Computer equipment - 3 years straight line

Taxation

The Charity is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

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

Pension costs and other post-retirement benefits

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

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective method.

Financial Instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES - continued

Trade debtors

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transactions costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. DONATIONS AND LEGACIES

	2024 £	2023 £
Donations	1,265,303	1,587,387
Legacies	673,000	109,851
Donated services and facilities	144,590	181,144
	<u>2,082,893</u>	<u>1,878,382</u>

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support received from all of our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid.

Donated services during the year are:

	2024 £	2023 £
Legal pro-bono for Marketing		
House 337	98,630	101,654
Legal pro-bono for Other Activities		
Goodwin Law	40,800	-
Goldsmiths Chambers	-	45,000
Deighton Pearce Glynn	3,840	-
Consultancy for Research & Evaluation		
ORB International	-	8,500
MGM General Services Ltd	-	25,990
IT Programming Support		
Merkle	1,320	-
	<u>144,590</u>	<u>181,144</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Membership	182,340	110,666
Publications	451	88
Consultancy & Speakers' fees	31,933	5,764
National Training Centre	307,837	317,541
Other conference and events	103,208	53,645
Advertising and merchandise	33,860	48,876
	<u>659,629</u>	<u>536,580</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>48,864</u>	<u>3,410</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Grants	Direct Services	1,627,293	324,106
Grants	Campaigning	22,000	241,717
Grants	Training and support for Members	-	42,866
Grants	Other Activities	765,114	479,013
Grants	Covid related support	780,565	1,035,748
Grants	Accessibility	-	22,300
Grants	Children and young people	732,257	333,418
Grants	Research and evaluation	456,354	499,982
		<u>4,383,583</u>	<u>2,979,150</u>

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

	2024	2023
	£	£
Home Office	732,257	263,416
London Councils	25,000	24,999
Comic Relief	-	(12,500)
Department for Levelling Up, Housing and Communities	390,477	387,148
Avon Cosmetics UK Ltd	44,078	76,840
Restricted donations	819,611	568,783
Kering	-	42,866
YSL	-	70,002
Ballys	-	241,717
The Sisters Trust	-	64,602
CAF	780,565	1,056,048
MOPAC Lot 3	181,595	195,229
Home Office Flexible Fund	1,350,000	-
L'Occitane	60,000	-
	<u>4,383,583</u>	<u>2,979,150</u>

In the year 1st April 2023 to 31st March 2024 grant aid of £25,000 was received from London Councils for the data collection project under Priority 2, Service area 2.3. The grant has been used to fund London Refuges Data Collection Project which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refugees in London.

The following table illustrates how the money has been spent by Women's Aid Federation of England and that it has been used for the purposes outlined in the funding agreement.

Grant Grant Spent

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

Staff	£16,538	£16,429
Beneficiary	-	-
Other Direct Project	£3,711	£3,532
Overheads	£4,751	£5,039
	£25,000	£25,000

6. RAISING DONATIONS AND LEGACIES

	Unrestricted funds General	Total 2024	Total 2023
	£	£	£
Employment costs	378,078	378,078	350,940
Other costs	91,335	101,522	117,892
Direct Costs	469,414	479,601	468,832
Allocated support costs	104,590	104,522	93,881
	574,004	584,123	562,713

Allocated Support Costs (note 10)

7. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Purchases	51,688	94,435
Staff costs	556,754	353,180
	608,442	447,615
	2024	2023
	£	£
National Training Centre	431,089	337,602
Membership	177,353	110,013
	608,442	447,615

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 9) £	Support costs (see note 10) £	Totals £
Change That Last	14,868	-	4,225	19,093
Direct Services	397,393	1,144,000	94,388	1,635,781
Campaigning	35,493	-	8,394	43,887
Training and support for Members	41,933	-	2,696	44,629
Other Activities	2,801,204	-	52,322	2,853,526
Covid related support	187,366	573,585	24,976	785,927
Accessibility	-	-	1,776	1,776
Children and young people	548,579	-	119,745	668,324
Research and evaluation	437,886	350	99,006	537,242
Culture Change	5,059	-	1,437	6,496
Transformation	214,249	-	58,814	273,063
Membership Development & Sustainability	262,393	-	71,141	333,534
	<u>4,946,423</u>	<u>1,717,935</u>	<u>538,920</u>	<u>7,203,278</u>

9. GRANTS PAYABLE

	2024 £	2023 £
Direct Services	1,144,000	-
Covid related support	573,585	732,881
Research and evaluation	350	24,782
	<u>1,717,935</u>	<u>757,663</u>

The total grants paid to institutions during the year was as follows:

	2024 £	2023 £
Refuge	11,950	-
IMKAAN	182,648	221,157
Welsh Women's Aid	163,725	173,113
Northern Ireland Women's Aid	114,100	151,738
Scottish Women's Aid	144,675	186,875
Panahghar	37,250	-
Grants paid to institutions individually under £25,000	1,024,787	24,780
The First Step	38,800	-
	<u>1,717,935</u>	<u>757,663</u>

The above is a list of the largest grants in aggregation to institutions (no grants were made to individuals):

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

10. SUPPORT COSTS

	Staff costs	Admin costs	Other support costs	Total 2024	Total 2023
	£	£	£	£	£
Charitable activities	290,091	76,995	45,518	412,904	1,062,780
Cost of generating donations and legacies	90,176	23,934	11,906	126,016	127,519
	<u>380,266</u>	<u>100,929</u>	<u>57,725</u>	<u>538,920</u>	<u>1,190,299</u>

* including depreciation

Basis of allocation

Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

11. NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
Auditors' remuneration	24,721	19,353
Depreciation - owned assets	<u>2,350</u>	<u>2,351</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

	2024	2023
	£	£
Trustees' Honorarium payments	<u>3,195</u>	<u>250</u>

Trustees' expenses

During the year Trustees were reimbursed expenses of £1,182 (2023: £749).
Trustees' expenses related to reimbursement of travel and other sundry costs.

There was an additional £3,195 of honorarium payments (2023 £250), which are further detailed in note 20.

During the year £1,912 (2023: £1,819) was paid in respect of Trustees' indemnity insurance.

13. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	4,010,488	3,448,478
Social security costs	417,172	360,839
Other pension costs	248,943	212,955
	<u>4,676,603</u>	<u>4,022,272</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

13. STAFF COSTS - continued

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

	2024	2023
Charitable activities	77	93
Fundraising	10	10
Support	11	6
	<u>98</u>	<u>109</u>

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

	2024	2023
£60,001 - £70,000	3	-
£80,001 - £90,000	1	-
£90,001 - £100,000	-	1
£120,001 - £130,000	1	-
	<u>5</u>	<u>1</u>

The total employee benefits of the key management personnel of the Charity were £391,810 (2023: £120,647)

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,584,665	293,717	1,878,382
Charitable activities			
Direct Services	(12,500)	336,606	324,106
Campaigning	-	241,717	241,717
Training and support for Members	-	42,866	42,866
Other Activities	400,914	78,099	479,013
Covid related support	-	1,035,748	1,035,748
Accessibility	-	22,300	22,300
Children and young people	-	333,418	333,418
Research and evaluation	-	499,982	499,982
Other trading activities	516,827	19,753	536,580
Investment income	3,410	-	3,410
Total	<u>2,493,316</u>	<u>2,904,206</u>	<u>5,397,522</u>
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	562,713	-	562,713
Other trading activities	447,615	-	447,615
	<u>1,010,328</u>	<u>-</u>	<u>1,010,328</u>
Charitable activities			
Change That Last	11,413	106,742	118,155
Direct Services	-	864,004	864,004
Campaigning	556,768	204,914	761,682
Training and support for Members	-	241,080	241,080
Other Activities	1,725,110	55,792	1,780,902
Covid related support	-	946,025	946,025
Accessibility	-	87,119	87,119
Children and young people	-	319,164	319,164
Research and evaluation	143,066	515,438	658,504
Total	<u>3,446,685</u>	<u>3,340,278</u>	<u>6,786,963</u>
NET INCOME/(EXPENDITURE)	(953,369)	(436,072)	(1,389,441)
Transfers between funds	<u>63,102</u>	<u>(63,102)</u>	<u>-</u>
Net movement in funds	(890,267)	(499,174)	(1,389,441)
RECONCILIATION OF FUNDS			
Total funds brought forward	5,375,909	1,299,605	6,675,514
TOTAL FUNDS CARRIED FORWARD	<u><u>4,485,642</u></u>	<u><u>800,431</u></u>	<u><u>5,286,073</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

15. TANGIBLE FIXED ASSETS

	Improvements to property £	Computer equipment £	Totals £
COST			
At 1 April 2023 and 31 March 2024	19,086	2,128	21,214
DEPRECIATION			
At 1 April 2023	13,067	1,300	14,367
Charge for year	1,641	709	2,350
At 31 March 2024	14,708	2,009	16,717
NET BOOK VALUE			
At 31 March 2024	4,378	119	4,497
At 31 March 2023	6,019	828	6,847

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	76,929	104,883
Other debtors	5,152	8,742
VAT	-	842
Accrued income	1,508,594	596,966
Prepayments	118,864	47,409
	<u>1,709,539</u>	<u>758,842</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	360,357	300,222
Social security and other taxes	126,694	103,220
VAT	7,749	-
Other creditors	924	1,100
Deferred income	129,896	241,847
Accrued expenses	349,972	172,764
Deferred grants	-	780,565
	<u>975,592</u>	<u>1,599,718</u>

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024 £	2023 £
Within one year	111,599	81,588
Between one and five years	115,055	195,779
In more than five years	864	1,728
	<u>227,518</u>	<u>279,095</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	2,101,773	(513,509)	129,167	1,717,431
Designated Fund - Membership development and sustainability	1,464,226	(333,334)	-	1,130,892
Designated Fund - Sector wide initiatives	374,998	-	-	374,998
Designated Fund - Culture Change	284,979	(272,823)	(12,156)	-
Designated Fund - Transformation	259,666	(6,496)	12,156	265,326
	<u>4,485,642</u>	<u>(1,126,162)</u>	<u>129,167</u>	<u>3,488,647</u>
Restricted funds				
Home Office	(2,171)	64,001	(61,830)	-
Avon Cosmetics Uk Ltd	222,885	(87,428)	-	135,457
RTS & Membership	74,977	13,548	(3,720)	84,805
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	87,195	(34,895)	(9,000)	43,300
Kering	1,000	(1,000)	-	-
YSL	14,130	(2)	-	14,128
Refinitiv	54,723	(4,354)	-	50,369
Restricted Campaigns & Policy	2,113	-	-	2,113
Ballys	72,822	(72,822)	-	-
Hiscox	6,233	(5,136)	-	1,097
JJ Charitable Trust	19,612	(14,969)	-	4,643
The Sisters Trust	64,602	(64,602)	-	-
Bloom Ask Me Trainer	19,093	(19,093)	-	-
CAF Covid Support	56,845	(4,915)	(51,930)	-
CVC Foundation	22,666	(19,169)	-	3,497
MOPAC Lot 3	42,473	5,682	-	48,155
Office Insurance Claim	25,293	(9,886)	(15,407)	-
Bally's Foundation Year 2	-	6,483	-	6,483
NWTA Sara Charlton	-	-	20,000	20,000
Family Courts Project	-	21,358	-	21,358
Home Office Flexible Fund	-	65,208	-	65,208
L'Occitane	-	60,000	-	60,000
Routes to Support (MHCLG)	-	7,280	(7,280)	-
	<u>800,431</u>	<u>(94,711)</u>	<u>(129,167)</u>	<u>576,553</u>
TOTAL FUNDS	<u>5,286,073</u>	<u>(1,220,873)</u>	<u>-</u>	<u>4,065,200</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,449,309	(3,962,818)	(513,509)
Designated Fund - Membership development and sustainability	200	(333,534)	(333,334)
Designated Fund - Culture Change	-	(272,823)	(272,823)
Designated Fund - Transformation	-	(6,496)	(6,496)
	<u>3,449,509</u>	<u>(4,575,671)</u>	<u>(1,126,162)</u>
Restricted funds			
Home Office	732,325	(668,324)	64,001
London Councils	25,000	(25,000)	-
DHLUC	184,796	(184,796)	-
Avon Cosmetics Uk Ltd	44,078	(131,506)	(87,428)
RTS & Membership	13,749	(201)	13,548
Restricted donations	128,891	(163,786)	(34,895)
Kering	-	(1,000)	(1,000)
YSL	-	(2)	(2)
Refinitiv	-	(4,354)	(4,354)
Ballys	(29,577)	(43,245)	(72,822)
Hiscox	-	(5,136)	(5,136)
JJ Charitable Trust	-	(14,969)	(14,969)
The Sisters Trust	-	(64,602)	(64,602)
Bloom Ask Me Trainer	-	(19,093)	(19,093)
CAF Covid Support	781,012	(785,927)	(4,915)
CVC Foundation	-	(19,169)	(19,169)
MOPAC Lot 3	181,595	(175,913)	5,682
Office Insurance Claim	(9,886)	-	(9,886)
Bally's Foundation Year 2	29,574	(23,091)	6,483
Family Courts Project	22,000	(642)	21,358
Home Office Flexible Fund	1,350,000	(1,284,792)	65,208
L'Occitane	60,000	-	60,000
Routes to Support (MHCLG)	211,903	(204,623)	7,280
	<u>3,725,460</u>	<u>(3,820,171)</u>	<u>(94,711)</u>
TOTAL FUNDS	<u><u>7,174,969</u></u>	<u><u>(8,395,842)</u></u>	<u><u>(1,220,873)</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	1,870,311	170,429	61,033	2,101,773
Designated Fund - Membership development and sustainability	1,728,542	(264,316)	-	1,464,226
Designated Fund - Sector wide initiatives	435,200	(60,202)	-	374,998
Designated Fund - Culture Change	968,861	(685,951)	2,069	284,979
Designated Fund - Transformation	372,995	(113,329)	-	259,666
	<u>5,375,909</u>	<u>(953,369)</u>	<u>63,102</u>	<u>4,485,642</u>
Restricted funds				
Home Office	3	(2,174)	-	(2,171)
The National Lottery Community Fund	62,040	(62,101)	61	-
DHLUC	-	(377)	377	-
Avon Cosmetics Uk Ltd	180,635	42,250	-	222,885
Oak Foundation & Others	48,558	(48,558)	-	-
RTS & Membership	58,819	16,158	-	74,977
Big Potential Social Investment	2,668	(2,668)	-	-
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	405,781	(318,586)	-	87,195
Kering	13,700	(12,700)	-	1,000
YSL	17,501	(3,371)	-	14,130
Black Rock	16,346	(16,346)	-	-
Barclays	86,660	(87,035)	375	-
Refinitiv	54,862	(139)	-	54,723
Ask Me Fundraising	32,252	(4,217)	(28,035)	-
Restricted Campaigns & Policy	1,913	200	-	2,113
Bristol University Justice	4,331	(4,331)	-	-
Ballys	36,119	36,703	-	72,822
Hiscox	31,644	(25,411)	-	6,233
JJ Charitable Trust	20,000	(388)	-	19,612
Tableau	2,038	(2,038)	-	-
The Sisters Trust	-	64,602	-	64,602
Bloom Ask Me Trainer	20,000	(907)	-	19,093
CAF Covid Support	28,273	64,452	(35,880)	56,845
MOJ IDVA Training	45,025	(45,025)	-	-
CVC Foundation	114,497	(91,831)	-	22,666
MOPAC Lot 3	-	42,473	-	42,473
Office Insurance Claim	-	25,293	-	25,293
	<u>1,299,605</u>	<u>(436,072)</u>	<u>(63,102)</u>	<u>800,431</u>
TOTAL FUNDS	<u>6,675,514</u>	<u>(1,389,441)</u>	<u>-</u>	<u>5,286,073</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,493,316	(2,322,887)	170,429
Designated Fund - Membership development and sustainability	-	(264,316)	(264,316)
Designated Fund - Sector wide initiatives	-	(60,202)	(60,202)
Designated Fund - Culture Change	-	(685,951)	(685,951)
Designated Fund - Transformation	-	(113,329)	(113,329)
	<u>2,493,316</u>	<u>(3,446,685)</u>	<u>(953,369)</u>
Restricted funds			
Home Office	263,416	(265,590)	(2,174)
London Councils	24,999	(24,999)	-
The National Lottery Community Fund	11,316	(73,417)	(62,101)
DHLUC	387,148	(387,525)	(377)
Avon Cosmetics Uk Ltd	76,840	(34,590)	42,250
Oak Foundation & Others	-	(48,558)	(48,558)
RTS & Membership	21,037	(4,879)	16,158
Big Potential Social Investment	-	(2,668)	(2,668)
Restricted donations	373,579	(692,165)	(318,586)
Kering	42,866	(55,566)	(12,700)
YSL	70,002	(73,373)	(3,371)
Black Rock	-	(16,346)	(16,346)
Barclays	-	(87,035)	(87,035)
Refinitiv	-	(139)	(139)
Ask Me Fundraising	27,762	(31,979)	(4,217)
Restricted Campaigns & Policy	100	100	200
Bristol University Justice	-	(4,331)	(4,331)
Ballys	241,717	(205,014)	36,703
Hiscox	-	(25,411)	(25,411)
JJ Charitable Trust	-	(388)	(388)
Tableau	-	(2,038)	(2,038)
The Sisters Trust	64,602	-	64,602
Bloom Ask Me Trainer	-	(907)	(907)
CAF Covid Support	1,035,748	(971,296)	64,452
MOJ IDVA Training	-	(45,025)	(45,025)
CVC Foundation	-	(91,831)	(91,831)
MOPAC Lot 3	195,229	(152,756)	42,473
Office Insurance Claim	67,845	(42,552)	25,293
	<u>2,904,206</u>	<u>(3,340,278)</u>	<u>(436,072)</u>
TOTAL FUNDS	<u>5,397,522</u>	<u>(6,786,963)</u>	<u>(1,389,441)</u>

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

19. MOVEMENT IN FUNDS - continued

Designated Funds

Fund		Description
Membership Development & Sustainability		This money has been set aside to support members in the challenges associated with local commissioning.
Sector initiatives	wide	This designated fund is for work across a number of key projects which will have sector wide impact
Transformation Culture Change		An internal investment pot for investment in our infrastructure that will ensure the long term viability of the organisation

Restricted Funds

Further description of each material fund which includes the source of funding and nature of restriction:

Project	Description	Funders
Children & Young People What Works Fund	The 'What Works in Preventing VAWG and Supporting Children' fund focusses on interventions for children with the purpose of preventing VAWG. Our key deliverables are: Delivering training to children and young people in schools and educational settings; specifically exploring domestic abuse and healthy relationships. Developing online resources for children and young people through microsites and social media offerings. Expanding training to domestic abuse practitioners and professionals who work with children and young people. Carrying out research and evaluation activities to evidence what works in preventing VAWG.	The Home Office
Flexible Fund	This fund was set up to deliver funding to survivors via our membership, organisations listed on the Routes to Support directory and specialist delivery partners. This fund was to support survivors to leave their abusers or remain safely in their own home and to help secure a sustainable independent future.	The Home Office
On Track	On Track, our outcomes monitoring and case management is used by nearly 80 organisations to facilitate their casework and evidence their impact. The national data it provides is used to inform and support our campaigning and advocacy work on behalf of members and survivors.	Avon Cosmetics
Routes to support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies	Ministry of Housing, Levelling Up and Communities/ London Councils
No Woman Turned Away	The No Woman Turned Away (NWTa) project provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.	Ministry of Housing, Levelling Up and Communities

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

19. MOVEMENT IN FUNDS - continued

Mental Health Campaign	The objective of this project is to develop a flagship new public policy campaign that will shape debates around domestic abuse and mental health and use momentum of the Domestic Abuse Bill to drive change forward. The campaign will run for 3 years. This campaign will be: driven by the priorities and voices of survivors; rooted in the expertise and views of our members; and will not mean that we speak for marginalised groups, but will enable us to build partnerships to ensure the voices and experiences of marginalised survivors are central to the campaign. We will be building on the lessons and learning of engaging a diverse group of survivors as 'experts by experience' in our Law in the Making project during 2019-20.	Bally's Foundation
Covid - 19 Support	Project aiming to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis. The grant is provided to the "VAWG Partnership" which is made up of the four Women's Aid federations (England, Wales, Northern Ireland and Scotland) and Imkaan. The VAWG Partnership will work collaboratively to support the specialist domestic abuse (DA) sector to recover from the devastating effects of Covid19 and potential further devastation from a second wave and recession. The partnership will build resilience within the DA sector, building upon new ways of engaging digitally that are emerging through Covid19, future proofing us for a digital world, and utilising these to remove the barriers to support, learning and resources that are required by services now more than ever. The Grantee (WAFE) will be the lead organisation in this project. WAFE will be the recipient of the grant and will be accountable for managing the onward payments, overall programme management and the delivery and outcomes of the WAFE elements of the project. Imkaan, Welsh Women's Aid, Scottish Women's Aid and Women's Aid Federation of Northern Ireland will be recipients of the onward grants and will each be accountable for the delivery.	CAF, managed by ABI
Expansion of Routes to Support and On Track programmes	The MOPAC Lot 3 funding focuses on the expansion of our Routes to Support and On Track programs. The key targets are:++On Track:- The expansions of the On Track workshop program- Develop e-learning resources, so organisations can access training more easily, at a time that suits them- Helping services build dynamic reports by means of looking at bespoke reporting to help them demonstrate the impact of their work using On Track++Routes to support:- Improve accessibility & reach of the online directory- Improved data collection- An in-built referral form on RtS for organisations using On Track	Mayor's Office for policing and crime
Central Accessibility Fund	To ensure that the voices of disabled women are heard in our ongoing work to represent all women who are affected by domestic abuse and challenge the circumstances that enable violence against women to continue.	Various

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

19. MOVEMENT IN FUNDS - continued

Family Courts Project	Women's Aid continues to campaign for reforms to the family court to make survivors and children safer. We work with the Ministry of Justice, Cafcass, the National Association of Child Contact Centres, Family Mediation Council and other agencies to advise them on their approach to domestic abuse, and we also convene a sector working group on the family courts which meets regularly to share insights, plan joint activity and discuss emerging issues. Key impacts in the last year include: The Ministry of Justice reversing plans to introduce compulsory pre-court mediation, which would have been harmful to survivors, following a joint letter we organised which was signed by 30 partners and our consultation response. Delivering a webinar on domestic abuse to 70+ family lawyers for International Women's Day, after which 93% said they better understood how to support survivors. Through the family courts working group, supported the tabling of amendments to the Victims and Prisoners Bill which led to the Government agreeing to take forward the issue of dangerous unregulated 'experts' in the family court through the Family Justice Council.	Firebird Foundation, David Family Foundation
Children and Young People	YSL supported the Safer Futures project, which will enable us to relaunch our nationwide network of Schools Advocates, consisting of domestic abuse professionals who champion prevention work in their region and support schools to address domestic abuse. encourage widespread engagement with schools across England to improve education for children and young people about domestic violence. The project aims to ensure that healthy relationships education is delivered responsibly and effectively across the country	YSL
Survivors Forum	The Survivors' Forum is an online peer-to-peer platform, in a safe and anonymous space, monitored by professionals, for women affected by domestic abuse to share their experiences and support one another. An online community built on female empowerment, it has survivors' voices at its heart. Trained women's aid staff moderate the forum to ensure that women are safe and not disclosing information that could put them at risk, and also signpost where appropriate. Through this Project, L'OCCITANE will provide financial support for the empowerment of 16,700 women. There are currently 14,700 registered users on the Survivors' Forum who will continue to be supported, and over the course of a year, we would aim to see 2,000 new users registered on the Survivors' Forum because of this funding.	L'Occitane
Training Portal	The donation was made with specific reference to the current Covid-19 pandemic. It was decided to use these funds towards the training portal so that Women's Aid could continue to carry out training online during the Covid-19 restrictions and beyond.	Hiscox, JJ Charitable Trust, Refinitiv

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

Leadership	We were awarded a donation towards the salary costs of our Chief Executive for 3 years. As this is such a pivotal role in the domestic abuse sector it is crucial that our new Chief Executive is given time to develop and nurture relationships with funders, both statutory and trusts, as well as supporters, sister organisations, sector partners and government members. By the end of the 3 year funding period our new Chief Executive will have led the development and implementation of our new organisational strategy.	The Sister's Trust

Transfers between funds

The transfers between funds between 1st April 2023 and 31st March 2024 were as follows:

£	Description	From fund	To fund
15,047	Returning the balance of monies received from insurers to unrestricted funds	Office Insurance Claim	Unrestricted
51,930	The transferred element is bursary income received which is supported by training, therefore this has been reallocated to training within the general fund.	CAF Covid Support	Unrestricted
61,830	The transferred element is bursary income received which is supported by training, therefore this has been reallocated to training within the general fund.	Home Office	Unrestricted
20,000	Transfer to repurpose a grant received for Accessibility to cover a new post in NWTa as agreed with Trust	Restricted Donations	NWTa Sara Charlton
11,000	Transfer to cover Vacancy monitoring for Routes To Support by Direct Services team	Routes to Support (MHCLG)	Restricted Donations
3,720	Transfer to cover costs between funds as both funds cover Routes to Support and costs are allocated between both funds	RTS - Invoice Income	Routes to Support (MHCLG)

During the year there was a reallocation of funding between unrestricted funds, this is noted below:

£	Description	From Fund	To Fund
12,156	Transfer to cover overspend on Internal Investments linked to overall transformation project	Transformation	Culture Change

Included within restricted funds, the fund Home Office has a negative balance at the year end due to timing of the invoices submitted to the grant provider. It has been agreed with the provider that due to this being an ongoing project, the invoices can be claimed in the next claim in the next financial year.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

20. RELATED PARTY DISCLOSURES

Women's Aid worked with Refuge, the Rape and Sexual Abuse Support Centre, and the Women and Girls Network to deliver Domestic and Sexual Violence Helpline Services to London.

Six Full or Associate Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest". The board follows the Women's Aid Conflict of Interest Policy at all times to mitigate the risk from possible conflicts of interest.

Some of the Board of Trustees and Associate Trustees' were drawn from member organisations running services to address violence against women and children. Honorarium payments were made to these member organisations in recognition of their support for the work of the Board, as detailed below:

	2024 Associate Trustees £	2024 Trustees £	2024 Total £	2023 Total £
Apna Haq		1,895	1,895	-
Rise		-	-	250
Staffordshire Women's Aid		800	800	-
Cambridge Women's Aid	500	-	500	-
	<u>500</u>	<u>2,695</u>	<u>3,195</u>	<u>250</u>

Reimbursement of expenses/sundry were made to the following organisations/individuals on behalf of Board Members:

	2024 Associate Trustees £	2024 Trustees £	2024 Total £	2023 Total £
Apna Haq	-	-	-	555
Independent	-	-	-	1,182
IDAS	-	1,043	1,043	-
Staffordshire	-	57	57	-
Cambridge WA	-	-	-	43
	<u>-</u>	<u>1,100</u>	<u>1,100</u>	<u>1,780</u>

Sales relating to conference places, publications, on track, training courses and job adverts on the charity website were made to the following organisations:

	2024 Associate Trustees £	2024 Trustees' £	2024 Total £	2023 Total £
IDAS	-	33,310	33,310	34,280
Stop Domestic	3,002	-	3,002	9,450
Rise	-	1,675	1,675	6,710
Cambridge Women's Aid	6,316	-	6,316	7,730
Staffordshire Women's Aid	-	2,741	2,741	3,950
Harv Domestic Abuse	946	-	946	3,214
Jewish Women's Aid	-	-	-	4,515
Apna Haq	-	580	580	400
	<u>10,264</u>	<u>38,306</u>	<u>48,570</u>	<u>70,249</u>

Audit Findings Report for the year ended 31st March 2024

women's aid
until women & children are safe

BevanBuckland LLP
Chartered accountants, tax and financial planners



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The contents of this report relate only to those matters which came to our attention during the conduct of our normal audit procedures which are designed primarily for the purpose of expressing our opinion on the financial statements and giving a value for money conclusion. Our audit is not designed to test all internal controls or identify all areas of control weakness. The terms and conditions, under which our audit will be performed, including our roles and responsibilities and auditors, are set out in our letters of engagement. These have been issued separately.

However, where, as part of our testing, we identify any control weaknesses, we will report these to you. In consequence, our work cannot be relied upon to disclose defalcations or other irregularities, or to include all possible improvements in internal control that a more extensive special examination might identify. We do not accept any responsibility for any loss occasioned to any third party acting, or refraining from acting on the basis of the content of this report, as this report was not prepared for, nor intended for, any other purpose.

Executive Summary

This report highlights the key issues affecting the results of the charity and the preparation of the financial statements for the year ended 31st March 2024. It is also used to report our audit findings to management and those charged with governance in accordance with the requirements of International Standard on Auditing (UK) 260.

We are required to report whether, in our opinion, the charity's financial statements give a true and fair view of the financial position of the charity and its income and expenditure for the year and whether they have been properly prepared in accordance with the Charity SORP.

Status of our audit	We have completed all of our audit work. The only issues outstanding are: - Board approval of financial statements - Signed letter of representation
Audit opinion	On the completion of the audit we expect to issue an unmodified opinion.
Materiality	Final materiality has been set at £144,000, using a benchmark of 2% of turnover. A level of £7,200 has been set as our clearly trivial level.
Audit risks & other areas of focus	We have no significant items to highlight regarding significant audit risks and other areas of audit focus.
Accounting estimate and judgements	We have highlighted 4 key estimates and judgements. We have no issues to report in this area and considered the process of estimation to be appropriate and key assumptions to be well balanced for these items.
Internal controls	Our audit is not designed to test all internal controls or identify all areas of control weakness. However, where, as part of our testing, we identified any control weaknesses, we report these. Our work has not identified any new control weakness which we wish to highlight for your attention. Our follow up to prior year and interim recommendations highlighted 4 internal control weaknesses which we have re-visited. Out of the 4 weaknesses identified, there has been progress shown for 2 of these matters.

Going Concern	As part of our audit work, we report on the going concern of the charity. The charity has strong unrestricted reserves. The charity incurred a large unrestricted deficit during the year and there are planned deficits for both 2025 and 2026. We have considered these deficits and are satisfied that they do not impact the going concern of the charity. However, whilst we are satisfied with the charity's ability to continue as a going concern, we would like to highlight to the Trustees the challenges that the charity will face in the event of continuing deficits.
Adjusted misstatements	As a result of our audit work, we identified 2 misstatements that have been adjusted by management.
Unadjusted misstatements	We did not identify any unadjusted misstatements above triviality to bring to your attention.
Independence	We are not aware of any relationships between Bevan Buckland LLP and the Charity, that in our professional judgement, may reasonably be thought to bear on our integrity, independence and objectivity in performing our duties as auditors.

Acknowledgement

We would like to take this opportunity to record our appreciation for the assistance provided by the finance team and other staff during our audit.

Audit approach

The auditing findings report presents the observations arising from the audit that are significant to the responsibility of those charged with governance to oversee the financial reporting process, as required by International Standard on Auditing (UK) 260.

As auditor we are responsible for performing the audit in accordance with International Standards on Auditing (UK), which is directed towards forming and expressing an opinion on the financial statements that have been prepared by management with the oversight of those charged with governance. The audit of the financial statements does not relieve management or those charged with governance their responsibilities for the preparation of the financial statements.

Materiality

In performing our audit, we apply the concept of materiality, following the requirements of International Standard on Auditing (UK) (ISA) 320: Materiality in planning and performing an audit. The standard states that 'misstatements, including omissions, are considered to be material if they, individually or in the aggregate, could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

In our audit plan presented to you in February 2024 we reported our planning materiality used in planning our overall audit strategy. In line with ISA (UK) 450, prior to the evaluation of uncorrected misstatements, we have considered whether it necessary to revise materiality.

As planning materiality was based on the prior year turnover we have revisited our actual materiality to consider actual result for the period. Our audit work has been carried out using the revised materiality so has had no impact on our audit testing.

Area	Planning materiality	Final materiality
Overall	£112,250	£144,000

We are obliged to report uncorrected omissions or misstatements other than those which are 'clearly trivial' to those charged with governance. We have applied the de minimis level of 5% of overall materiality reported in our audit planning report to the final materiality.

Areas of significant risk

We raised a number of significant risks in our audit plan where we detailed work we would be carrying out as part of our audit procedures. We performed procedures during the audit to address each of these risks and ensure the financial statements are free from a material misstatement.

Risk	Overall Risk Factor	Work completed, issues & assurance gained
Revenue recognition <i>There is a presumption that revenue recognition is a significant risk on every audit engagement (ISA (UK) 240)</i>	High	We examined and tested the process through which management had identified and quantified any income that needs to be accrued at the year-end and traced this through to source documentation to ensure inclusion within the correct financial year. We also reviewed platform giving sites to ensure appropriate accruals were in place for pre year end donations. Finally, we performed substantive testing on a sample of income transactions. There are no issues we wish to bring to your attention arising from the procedures undertaken.
Management Override of Controls <i>Management override of controls should be considered a risk on every engagement (ISA (UK&I) 240.74)</i>	High	During the course of our audit, we have undertaken the following procedures: - Considered indication of management bias in accounting estimates and their overall appropriateness; and - Reviewed journal entries and other adjustments made at the end of the accounting period. There are no issues we wish to bring to your attention arising from the procedures undertaken.
Income / debtor cut off	High	We reviewed all material income streams and traced through to source documentation to ensure completeness of income within the financial statements. We also extensively reviewed post year end receipts and post year-end sales invoices to ensure items were included within the correct financial year. There are no issues we wish to bring to your attention arising from the procedures undertaken.

Additional areas of audit focus

Although not considered to be significant risks, we raised a number of additional areas/risks given specific consideration due to the nature of the area and the risk of material misstatement in our audit plan. We performed procedures during the audit to address each of these areas/risks and ensure the financial statements are free from a material misstatement.

Risk	Overall Risk Factor	Work completed, issues & assurance gained
Creditor cut off	Medium	We reviewed year end creditors and deferred income balances to ensure correct cut off has been applied and the amounts included within the financial year are accurate and complete. We found no misstatements above triviality within this area.
Year end fund balances and transfers between funds	Medium	Reviewed grant documentation for any year-end fund with balances and confirmed entitlement to carry funds forward to 2024/25. We have no issues to note regarding our testing in this area.
Staff changes and gaps within Finance Team	Medium	We have performed a review of control areas to ensure gaps within the finance team have not negatively impacted existing documented controls. We are now aware a new and experienced Head of Finance has been appointed and have no issues to report in this area.
Going Concern	Medium	We acknowledge that the charity has strong reserves, so we have therefore monitored future budgets in order to see how those reserve levels are affected and the impact on going concern.

Accounting estimates and judgements

Accounting estimates vary widely in nature and are required to be made by management when the monetary amounts cannot be directly observed. The measurement of these monetary amounts is subject to estimation uncertainty, which reflects inherent limitations in knowledge or data. The process of making accounting estimates involves selecting and applying a method using assumptions and data, which requires judgement by management and can give rise to complexity in measurement. We have outlined below a summary and how we assess the key accounting judgements applied by management.

Assessment

- We consider the estimate to potentially be materially misstated and disagree with judgements used to derive the estimate or estimation process
- We consider it unlikely that the estimate is materially misstated, however we consider assumptions used in the estimation process to be optimistic
- We consider it unlikely that the estimate is materially misstated, however we consider assumptions used in the estimation process to be cautious
- We consider the process of estimation to be appropriate and key assumptions to be well balanced

Key Estimate	2024 Value	2023 Value	Assessment	Explanation
Deferred income	129,897	241,847	●	Deferred income is calculated based on actual training income to defer.
Deferred grants	-	780,565	●	This balance related to grant monies received in advance for CAF grant. The final annual release of the grant monies received in advance was completed in 2024.
Legacies – accrued income	3,000	55,257	●	Accrued income for legacies is recognised when the income is both probable and measurable. Upon review of legacy income in the year this is deemed sufficient.
Accrued Income	1,512,978	541,699	●	Accrued income is accrued grant monies for grants relating to 2023/24. Significant variance this year due to a new £1.3m grant awarded in the year.

As part of the requirements of ISA (UK) 540 we will require written representations whether the methods, significant assumptions and the data used in making the accounting estimates and the related party disclosures are appropriate to achieve recognition, measurement or disclosure that is in accordance with applicable reporting framework and as such has been included on the draft letter of representation provided.

Internal Controls

The purpose of an audit is to express an opinion on the financial statements. The matters reported here are limited to those deficiencies we have identified during the course of the audit and that we have concluded are of sufficient importance to merit being reported to you.

Our audit included consideration of internal controls relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal control. We considered and walked through the internal controls for year ended 31st March 2024.

There were no new control issues which were identified during the audit.

Follow up of prior year audit and interim audit recommendations

The following summarises the progress made to implement recommendations identified in our prior year audit findings reports and our interim audit for the current year.

	Number of recommendations that were:		
	Included in report	Implemented	Ongoing
Final Audit Findings Report 22/23	4	2	2
Total	4	2	2

✓ – Implemented by year-end ✗ – Ongoing at year-end

Prior year audit findings

	Area of control	Issue in prior year	Follow up in current year
✗	VAT returns are submitted direct from Xero with no prior review process	<u>Prior year finding</u> VAT returns are not undergoing a final review and approval process prior to being submitted to HMRC. This increases the risk of error in the VAT returns. <u>Prior year recommendation</u> We recommend that a review by a senior staff member is completed on the VAT return and documented prior to the final return being submitted.	During the year, VAT returns were still not under going a final review prior to submission. <u>Management Response</u> Due to the change in finance personnel the recommended process was not implemented until Kate was in post, this has now been implemented and can be see in action for 2024/25 year end. Recommendation ongoing and will be reviewed in 2024/25
✗	De minimis calculations (used as basis for not performing partial exemption adjustments to VAT return) are not performed and retained in line with HMRC guidance.	<u>Prior year findings</u> During our VAT testing, we identified that de minimis calculations are not being performed. Whilst this is not a requirement it is recommended as best practice and to ensure that any potential reclaimed amounts are not being missed. <u>Prior year recommendation</u> Upon discussion with the management team, we recognise that the cost in relation to performing the calculations outweighs the benefit received from the amount reclaimed. Therefore, we recommend that going forward the potential amount to be reclaimed is reviewed periodically to ensure that this is still the case.	No de-minimis calculations have been prepared in 2023/24. <u>Management Response</u> Due to the change in finance personnel the recommended process has not yet been implemented, however will be carried out by Kate in the 2024/25 year end. Recommendation ongoing and will be reviewed in 2024/25

	Area of control	Issue in prior year	Follow up in current year
✓	Finance IT controls such as the onboarding and offboarding process is not monitored by the IT manager.	<u>Prior Year Findings</u> Upon discussion with the IT manager, it was noted that IT finance controls, specifically the onboarding and offboarding process for new staters and leaver is not regularly monitored by herself. This increases the risk that the current controls could become inefficient and not meet the level of requirement needed without anyone being aware. <u>Prior year recommendation</u> We recommend that there is a regular review of IT finance controls to ensure they are operating effectively, such as reviewing user access and removing users when they leave the charity.	Upon discussion with Kate, it was confirmed that the off boarding and on boarding process is currently under review with P&C and IT team. We are satisfied that the recommendation has been put in place and that this weakness is no longer ongoing.
✓	Inconsistency between legacy income recorded on Xero and the stage recorded on ThankQ.	<u>Prior Year Findings</u> During our legacy testing, we identified Thank You report showing the stage of the legacies is not being kept up to date. This could result in an omission of legacy income being recorded in the financial statements. <u>Prior year recommendation</u> We recommend that Thank You is maintained for the legacy income being received and closing down active legacy cases when they are completed.	There have not been any instances to note this year, therefore no further recommendation to carry forward.

Adjusted misstatements

We are required to report all items above our trivial threshold to those charged with governance, whether or not the financial statements have been adjusted by management. Below is a summary of the adjustments made from the initial trial balance received to the financial statements along with the impact on the primary statements. All of these adjustments have been agreed with management before adjusting.

Income Statement		Balance sheet		Description
Dr £	Cr £	Dr £	Cr £	
1	-	6,250	-	Missing Accrued Income
2	13,634	-	13,634	Over accrual of Accrued Income
	13,634	6,250	13,634	Accumulated affect of adjustments

The net affect of adjustments is a reduction in profit of £7,384.

Unadjusted misstatements

Below is a summary of any unadjusted misstatements identified during the course of our audit except for those deemed trivial. In line with ISA (UK) 450 'Evaluation of misstatements identified during the audit' we will require a written representation confirming the reasoning for not making these adjustments.

Income Statement		Balance sheet		Description
Dr £	Cr £	Dr £	Cr £	
No unadjusted errors above triviality found				
-	-	-	-	Accumulated affect of adjustments

Other Matters

Fraud

- We have previously discussed the risk of fraud in our planning report. We have not been made aware of any material incidents in the period and no other issues have been identified during the course of our audit.

Laws & Regulations

- You have not made us aware of any significant incidences of non-compliance with relevant laws and regulations and we have not identified any incidences from our audit work.

Related parties

- In forming an opinion on the financial statements, we are required to evaluate whether identified related party relationships and transactions have been appropriately accounted for and disclosed. We have no issues to report in this area.

Written representations

- A letter of representation has been requested from the board, including specific representations. This has been provided externally to this report.

Disclosures

- Our review found no material omissions in the financial statements

Accounting policies

- The accounting policies used to prepare the financial statements are considered to be appropriate and are in accordance with the relevant accounting standards.

Appendix 1 – Auditor independence and objectivity

Bevan Buckland LLP is required to maintain independence from Women's Aid Federation of England in line with the Ethical Standard (2019) issued by the Financial Reporting Council (FRC) and the ethical pronouncements established by the auditor's relevant professional body, in our case the Institute of Chartered Accountants in England & Wales. In addition, our reputation and continued success as a firm depends on us maintaining auditor independence. We have procedures in place to ensure that any conflicts of interest of which we are aware are communicated to directors and appropriate action taken. This includes all relationships between Bevan Buckland LLP and Women's Aid Federation of England that, in our professional judgement, may reasonably be thought to bear on our independence and objectivity of the audit engagement partner and the audit staff.

However, there may be factors known by the trustees of which we are not aware. Our letter of engagement requires the trustees to notify us if it becomes aware that any person becomes connected with Bevan Buckland LLP and we will be asking the board to give us written representations that there are no such matters at the conclusion of the audit.

Maintaining and assessing our independence is a continual process throughout the audit cycle. However, we will formally confirm our independence and any significant matters we have considered in assessing any threats to our independence and objectivity in our Report to the board.

We have made enquires of all Bevan Buckland LLP teams providing services to you for compliance matters to ensure our independence is maintained.

In our judgement we have complied with the UK regulatory and professional requirements including the Ethical Standard (2019) issued by the FRC. We are not aware of any relationships between Bevan Buckland LLP and the charity, that in our professional judgement, may reasonably be thought to bear on our integrity, independence and objectivity at the date of the audit plan. As a result we are able to express an objective opinion on the financial statements.

Safeguards

As part of the firms safeguards, all audits are subject to a review by a second partner or independent reviewing officer. The review undertook all high risk areas, significant judgements, financial statements, audit plan and audit findings reports.

Appendix 2 - Strategic, Financial & Governance Health Check

Strategic	Current year	Prior year
Charity has stated strategic objectives in trustees report	●	●
Charity reports progress against these objectives	●	●
Are the activities of the Charity in line with the Charity objects?	●	●
Charity has a long term strategy/plan?	●	●
Charity produces an annual budget?	●	●
Charity reports against budget/strategy?	●	●

Financial	Current year	Prior year
Unrestricted deficit/surplus	●	●
Net current assets	●	●
Positive "free reserves"	●	●
Reserves policy in place	●	●
Reserves level in line with policy	●	●
What level of reserves are required?	●	●
Charity has budgets in place for at least 12 months	●	●
Documented financial controls?	●	●

Risk	Current year	Prior year
Risk register in place	●	●
Risk Register regularly reviewed	●	●
Have all appropriate risks been identified?	●	●
Appropriate actions taken in response to risks identified	●	●

Governance	Current year	Prior year
Have the board held sufficient meetings in the year?	●	●
Is the financial reporting to the board clear, transparent, readily understood by all board members at each meeting?	●	●
Have the board reviewed their internal controls recently?	●	●
Have the board carried out a skills audit?	●	●
Are minutes of all board meetings kept?	●	●
Do you have procedures in place to deal with conflicts of interest?	●	●

Bevan Buckland LLP

Chartered accountants, tax and financial planners

“Your Local Financial Team”

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WOMEN'S AID FEDERATION OF ENGLAND

England & Wales - Charity number 1054154

Accounts

REGISTERED COMPANY NUMBER: 03171880 (England and Wales)
REGISTERED CHARITY NUMBER: 1054154

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2023**

**FOR
WOMENS AID FEDERATION OF ENGLAND**

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA



WOMENS AID FEDERATION OF ENGLAND

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FOR THE YEAR ENDED 31 MARCH 2023**

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WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

This has been another strong year in ambition to end violence against women and girls for Women's Aid Federation of England. The trustees of Women's Aid Federation of England, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Reference and administrative information set out on pages one and two form part of this report. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102. The board members including the chair and treasurer are appointed by the board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of three board members and a maximum of 12.

Board members are required to act in the best interests of Women's Aid Federation of England and for the benefit of the members as a whole. The board is ultimately responsible for all that Women's Aid does. In order for Women's Aid to perform effectively, day-to-day operational management of the charity is delegated to the Chief Executive.

The board has added a system of subcommittees, to its structures for strategic input. The subcommittees' membership includes board members and relevant staff, as well as appointed external committee members from member organisations and other external experts. These subcommittee members act in an advisory capacity only, but support and strengthen the ability of the board.

The board retains the following duties to:

- ensure that Women's Aid fulfils its charitable objectives;
- determine Women's Aid's overall strategic direction within resource limits;
- monitor the performance of the Chief Executive and her team, holding them to account for the exercise of their delegated powers and delivery against plans and budgets;
- promote and protect Women's Aid's values, integrity, and reputation;
- ensure high standards of governance that command the confidence of all of Women's Aid's staff and stakeholders;
- act with independence and in the interest of WAFE at all time, exercise independent judgement, reasonable care, skill and diligence; and
- promote the success of Women's Aid for the benefit of members by considering the:
 - impact of Women's Aid's actions on the interests of employees;
 - need to foster business relationships with customers/suppliers;
 - impact of Women's Aid's actions on the community and environment.

In fulfilling these duties, the board pays particular attention to:

- maximising the impact and effectiveness of Women's Aid;
- consulting, listening and responding to members;
- identifying and managing risks and harnessing opportunities;
- ensuring prudent use of funds - restricted and unrestricted; and
- ensuring that Women's Aid acts fairly, responsibly, transparently, proportionately and ethically.

Board appointments, induction and training

The board appoints new trustees through a transparent and inclusive recruitment and selection process where board members must be aged over 16 years, meet the skills, knowledge and experience needed for the effective administration of Women's Aid and commit to upholding the organisation's mission and values. The board has undertaken a governance review this year, see governance.

On appointment, new board members receive an induction to their role with Women's Aid. Information supplied includes a copy of Women's Aid's Memorandum and Articles of Association, a copy of Women's Aid's latest reports and statement of accounts and an induction pack. The board recognises a new trustee needs ongoing support to be effective and will follow the six key principles of good governance, as set out in the Women's Aid's Governance Framework. In order to ensure all trustees receive ongoing support the board will, where realistic: - have a mentoring programme; - undertake training; - take part in trustee or specialist networks; - have appraisals; - review their performance; and - undertake benchmarking.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Trustees can expect to learn, develop, and be able to take on different responsibilities within the board. The board will be continuing its governance effectiveness review over the next year to ensure it is following good governance practice appropriate to the size, scale and nature of the charity's operations.

Annual General Meeting (AGM)

Women's Aid will invite all full members and board members to the AGM. Copies of the annual report and accounts will be sent to the board members and made available to all other members at the meeting venue. The notice calling an AGM will be sent to all members 21 days before the meeting date.

The notice will set out:

- the date and time of the meeting;
- the venue;
- the details of the business to be considered (which will probably be mandatory items at this stage as members' resolutions may not have been received); and
- an invitation to propose resolutions.

Introductions from our Chief executive, chair and patron

Farah Nazeer, Chief executive, Women's Aid

As I reflect on the past year, I feel proud of everything we've accomplished while acknowledging everything we have yet to do. From working with our members and lobbying government to raising life-saving funds and campaigning for change, we have never lost sight of women affected by male violence and the vital services that support them. We thank every single person and organisation that has come together to make this progress possible.

Our forces joined, we have remained unwavering in our commitment to building a world where women and children are free from harm. It is this relentlessness that has resulted in the Emergency Fund for survivors of domestic abuse - a change that we, along with many other organisations, tirelessly campaigned for. Over the year, we also relaunched our Survivor's Handbook, enabling women to access practical support, and we have helped more survivors find safety through what has been an undoubtedly challenging year. The effects of the cost of living crisis is still being felt by survivors and services all over the country - underscoring the importance of supporting women as they recover and creating a world where they never have to suffer from domestic abuse in the first place.

Our members are the beating heart of our Federation, day in and day out these determined powerful frontline services provide lifesaving and life changing support and care for women and children across the country. Without them - the implications for survivors of domestic abuse do not bear thinking about. However, these precious services are still severely underfunded, and their immense value still not recognised as it should be in many local settings. Some commissioners favour the poorer cheaper though ultimately less efficient less effective non-specialist providers. This is significantly more acute for those services working to serve black and minoritised survivors - most of whom do not receive any commissioned funding. All at Women's Aid pledge to fight and reverse this trend.

With that being said, it feels like progress is being made. Our Federation is undaunted and strong. Together with our members we are challenging and changing the perception of domestic abuse. It has been powerful to see more people discussing violence against women in the media and within institutions. Through our World Cup campaign, which highlights how existing domestic abuse can increase during big sporting moments, our flagship mental health campaign, which has reached its final year, and our progressive work with children and young people, we are stopping abuse before it starts and challenging the misogyny that underpins it.

Next year, Women's Aid will commemorate 50 years of supporting survivors. As well as reflecting on how far we have come, we are more ambitious than ever in how far we have yet to go. To that end, we will continue to campaign and challenge violence against women, making it a national priority and keeping survivors at the heart of everything we do.

I want to express my heartfelt thanks and gratitude to the whole team at Women's Aid, our members, our board who volunteer so much of themselves and their time, to our Treasurer Lindsey Wishart for wisdom, expertise and support, and to our Chair Sarah Hill, for her kindness, guidance and leadership.

In truth, my hope is to one day be in a place where we needn't share nor need the ambitions of Women's Aid. This would symbolise that we have progressed to a world where domestic abuse is no longer tolerated and no longer prescient. Until then, let's keep listening, let's keep learning and let's keep prioritising the safety of women and girls.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Sarah Hill, Chair

As Chair of the Board of Trustees of Women's Aid, I would like to thank the team for their hard work and our CEO Farah for her leadership over the past year, where so much has been achieved against a backdrop of so many challenges. The current cost of living crisis means that the federation has to support a membership of local domestic abuse services that have faced countless increases to costs, at a time where donors have less money themselves to support with. I am proud that we have been able to secure and launch the Emergency Fund, which enables many women to leave abusive partners, when financially this may not have been an option before.

As a national network of specialist domestic abuse charities, we are able to share knowledge and expertise, to help each other, and can campaign together for the resources we need to meet survivors' needs. Our federation is supportive, powerful and effective. We give our huge thanks to those who have aided us over the past year, and made our lifesaving work possible - from Live Chat and No Woman Turned Away project, to our campaigns and training, and preventative work with children and young people. Together, we can create a world where survivors can get the support they need today, and where domestic abuse becomes completely intolerable across society.

Julie Walters, Patron

As a Patron of Women's Aid, I would like to thank everyone who has made our lifesaving work possible this year. Without supporters, funders and fundraisers, we quite simply could not do the work that we do. So many people do not understand domestic abuse, because it is something that is still too often hidden away behind closed doors, in homes and in relationships where those affected feel unable to tell anybody what is happening. Survivors of domestic abuse can feel shame, fear and be worried about being judged if they confide that they are being abused by a partner. They may be frightened that their partner will kill them if they try to leave. With three women being killed every fortnight by a current or former partner, that is a very real fear, and safety planning is an important part of our work for this specific reason.

Survivors of domestic abuse are everywhere across our society, and it could not be more important to not only let them know how to access support, but that they are understood and believed. I am very proud to be a Patron of this important charity and thank everyone across the country for working so hard to help end domestic abuse.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

IMPACT AND PRIORITIES

Putting survivors at the heart of policy

Women's Aid brings together survivors and policymakers to ensure that survivors' experiences are understood, and their needs are central to funding and policy decisions. During the year 2022-23 our work had some notable policy successes as a result of our campaigning including a specific focus on services supporting survivors of domestic abuse in the £100 million committed by government to charities in the 2023 budget.

We successfully campaigned for an Emergency Fund for survivors of domestic abuse. Following nine months of campaigning, Women's Aid was awarded a £300,000 pilot fund from the Home Office to help survivors flee abuse. Survivors referred to the fund received £250-£500 one-off payments.

Our campaign included working in partnership with other charities including Surviving Economic Abuse, as well as the Domestic Abuse Commissioner for England and Wales, to highlight the severe impacts of the crisis on our sector. It also included an event in Parliament convening 39 MPs and direct engagement with Home Office ministers.

In June-July 2022, during the height of the cost-of-living crisis, we conducted a survey with women who were experiencing domestic abuse or who had experienced domestic abuse in the past 12 months. This research found that 73% of women living with and having financial links with their abuser struggled to leave the abuser due to the cost-of-living crisis, saying it either prevented them from leaving or made it harder to leave.

Our research also demonstrated the devastating impact that the rising costs of living are having on specialist domestic abuse services - our survey with members found that one in five (20%) services had staff who were using foodbanks, and 67% said that if this crisis continues without intervention, they would have to turn survivors away from existing support, reduce the support available or close all together. This rose to 85% of services run by and for Black and minoritised women.

Experts by experience

We have continued to bring our 'Experts by Experience' network of survivors together this year. The network provides support, skills and opportunity to ensure women's lived experience informs local practice and national decision-making.

The diverse community of survivors has shared their views, learnt new skills and connected with other women to promote empowerment and recovery from domestic abuse. Their voices and expertise have influenced national decision makers, including during parliamentary meetings, the development of legislation and at our Public Policy Conference.

The network has provided their expertise from lived experience to Cafcass' Domestic Abuse Learning and Improvement Board, the Domestic Abuse Commissioner's Perpetrator Strategic Reference Group and Ministry of Justice focus groups' on the Victims and Prisoners Bill.

Engaging decision makers

We responded to 13 consultations and inquiries from government, parliament and statutory agencies. As a result we secured changes such as improvements to the statutory guidance on coercive and controlling behaviour, stronger government regulation of 'rogue' housing providers targeting survivors, and our key calls referenced in the Justice Committee's pre-legislative report on the Victims and Prisoners Bill. We contributed to partnership working within the violence against women and girls, housing and homeless and health sectors by collaborating with sector partners.

We represented Women's Aid on 16 different government and agency advisory groups, ensuring survivors and specialist services' views are heard in policy making and development.

We had a strong presence at both the Labour and Conservative Party Conferences, with three over-subscribed fringe events covering the Victims and Prisoners Bill, the 'Come Together' campaign and the need for a strategic health response to domestic abuse. Speakers included now-Treasury Minister James Cartlidge MP, the former Government VAWG Advisor Nimco Ali OBE, then-Home Office Minister Mims Davies MP, Shadow Secretary of State for Women and Equalities Anneliese Dodds, VAWG policing lead DCC Maggie Blyth and online influencer Malin Andersson.

Our event at the Conservative Party Conference with Melanie Brown MBE resulted in front page coverage in the Sun newspaper, on the same day that Liz Truss's Government U-turned on its economic policy.

Improving mental health responses to domestic abuse

Our flagship 'Deserve to be Heard' campaign continues to focus on improving the mental health response to survivors of domestic abuse and will conclude in September 2023. The campaign has featured spotlights on the experiences of Deaf survivors, older survivors and LGBT+ survivors and produced our survivor-led film, 'The Road We've Had to Walk' which launched in Parliament to showcase what survivors want to see from mental health services.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The campaign successfully influenced the content of key government strategies including the Women's Health Strategy and the Home Office's Tackling Domestic Abuse Plan, which provides millions of pounds of support to improve service provision for survivors and address abusers' behaviours. The Tackling Domestic Abuse Plan committed to:

- £7.5 million over 3 years to enable healthcare professionals to better identify, refer and support victims and survivors of domestic abuse.
- £15.7 million of the proposed funding each year to be spent on community-based services supporting victims and survivors of domestic abuse and sexual violence

The Women's Health Strategy, published in 2022, listed mental health and violence against women and girls as two out of six priorities and led to the appointment of the first Women's Health Ambassador.

The campaign also focused on securing positive impact for survivors of domestic abuse through the Health and Care Act 2022. While we did not manage to achieve our aim of ensuring a VAWG specialist was included on every new Integrated Care Board (ICB) across the country, the legislation does require that these new Boards include a mental health expert, which is a critical step to ensuring effective health commissioning for survivors in England. Following our subsequent engagement with NHS England, we also managed to ensure that the new guidance for ICBs explicitly references domestic abuse - essentially holding local health bodies responsible for meeting the needs of survivors.

Our open letter to the Women's Health Ambassador was signed by 478 #DeserveToBeHeard campaigners, leading to her speaking at our Parliamentary film launch and prompting Parliamentary Champion sign-up, ensuring survivors voices are heard within government.

'Deserve to be Heard' has continued to raise awareness of the impact of domestic abuse on the mental health of survivors throughout the media. Coverage included an interview with our Ambassador Alice Liveing in Grazia magazine, commentary from survivors on politics.co.uk and our Chief Executive, Farah Nazeer in Marie Claire calling out the misogyny that underpins the abuse women experience.

- 2,018 people are now #DeserveToBeHeard campaigners
- 1,059 campaigners signed our cost of living pledge with 518 writing to their MPs to commit to supporting survivors through the cost-of-living crisis.
- 36 MPs have pledged to 'hear' the voices of survivors, including one Government Minister.
- The campaign is supported by seven Parliamentary Champions, across three UK political parties (Conservative, Labour and Green), many of whom have gone on to attend and speak at Women's Aid events and frequently raise questions in Parliament about domestic abuse and mental health.

Women's Aid evidence base

We led the way in evidence and data on domestic abuse. Over 21,000 people have downloaded our reports and publications, sharing the latest research on survivor experience and our approach to ending domestic abuse. During the year we published four reports to strengthen our evidence base which are highlighted throughout this report. Women's Aid research is published on our website at <https://www.womensaid.org.uk/what-we-do/evidence-hub/>

Creating lifelines for survivors

Women's Aid provides support and advice to women and their children through our lifesaving package of online support services:

- **Live Chat:** our team of support workers was contacted over 16,200 times on Women's Aid Live Chat. Of these contacts, more than 87% were with survivors, while others included concerned friends and family, or professionals working with survivors.
- **Email support:** we responded to more than 10,300 helpline emails. Over 78% were from survivors. 1,800 professionals, friends and family members concerned about survivors they know were also supported.
- **Professionals service:** our dedicated service for professionals supporting survivors was contacted by 480 professionals and the opening hours of this service have been extended to cover Monday to Friday 10am-4pm.
- **Survivors' Forum:** our Survivors' Forum supports over 13,500 members and had more than 1.85 million page views across the forum last year. In our annual evaluation survey, 98% of respondents said the forum has helped them to have a better understanding of domestic abuse and 96% feel more supported after joining.
- **The Survivor's Handbook:** our vital resource, 'The Survivor's Handbook', provides practical support and information for women experiencing domestic abuse. Since its relaunch, it has been viewed 61,000 times and our additional language audio versions have been listened to 12,000 times. We also launched our signposting and support page, the accessibility toolbar and a new search function enabling more survivors to access our lifesaving services.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Rail to Refuge

Our Rail to Refuge scheme is being expanded to other forms of transport to allow more survivors to flee abuse. 70% of survivors using the scheme stated that they wouldn't have travelled unless the ticket was paid for.

No Woman Turned Away project

The No Woman Turned Away (NWTa) project provides dedicated support and telephone advocacy to women experiencing domestic abuse who face barriers in accessing a refuge space or safe accommodation. In 2022, the No Woman Turned Away project received 394 referrals and 254 women completed the programme. We opened two new referral pathways and hosted workshops and webinars for members to find out more about the support the team offer.

Research report: "Nowhere to Turn 2022"

Our annual evaluation report for the No Woman Turned Away Project was published in June 2022. Findings showed that at the end of support from the NWTa team, 25% of women were accommodated in a suitable refuge space and 19% were accommodated in emergency accommodation. When asked about their sense of safety, 55% of the survivors who gave us their views on this said there'd been a significant (45%) or some (10%) improvement in their safety after working with the project:

- 254 women engaged with the project and finished support between 1st January 2022 and the 31st December 2022
- 64 women (25.2%) were accommodated in a refuge
- 49 women (19.3%) were found emergency accommodation

Delivering recovery programmes for survivors

- 3,000 survivors attended our Power to Change recovery programme, receiving support on understanding their experiences of abuse and for the start of their journey to recovery.
- 1,134 children and young people were supported to understand the abuse that they had witnessed/experienced via our Helping Hands programme.

Changing attitudes

During the year Women's Aid campaigns, training offer and media work aimed at shifting attitudes towards domestic abuse.

Come Together to End Domestic Abuse

Our 'Come Together to End Domestic Abuse' campaign launched in summer 2022 at our annual National Conference, with a video featuring our ambassadors and supporters. #EndAbuseTogether www.womensaid.org.uk/endabusetogether

We shared 'Come Together' at political party conferences, with our Patron, Melanie Brown MBE, in partnership with the Sun, and at our own Public Policy Conference. The Sun launched 'Speak Out Against Domestic Abuse' in support of the campaign reaching over 86 million people.

Our Patron, Melanie Brown MBE, spoke out on key issues affecting survivors on our Speak Out Against Domestic Abuse panel at our Public Policy Conference with the Leader of the Labour Party, Sir Keir Starmer (pictured above, with Victoria Derbyshire and Women's Aid Chief Executive, Farah Nazeer). 140 people attended, including survivors, member services, corporates, and senior representatives from across government, parliament and statutory services. The panel made headlines across national papers, reaching 1.7 million people.

Research report: "Come Together To End Domestic Abuse: A survey of UK attitudes to domestic abuse 2022"

As part of Women's Aid's Come Together campaign, we worked with M&C Saatchi as their charity partner to develop a unique survey into UK adults' attitudes to domestic abuse. The aim was to design a piece of formative research to gather insight on attitudes towards domestic abuse in order to identify a target audience and inform our campaign. Including key points:

- What makes domestic abuse tolerable?
- Why this is the case (underpinning attitudes/priorities)?
- How important is domestic abuse in relation to other issues politically (e.g. Health/economy)?

WOMENS AID FEDERATION OF ENGLAND

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We see in this research a correlation between tolerance of abusive behaviours and traditional ideas of relationship roles and the belief that society does not bear responsibility for domestic abuse. The findings show a continued prevalence of harmful myths around domestic abuse, including victim blaming and the myth of the perfect victim. We also found that significant portions of the adult population are still able to excuse abuse behavior if, for example, there is an apology or mental health issue or if they perceive the victim to bear responsibility.

He's Coming Home

'He's Coming Home', our advertising campaign made in collaboration with House337, has had 23 million views on TikTok, a reach of 560,000 on Instagram and 1.1 million impressions on Twitter.

The advert won one Silver and two Bronze British Arrows advertising campaign awards. The advert highlights that domestic abuse can become more frequent or severe during big football tournaments, including the FIFA World Cup. The campaign had an enormous impact, reaching over 12 billion people with the average number of page views on the Women's Aid support page rising 26.1% during the period of the World Cup compared to the annual average.

On matchdays, the average number of users on the Survivors' Forum was 11.7% higher compared to the annual average, and usage continued rising into the day after matchdays to 13.9% above average, showing that the signposting was continuing to have an effect.

Football United Against Domestic Abuse

Our 'Football United Against Domestic Abuse' campaign has led to commentary in the press about violence against women and the footballing community, resulting in front page stories in both The Sun and The Mirror and increasing understanding of domestic abuse and the role everyone must play to end domestic abuse.

- 12 billion reach
- +26.1% page views on the Women's Aid support page during the period of the World Cup
- +11.7% number of users on the Survivors' Forum

New TikTok channel launched

Building on our huge social media influence and reach, Women's Aid launched its TikTok channel in November 2022, to coincide with '16 Days of Activism'. We have had 24.7 million views so far, sharing information on coercive control and early warning signs with millions of people. The purpose of the channel is to reach the younger audiences who engage with TikTok, but who are absent from our other social media strongholds.

Within two weeks of the launch, we gained more than 11,000 followers, demonstrating the appetite for education around domestic abuse with this age group. When we relaunch our microsites for young women and children and young people, TikTok will be a key tool to promote the sites and their content.

Raising journalistic standards when reporting domestic abuse

Women's Aid has worked with the Independent Press Standards Organisation (IPSO) to develop guidance for journalists as well as contributing to the IPSO podcast on best practice when reporting domestic abuse.

Our media guidance now features on IPSO's website and is highlighted on the Editors' Codebook. It ensures that journalists understand the intricacies of domestic abuse, that survivors are treated with dignity, and understand that only perpetrators are responsible for their actions.

YSL Beauty partnership

Our partnership with YSL Beauty has led to a number of media and communications wins, resulting in significant awareness raising. Over the past year, the partnership has featured in Marie Claire, with a reach of 2 million people, interviewing ambassadors Michelle Griffith-Robinson and Alice Liveing, and supporter Phoenix Brown about their lived experience of domestic abuse. YSL Beauty also created a video with these women to support Women's Aid's launch onto TikTok in November 2022.

Media work

Women's Aid has a huge impact on awareness of domestic abuse through our work in the media, and our work within communities through schools, employers and public engagement. This year, Women's Aid's profile has soared. We have achieved over 12,253 media mentions, with a total reach of 165 billion. Our news stories and media commentary regularly extend beyond the UK into the international news cycle. Highlights have included an interview with our Patron Melanie Brown MBE on Newsnight and front page coverage in The Sun during the week of the Conservative Party Conference. We have over 358,700 followers on social media, giving us a platform where we can change attitudes and increase understanding of domestic abuse with new audiences.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

'Ask Me' training continues to create safe spaces in communities for women to open up about abuse

'Ask Me', the communities strand of our Change That Lasts programme, delivered in partnership with Welsh Women's Aid, continues to be popular. Through training sessions, community members are equipped with an understanding of domestic abuse, how to challenge myths and victim blaming and how to provide a supportive response to survivors to play an active role in ending domestic abuse.

This year, 'Ask Me' has:

- Supported four Women's Aid member services to deliver Ask Me in their local communities.
- Delivered six 'Ask Me' online courses, for people who can't access Ask Me in their local area, to a total of 63 people.
- Delivered sessions to corporate clients, including Apple, Bloom and the media.

Attendees are given the skills to raise awareness about domestic abuse, challenge victim blaming and sexism, and support survivors to access specialist support. Many people speak about how they feel empowered after the training and inspired to take action in their communities following on from the training. Survivors who attend 'Ask Me' training have shared that they feel more equipped to raise awareness and support others and that the training has helped them personally as part of their healing journey.

Strengthening local services

Women's Aid is a federation of local domestic abuse support services across England. We have been offering support and representation to our members for almost 50 years. As well as the Emergency Fund which enabled survivors to access funding via local member services to leave abuse, our offer to members has included a wide range of support.

Routes to Support

Over the last year there were over 180,000 logins to Routes to Support, the UK violence against women and girls directory of services and refuge vacancies, run in partnership by the four UK Women's Aid federations.

We hold a national dataset through the database which allows us to report on trends in the nature and scope of domestic abuse service provision across England in order to inform practice and policy.

Training offer for members

We held 33 member coaching sessions and support 23 member services to achieve National Quality Standards Stage One, full awards or to complete quality reviews ensuring quality provision and services for survivors

Through our National Training Centre, we trained 300 new domestic abuse advocates, working within the sector, to support survivors and their children. Each advocate supported on average 50 women, totalling a reach of 15,000 survivors per year. We trained 100 advocates to support survivors with immigration issues, with each advocate supporting an average 20 women.

Research report: "Investing to Save: the economic case for funding specialist domestic abuse support"

In February, we released a cost-benefit analysis of fully-funded specialist domestic abuse service provision, conducted by the think tank ResPublica, which showed that for every £1 invested, there would be a saving to the public purse of at least £9. Women's Aid's report 'Investing to save: the economic case for funding specialist domestic abuse support' was launched by Women's Aid at our Public Policy Conference. Its findings played an important part in making the case for additional Government funding and the Emergency Fund for survivors of domestic abuse, which was announced by the Government on 31st March 2023.

The report was also influential amongst the conference delegates, which included survivors, member services, corporates, and representatives from across government, parliament and statutory services. 88% of attendees either 'agreed' or 'strongly agreed' that the conference would be likely to influence their thinking or decision-making.

Direct commissioning and funding support

Commissioning and funding pose a major threat to domestic abuse services providing specialist support to survivors. Women's Aid has expanded our direct support to members facing these issues, helping to resolve them by changing local commissioning practices and supporting members to navigate challenging funding and commissioning problems.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Over the past year we have:

- Provided tailored 1-1 support to 13 members across England - our work has helped lifesaving services to navigate challenging funding and commissioning issues, supported them to build relationships and influence, and in some cases led to commissioners re-evaluating their funding decisions.
- Published a new range of briefings, guidance and tools to support our members to influence funding and commissioning locally - we launched a suite of resources at the Domestic Abuse Commissioner's Festival of Practice for commissioners and specialist women's services
- Identified new funding opportunities and promoted these, such as the London Cost of Living fund, Integrated Care Board health funding and more.
- Led workshops and webinars for members, local councillors and commissioners - such as ahead of the local elections to provide members with support for how to engage with new councillors.

Research report: "The Domestic Abuse Report 2023: The Annual Audit"

Our 'Annual Audit' provides an overview of the provision, usage and experiences of domestic abuse services in England. This year, a webinar about our findings was attended by 105 people, including representatives from government, academia and local services.

On Track: supporting local services and providing national insight

On Track, Women's Aid's On Track Case Management and Outcomes Monitoring System, continues to grow with 97 member services now using it. The national dataset we hold as a result now includes the experiences of 68,316 survivors supported by local domestic abuse services across England, as well our own Live Chat, email and No Woman Turned Away project. On Track reports to a core outcomes framework for survivors, developed in partnership with Imkaan.

We have been able to use survivors' experiences to feed into our evidence base and influence policy and practice, notably through our 'Annual Audit' report, strengthening domestic abuse services and improving outcomes for survivors. We have developed a standardised national dataset using data from all organisations using On Track. This dataset will allow us to improve identification of national trends from our national data.

We have shared our learning through the On Track workshop programme, delivering 36 workshops for members using On Track, and talking about and measuring their impact. After attending, 92% had more confidence articulating outcomes to funders.

Women's Aid National Conference was held 'in person' for the first time since the pandemic

'Come Together to End Domestic Abuse' launched at our National Conference with our members, highlighting why we all have a role to play in ending domestic abuse. This event was the first opportunity since the pandemic to bring together our federation of member organisations with leading experts from within and beyond the domestic abuse sector. Speakers included ambassador and Olympian, Michelle Griffith-Robinson and Anneliese Dodds MP, Shadow Secretary of State for Women and Equalities.

Donations

Donations worth over £370,000 were shared with members services including toiletries, clothes and electrical goods helping to meet survivor essential needs.

FINANCIAL REVIEW

Financial position

The charity's total income amounted to £5,397,522 (2022: £6,240,065). This includes a valuation for generously donated services and facilities of £79,490 (2022: £125,080) - see note 2 of the accounts for more information. Underlying income excluding donated services and facilities was £5,318,032 (2022: £6,114,985).

Total expenditure for the year amounted to £6,786,963 (2022: £5,600,394). Underlying expenditure excluding the value of donated services was £6,707,473 (2022: £5,475,314).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity's performance during the year resulted in an actual net deficit of £1,389,441 (2022: surplus of £639,671) made up of restricted funds deficit of £436,072 (2022: deficit of £595,929) and unrestricted funds deficit of £953,369 (2022: surplus of £1,235,600). The reason for the deficit on the unrestricted funds was due to the planned spending of designated reserves.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW

Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2022-23 and we want to thank all our funders for their continued support.

Fundraising performance

- Raised: £1,830,382

We are enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and remain committed to working with our existing funders to deliver effective solutions to domestic abuse.

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

Community

This year our amazing community fundraisers raised over £239,000. They raised funds for Women's Aid in all sorts of inspirational ways - by running, cycling across the country, jumping out of planes, or hiking... even to Everest Base Camp. By holding art exhibitions, raffles, or book club parties and many more ways! We have also seen fantastic displays of advocacy from university students, and we have created strong and impactful Charity of the Year partnerships with schools across England who have taken part in fundraising events for us.

Corporate

We are very grateful to Women's Aid's corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have been generously supported by our Corporate Partners:

- AVON Cosmetics Ltd
- Bloom UK
- Dinny Hall
- Incisive Media
- L'Occitane
- OKA
- YSL Beauté

We have also received generous donations this year from the below companies, whose generosity has enabled us to continue our vital work:

- Platform Housing Group
- Paperchase
- Yawn
- Smurfit Kappa

This year we were very fortunate in being selected by a number of companies to be their 'charity of the year' (including M&C Saatchi World Services, Galliard Healthcare Solutions, Oakmere Wealth Management Ltd, Richard Designs and East Midlands Railway). We supported their fundraising efforts which were undertaken throughout the year, and very much enjoyed seeing the creative ways in which they used their platforms and work forces; and through events such as comedy nights, cycle challenges and quizzes. We also saw corporates engage in training, as well as sharing their skills and expertise with our staff, in particular the work done by Absolute Interpreting to improve accessibility on our website and our direct services, which has been indispensable. Further partnerships came through supporting Women's Aid during the month of March, marking 'International Women's Day', providing further income, from companies such as Roythorne's Solicitors, as well as continued awareness raising. We are tremendously grateful for the positive difference that all our corporates have made.

We would also like to recognise those corporate supporters who wish their contributions to remain anonymous, and those we have not been able to name here. We are grateful for all your support.

This year, we have also been delighted to work with more smaller businesses, using the Work for Good platform. 16 businesses raised funds for Women's Aid through their sales and in total raised £39,678.66. Notably, £14,000 of this coming from Chelsea Peers (Renfold Ltd). Women's Aid was also recognised twice during the year by Work for Good as their 'featured charity' helping to boost fundraising and was featured in an International Women's Day blog post featuring our CEO, to raise further awareness of our work.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW

Trust and Statutory

Women's Aid are very grateful to receive the support of Trusts, Foundations and Statutory organisations. We are proud to work in partnership with the following funders to achieve our mission:

- The Home Office awarded Women's Aid grant funding through the Preventing Violence Against Women and Girls and Supporting Children (PVSC): 'What Works' Funding (WWF) to deliver our Children and Young People's Programme.

- Mayor's Office for Policing and Crime (MOPAC) have awarded us a contract to expand our On Track service and to enhance Routes to Support.

- London Councils have awarded a 4-year grant for our London Refuges Data Collection Project, which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refuges in London.

- The Department for Levelling Up, Housing and Communities (previously Ministry for Housing, Communities and Local Government) continues its commitment to Routes to Support and the No Woman Turned Away project, supporting women to access local services and refuge provision.

- We received funding towards our Direct Services from Bally's Foundation (previously Gamesys Foundation), Marsh Charitable Trust, Sydney Black Charitable Trust, Wonderful Giving Foundation, Pledgeling International Fund, The Grace Trust, The Big Give, David and Ruth Lewis Family Charitable Trust, Van Neste Foundation, Michael and Anna Wix Charitable Trust, AllFunds and the Bedford Road Charitable Fund (NPT Atlantic Donor Advised Fund).

- CVC Foundation have provided vital funds towards our membership work.

- We have received funding from the Bally's Foundation (previously Gamesys Foundation) towards our Mental Health Campaign.

- The Kering Foundation continued their support of increasing capacity in our Research team and towards our Power to Change project.

- We received funding from Sir Derek Greenaway Foundation and Hudson Charitable Trust towards our Central Accessibility.

- The Sisters Trust awarded us multi-year funding towards the salary of our chief executive.

- Women's Aid supported the Caring Family Foundation to distribute 16 grants to 'By and For' Black and Minoritised member services.

- The Association of British Insurers are supporting Women's Aid and our sister organisation through the Resilience project. The project aims to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis.

We are grateful to The Cobalt Trust, The Keeble Charitable Trust, Ian Mactaggart Trust, Ardwick Trust, The Two-Way Trust, Edward S Smyth Trust, The David Family Foundation, Pears Family Charitable Foundation, The Minto Charitable Trust, The Ian Askew Charitable Trust, Allen and Overy Foundation, The Hon M L Astor's Discretionary Trust 1969, The Arnold Clark Community Fund, The Mrs Wingfield Charitable Trust, The Squire Patton Boggs Charitable Trust, Masonic Charitable Trust, Rest Harrow Trust, Clark Charitable Settlement, The Cara Delevingne Foundation, Betty Messenger Foundation, John Laing Charitable Trust, William Grant Foundation, Violet Black Charitable Trust, Roy Proctor Foundation, Wallace and Edna Davis Charitable Foundation, Chillag Family Charitable Trust, GVMKR Trust, The Orr Mackintosh Foundation, Multithon Trust, Schroder Foundation, Sylvia Adams Charitable Trust and Basing Lodge 5500 for their support of our core costs, enabling us to direct funds where they are most needed to support women and children affected by domestic abuse.

FINANCIAL REVIEW

Individual Giving and Appeals

Our Winter Appeal was centred around the cost-of-living crisis and the impact on survivors of domestic abuse. We are grateful that, despite the economic climate, our supporters responded positively to the appeal and were motivated to support survivors, donating over £34,000.

However, the impact of the cost-of-living crisis, as well as less media coverage and public awareness of domestic abuse compared to during the pandemic, has led to a decline in one-off online donations, though we continue to see strong support from regular donations, which raised over £490,000 this year.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW

Legacies

We are fortunate to have been the recipient of some incredibly generous Legacy gifts over this past financial year, which have brought in over £200,000 in unrestricted funds. These kind gifts have helped us to achieve many of the successes detailed in this report, the impacts of which will be felt for years to come.

This year we have also seen an increase in the number of 'in memory' gifts we have received. We are humbled that our supporters choose to commemorate their own lives or the lives of their loved ones with a gift to Women's Aid and thank them for their thoughtfulness at such a difficult time.

Investment performance

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves is such that investment is limited to short-term markets rather than any long-term strategy, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk strategy.

Reserves policy

The reserves policy has been reviewed and updated during this financial year.

The board recognises that the charity serves many beneficiaries with an ongoing need and, as such, the organisation's reserves policy has been set with the long-term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support core operating and wind down costs for a minimum period of three months and a maximum of six months.

The total balance of funds at 31st March 2023 amounts to £5,286,073 (2022: £6,675,514). This includes restricted funds of £800,431 (2022: £1,299,605). The balance of unrestricted funds at 31st March 2023 was £4,485,642 (2022 £5,375,909). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £2,094,926 (2022: £1,855,653).

Designated reserves totalling £3,505,598 was set aside at the beginning of the year to further our work around four priority areas :

- Membership development & sustainability
- Sector wide initiatives
- Transformation (Internal investments for future sustainability)
- Culture change

The remaining balance on these designated funds is £2,383,869. This will continue to be spent across these three areas in line with the business plan that was agreed when these funds were first designated.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the Board of Trustees has been evaluated this year

The board undertook a substantial governance review this year, focusing on board effectiveness. Campbell Tickell were appointed to undertake the review following a competitive procurement process. The review began in November 2022 with the final report presented to the board in June 2023.

The process included:

- Benchmarking governance documents against the Charity Governance Code.
- An online survey of trustees, subcommittee members and senior staff.
- Interviews with trustees, some subcommittee members, and the CEO.
- A focus group with the Executive Leadership Team.
- An observation of a board meeting.
- Meeting with a working group of trustees and senior staff.
- A meeting with the Race Equality Strategy Group staff chairs.

Campbell Tickell assessed the board's practice and performance against each of the areas of practice set out in the Charity Governance Code.

Following the review, an action plan has been agreed, for implementation during 2023/24. This covers opportunities for development across the following areas, building on much existing good practice:

- Administration and processes
- Board composition
- Board structure
- Expectation setting
- Planning and performance monitoring
- Culture and EDI

We look forward to reporting on progress against these areas in next year's report.

Governing framework

The Women's Aid Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive. At present, there is a headcount of 123 full and part-time staff.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The charity's annual business plan is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans enable the delivery of the core and development objectives, which are approved by the board, and monitoring against these plans forms the basis of quarterly reports to the trustee meetings.

Risk management

The Board of Trustees holds responsibility for strategic risk management within the charity. Responsibility for compiling and updating the Board Assurance Framework (BAF) is delegated to the CEO. Responsibility for detailed review of the BAF is delegated to the FRRG committee, which undertakes this review at each meeting and reports on this process to each full board meeting.

The BAF is comprised of the highest rated risks identified in functional risk registers at an operational level and takes account of risks identified with significant partnership initiatives, reflected in dedicated risk registers for those projects. These risks are reviewed and validated by the Executive Leadership Team and Senior Leadership Team before submission to FRRG.

Organisational risks are assessed according to both likelihood and impact. Each risk is assigned a senior responsible lead. The BAF sets out a narrative on the nature of each risk and its likely impact, the mitigating actions already underway, and next steps.

Key strategic risks identified for monitoring this year have included:

- Financial sustainability and income generation.
- Impact of the cost-of-living crisis on beneficiaries and member services.
- Reputational risk associated with legacy issues.
- Governance in association with board development.
- Safeguarding and compliance.
- People risk associated with recruitment and change management.
- Technological risk including cyber security.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Website

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.

People, Inclusion and Equity

Work has been focused on building a robust infrastructure, recruiting dedicated personnel and procuring identified training. We have worked as a team bringing together the internal Race Equality Strategy Group, the Leadership Team, Anti-Racism Taskforce and the Board of Trustees to focus on our anti-racism agenda and Equity Diversity and Inclusion ambitions. We continue to work on ensuring a positive working environment with the aim of having a diversified, happy workforce. The organisation is undertaking a pay and benefits review to include implementation of a new Job Evaluation scheme and we remain committed to ensuring we move towards being a best practice employer. Women's Aid is proud to be a Disability Confident Employer demonstrating our continuing Disability Confident journey to ensure that disabled people within the workforce and those who use our services are able to fulfil their potential. Women's Aid also continues to meet the standards set as a Living Wage Employer.

Pay policy for staff

The board considers that the Executive Leadership Team at Women's Aid Federation of England comprises the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All trustees give up their time freely and no trustee received remuneration in the year. However, we pay a nominal honorarium to member organisations represented by a trustee. Details of trustees' expenses and related transactions are disclosed in the accounts.

The organisation is currently undertaking a review of pay and benefits with outcomes to be implemented during 2023/24.

Connections to wider network

Women's Aid is a federation of approximately 160 organisations providing around 300 lifesaving local services to women and children across England. Our network also includes a further 72 organisations run by non-members who are engaged with us through the Routes to Support database of services. The year-on-year reduction in members is primarily caused by services closing due to loss of funding or merging in order to meet the requirements of statutory funders. The charity works in partnership with a range of statutory, voluntary, corporate and other bodies to deliver its mission and achieve its objectives. Membership is based on signing an agreement to support the charity's mission, aims and objectives. There are two membership categories: 1. Full Members: organisations that deliver direct services 2. Associate Members: other supporting organisations Women's Aid local member services provide a range of refuge and community-based services to address domestic abuse including sexual abuse in intimate partner relationships. Members work to national standards for service delivery, including the Women's Aid National Quality Standards which cover all aspects of service delivery, as well as using model policies and procedures developed by Women's Aid.

Reference and administrative details

Registered Company number
03171880 (England and Wales)
Registered Charity number
1054154
Registered office
PO Box 3245 Bristol England BS2 2EH

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03171880 (England and Wales)

Registered Charity number
1054154

Registered office
PO Box 3245
Bristol
England
BS2 2EH

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Trustees

Chief Executive

Farah Nazeer

Trustees

Dickie James
Jo Gough - Vice Chair
Lindsey Wishart - Treasurer
Madi Turpin
Sarah Hill - Chair
Zlakha Ahmed
Caroline Chang
Peri Thomas

Subcommittee members

Amanda Elwen
Angie Stewart
Sara McIlroy
Claire Lambon

Patrons

Julie Walters DBE
Melanie Brown MBE

Ambassadors

Alice Liveing
Bill Ward
Charlie Webster
Jahmene
Lucy Gaskell
Michelle Griffith-Robinson OLY
Toby-Alexander Smith
Will Young
Rachel Khoo

Love Respect Ambassadors

Holly Bourne
Maddy Anholt

Solicitors

Freeths LLP, 101 Victoria Street, Bristol, BS1 6PU

Bank

Co-Operative Retail Bank, 16 St Stephen Street, Bristol, BS1 1JR

Auditors

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

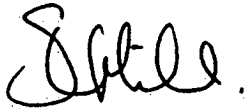
In so far as the trustees are aware:

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

AUDITORS

The auditors, Bevan Buckland LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 19/10/2023..... and signed on its behalf by:



.....
Sarah Hill - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Opinion

We have audited the financial statements of Womens Aid Federation of England (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WOMENS AID FEDERATION OF ENGLAND**

Responsibilities of trustees

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Our responsibilities for the audit of the financial statements

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

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

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

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Enquiry of management which includes obtaining and reviewing supporting documentation concerning the Charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- Internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas;
- The rationale of any major fund flows during the period;
- The possibility of fraud whereby donations on Raiser's Edge and not captured by Xero due to different banking information given;
- Recognition of legacy income in its complete form within the financial statements.
- Obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the association, the key laws and regulations we considered in this context included the UK Companies Act.

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- Enquiry of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WOMENS AID FEDERATION OF ENGLAND**

Use of our report

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



Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 19/10/2023.....

WOMENS AID FEDERATION OF ENGLAND

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

		Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,584,665	293,717	1,878,382	2,176,599
Charitable activities	5				
London Councils		-	-	-	2,991
Change That Last		-	-	-	302,271
Direct Services		(12,500)	336,606	324,106	572,302
Campaigning		-	241,717	241,717	61,902
Training and support for Members		-	42,866	42,866	357,892
Other Activities		400,914	78,099	479,013	852,194
Covid related support		-	1,035,748	1,035,748	1,151,080
Accessibility		-	22,300	22,300	-
Children and young people		-	333,418	333,418	-
Research and evaluation		-	499,982	499,982	-
Other trading activities	3	516,827	19,753	536,580	762,737
Investment income	4	3,410	-	3,410	97
Total		<u>2,493,316</u>	<u>2,904,206</u>	<u>5,397,522</u>	<u>6,240,065</u>
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	562,713	-	562,713	416,515
Other trading activities	7	447,615	-	447,615	413,922
		1,010,328	-	1,010,328	830,437
Charitable activities	8				
London Councils		-	-	-	2,991
Change That Last		11,413	106,742	118,155	456,376
Direct Services		-	864,004	864,004	1,089,984
Campaigning		556,768	204,914	761,682	226,016
Training and support for Members		-	241,080	241,080	298,537
Other Activities		1,725,110	55,792	1,780,902	1,608,350
Covid related support		-	946,025	946,025	1,087,703
Accessibility		-	87,119	87,119	-
Children and young people		-	319,164	319,164	-
Research and evaluation		143,066	515,438	658,504	-
Total		<u>3,446,685</u>	<u>3,340,278</u>	<u>6,786,963</u>	<u>5,600,394</u>
NET INCOME/(EXPENDITURE)		(953,369)	(436,072)	(1,389,441)	639,671
Transfers between funds	21	63,102	(63,102)	-	-
Net movement in funds		(890,267)	(499,174)	(1,389,441)	639,671
RECONCILIATION OF FUNDS					
Total funds brought forward		5,375,909	1,299,605	6,675,514	6,035,843
TOTAL FUNDS CARRIED FORWARD		<u>4,485,642</u>	<u>800,431</u>	<u>5,286,073</u>	<u>6,675,514</u>

The notes form part of these financial statements

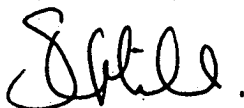
WOMENS AID FEDERATION OF ENGLAND

**BALANCE SHEET
31 MARCH 2023**

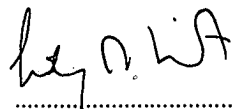
		Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible assets	16	6,847	-	6,847	14,658
CURRENT ASSETS					
Debtors	17	758,842	-	758,842	624,230
Cash at bank		<u>5,317,500</u>	<u>802,602</u>	<u>6,120,102</u>	<u>8,807,346</u>
		6,076,342	802,602	6,878,944	9,431,576
CREDITORS					
Amounts falling due within one year	18	(1,597,547)	(2,171)	(1,599,718)	(1,990,151)
NET CURRENT ASSETS		<u>4,478,795</u>	<u>800,431</u>	<u>5,279,226</u>	<u>7,441,425</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		4,485,642	800,431	5,286,073	7,456,083
ACCRUALS AND DEFERRED INCOME	20	-	-	-	(780,569)
NET ASSETS		<u>4,485,642</u>	<u>800,431</u>	<u>5,286,073</u>	<u>6,675,514</u>
FUNDS	21				
Unrestricted funds				4,485,642	5,375,909
Restricted funds				<u>800,431</u>	<u>1,299,605</u>
TOTAL FUNDS				<u>5,286,073</u>	<u>6,675,514</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 19/10/2023..... and were signed on its behalf by:



.....
Sarah Hill - Trustee



.....
Lindsey Wishart - Trustee

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023**

		2023	2022
	Notes	£	£
Cash flows from operating activities			
Cash generated from operations	1	<u>(2,696,114)</u>	<u>2,610,646</u>
Net cash (used in)/provided by operating activities		<u>(2,696,114)</u>	<u>2,610,646</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(15,796)
Sale of tangible fixed assets		5,460	-
Interest received		<u>3,410</u>	<u>97</u>
Net cash provided by/(used in) investing activities		<u>8,870</u>	<u>(15,699)</u>
Change in cash and cash equivalents in the reporting period		<u>(2,687,244)</u>	<u>2,594,947</u>
Cash and cash equivalents at the beginning of the reporting period		<u>8,807,346</u>	<u>6,212,399</u>
Cash and cash equivalents at the end of the reporting period		<u><u>6,120,102</u></u>	<u><u>8,807,346</u></u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(1,389,441)	639,671
Adjustments for:		
Depreciation charges	2,351	1,138
Interest received	(3,410)	(97)
(Increase)/decrease in debtors	(134,612)	64,702
(Decrease)/increase in creditors	<u>(1,171,002)</u>	<u>1,905,232</u>
Net cash (used in)/provided by operations	<u>(2,696,114)</u>	<u>2,610,646</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash			
Cash at bank	<u>8,807,346</u>	<u>(2,687,244)</u>	<u>6,120,102</u>
	<u>8,807,346</u>	<u>(2,687,244)</u>	<u>6,120,102</u>
Total	<u>8,807,346</u>	<u>(2,687,244)</u>	<u>6,120,102</u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value assets held by the charity.

Income

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

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income represents amount received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Governance costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

Allocation and apportionment of costs

Support costs include central functions and have been allocated the activity cost categories on a basis consistent with the use of the resources, for example, allocating property costs by floor area, or per capita, staff costs by the time spent and other costs by their usage.

Tangible fixed assets

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

Office refurbishment - 5 years straight line
Computer equipment - 3 years straight line

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES - continued

Taxation

The Charity is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

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

Pension costs and other post-retirement benefits

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

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective method.

Financial Instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transactions costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

1. ACCOUNTING POLICIES - continued

Trade debtors

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	1,587,387	1,729,910
Legacies	109,851	321,609
Donated services and facilities	<u>181,144</u>	<u>125,080</u>
	<u><u>1,878,382</u></u>	<u><u>2,176,599</u></u>

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support receive from all of our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid.

Donated services during the year are:

	2023	2022
	£	£
Legal pro-bono for Marketing		
Engine Group	-	84,410
Legal pro-bono for Other Activities		
Goodwin Procter	-	37,210
Goldsmiths Chambers	45,000	1,620
Delight Collective	-	1,400
Bromley	-	390
MGM General Services Ltd	-	50
Consultancy for Research & Evaluation		
ORB International	8,500	44,264
MGM General Services Ltd	25,990	
	<u>79,490</u>	<u>125,080</u>

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Membership	110,666	102,274
Publications	88	297
Consultancy & Speakers' fees	5,764	84,999
National Training Centre	317,541	511,310
Other conference and events	53,645	16,542
Advertising and merchandise	<u>48,876</u>	<u>47,315</u>
	<u><u>536,580</u></u>	<u><u>762,737</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

4. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	<u>3,410</u>	<u>97</u>

5. INCOME FROM CHARITABLE ACTIVITIES

		2023	2022
	Activity	£	£
Grants	London Councils	-	2,991
Grants	Change That Last	-	302,271
Grants	Direct Services	324,106	572,302
Grants	Campaigning	241,717	61,902
Grants	Training and support for Members	42,866	357,892
Grants	Other Activities	479,013	852,194
Grants	Covid related support	1,035,748	1,151,080
Grants	Accessibility	22,300	-
Grants	Children and young people	333,418	-
Grants	Research and evaluation	<u>499,982</u>	<u>-</u>
		<u>2,979,150</u>	<u>3,300,632</u>

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

	2023	2022
	£	£
Home Office	263,416	-
London Councils	24,999	314,922
Comic Relief	(12,500)	20,000
The National Lottery Community Fund	-	347,107
Department for Levelling Up, Housing and Communities	387,148	387,376
Avon Cosmetics UK Ltd	76,840	137,376
Oak Foundation	-	152,395
Other Small Grants	-	(145)
Restricted donations	568,783	456,104
Kering	42,866	41,854
YSL	70,002	70,000
Ballys	241,717	61,902
The Sisters Trust	64,602	-
MOJ IDVA Training	-	91,000
CVC Foundation	-	114,497
CAF	1,056,048	1,106,244
MOPAC Lot 3	<u>195,229</u>	<u>-</u>
	<u>2,979,150</u>	<u>3,300,632</u>

6. RAISING DONATIONS AND LEGACIES

	Unrestricted funds General	Total 2023	Total 2022
	£	£	£
Employment costs	348,941	350,940	260,901
Other costs	<u>101,652</u>	<u>117,892</u>	<u>78,905</u>
Direct Costs	450,593	468,832	324,469
Allocated support costs	<u>93,327</u>	<u>93,881</u>	<u>31,986</u>
	<u>543,920</u>	<u>562,713</u>	<u>356,455</u>

Allocated Support Costs (note 10)

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

7. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Purchases	94,435	167,820
Staff costs	<u>353,180</u>	<u>246,102</u>
	<u><u>447,615</u></u>	<u><u>413,922</u></u>
	2023	2022
	£	£
National Training Centre	337,602	383,201
Membership	<u>110,013</u>	<u>30,721</u>
	<u><u>447,615</u></u>	<u><u>413,922</u></u>

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 9) £	Support costs (see note 10) £	Totals £
Change That Last	95,449	-	22,706	118,155
Direct Services	681,381	-	182,623	864,004
Campaigning	721,716	-	39,966	761,682
Training and support for Members	202,813	-	38,267	241,080
Other Activities	1,079,608	-	701,294	1,780,902
Covid related support	186,879	732,881	26,265	946,025
Accessibility	69,657	-	17,462	87,119
Children and young people	248,808	-	70,356	319,164
Research and evaluation	<u>542,359</u>	<u>24,782</u>	<u>91,363</u>	<u>658,504</u>
	<u><u>3,828,670</u></u>	<u><u>757,663</u></u>	<u><u>1,190,302</u></u>	<u><u>5,776,635</u></u>

9. GRANTS PAYABLE

	2023	2022
	£	£
Change That Last	-	186,183
Direct Services	-	267,515
Training and support for Members	-	1,615
Covid related support	732,881	795,619
Research and evaluation	<u>24,782</u>	<u>-</u>
	<u><u>757,663</u></u>	<u><u>1,250,932</u></u>

The total grants paid to institutions during the year was as follows:

	2023	2022
	£	£
Respect	-	10,000
Refuge	-	95,710
Rasacs	-	60,058
IMKAAN	221,157	231,156
Welsh Women's Aid	173,113	194,350
Northern Ireland Women's Aid	151,738	134,000
Scottish Women's Aid	186,875	193,375
Women & Girls Network	-	52,384
Grants paid to institutions individually under £25,000	<u>24,780</u>	<u>279,899</u>
	<u><u>757,663</u></u>	<u><u>1,250,932</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

9. GRANTS PAYABLE - continued

The above is a list of the largest grants in aggregation to institutions (no grants were made to individuals):

In the year 1st April 2022 to 31st March 2023 grant aid of £25,000 was received from London Councils for the data collection project under Priority 2, Service area 2.3. The grant has been used to fund London Refuges Data Collection Project which includes collecting, analysing and reporting on the demand and use of refugees in London.

The following table illustrates how the money has been spent by Women's Aid Federation of England and that it has been used for the purposes outlined in the funding agreement.

	Grant	Grant Spent
Staff	£16,203	£16,203
Beneficiary	-	-
Other Direct Project	£4,139	£4,139
Overheads	£4,658	£4,658
	£25,000	£25,000

10. SUPPORT COSTS

	Staff costs	Admin costs	Other support costs	Total 2023	Total 2022
	£	£	£	£	£
Charitable activities	739,191	206,962	116,628	1,062,780	646,315
Cost of generating donations and legacies	<u>88,693</u>	<u>24,833</u>	<u>13,994</u>	<u>127,519</u>	<u>76,709</u>
	<u>827,884</u>	<u>231,794</u>	<u>130,621</u>	<u>1,190,299</u>	<u>723,024</u>

* including depreciation

Basis of allocation

Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

11. NET INCOME/(EXPENDITURE)

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

	2023	2022
	£	£
Auditors' remuneration	19,353	14,204
Depreciation - owned assets	<u>2,351</u>	<u>1,138</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

	2023	2022
	£	as restated £
Trustees' salaries	<u>250</u>	<u>6,020</u>

WOMENS AID FEDERATION OF ENGLAND
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

12. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

During the year Trustees were reimbursed expenses of £749 (2022: £286).

Trustee's expenses related to purchase of greeting cards and flowers as well as reimbursement of travel.

There was an additional £250 of honorarium payments (2022 £6,020)

During the year £1,819 (2022: £1,102) was paid in respect of Trustees' indemnity insurance.

13. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	3,448,478	2,709,827
Social security costs	360,839	264,628
Other pension costs	<u>212,955</u>	<u>168,262</u>
	<u><u>4,022,272</u></u>	<u><u>3,142,717</u></u>

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

	2023	2022
Charitable activities	93	63
Fundraising	10	8
Support	<u>6</u>	<u>6</u>
	<u><u>109</u></u>	<u><u>77</u></u>

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

	2023	2022
£90,001 - £100,000	<u><u>1</u></u>	<u><u>1</u></u>

The total employee benefits of the key management personnel of the Charity were £120,647 (2021: £104,904)

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,108,235	68,364	2,176,599
Charitable activities			
London Councils	-	2,991	2,991
Change That Last	-	302,271	302,271
Direct Services	-	572,302	572,302
Campaigning	-	61,902	61,902
Training and support for Members	-	357,892	357,892
Other Activities	378,905	473,289	852,194
Covid related support	-	1,151,080	1,151,080
Other trading activities	698,979	63,758	762,737
Investment income	<u>97</u>	<u>-</u>	<u>97</u>
Total	<u><u>3,186,216</u></u>	<u><u>3,053,849</u></u>	<u><u>6,240,065</u></u>

EXPENDITURE ON

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Raising funds			
Raising donations and legacies	416,515	-	416,515
Other trading activities	<u>413,922</u>	<u>-</u>	<u>413,922</u>
	830,437	-	830,437
Charitable activities			
London Councils	-	2,991	2,991
Change That Last	-	456,376	456,376
Direct Services	-	1,089,984	1,089,984
Campaigning	-	226,016	226,016
Training and support for Members	86,444	212,093	298,537
Other Activities	1,033,735	574,615	1,608,350
Covid related support	<u>-</u>	<u>1,087,703</u>	<u>1,087,703</u>
Total	<u>1,950,616</u>	<u>3,649,778</u>	<u>5,600,394</u>
NET INCOME/(EXPENDITURE)	1,235,600	(595,929)	639,671
Transfers between funds	<u>76,462</u>	<u>(76,462)</u>	<u>-</u>
Net movement in funds	1,312,062	(672,391)	639,671
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>4,063,847</u>	<u>1,971,996</u>	<u>6,035,843</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>5,375,909</u></u>	<u><u>1,299,605</u></u>	<u><u>6,675,514</u></u>

15. PRIOR YEAR ADJUSTMENT

The prior year adjustment represents a correction of designated reserves previously not captured. The only note impacted is note 21.

16. TANGIBLE FIXED ASSETS

	Improvements to property £	Computer equipment £	Totals £
COST			
At 1 April 2022	19,086	7,588	26,674
Disposals	<u>-</u>	<u>(5,460)</u>	<u>(5,460)</u>
At 31 March 2023	<u>19,086</u>	<u>2,128</u>	<u>21,214</u>
DEPRECIATION			
At 1 April 2022	11,425	591	12,016
Charge for year	<u>1,642</u>	<u>709</u>	<u>2,351</u>
At 31 March 2023	<u>13,067</u>	<u>1,300</u>	<u>14,367</u>
NET BOOK VALUE			
At 31 March 2023	<u><u>6,019</u></u>	<u><u>828</u></u>	<u><u>6,847</u></u>
At 31 March 2022	<u><u>7,661</u></u>	<u><u>6,997</u></u>	<u><u>14,658</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	104,883	268,356
Other debtors	8,742	32,325
VAT	842	-
Accrued income	596,966	288,184
Prepayments	<u>47,409</u>	<u>35,365</u>
	<u>758,842</u>	<u>624,230</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	300,222	209,728
Social security and other taxes	103,220	68,045
VAT	-	25,530
Other creditors	1,100	64,130
Deferred income	241,847	377,249
Accrued expenses	172,764	209,725
Deferred grants	<u>780,565</u>	<u>1,035,744</u>
	<u>1,599,718</u>	<u>1,990,151</u>

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	81,588	81,466
Between one and five years	195,779	227,566
In more than five years	<u>1,728</u>	<u>-</u>
	<u>279,095</u>	<u>309,032</u>

20. ACCRUALS AND DEFERRED INCOME

	2023	2022
	£	£
Deferred grants	<u>-</u>	<u>780,569</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

21. MOVEMENT IN FUNDS

	At 1.4.22 As restated £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	1,870,311	170,429	61,033	2,101,773
Designated Fund - Membership development and sustainability	1,728,542	(264,316)	-	1,464,226
Designated Fund - Sector wide initiatives	435,200	(60,202)	-	374,998
Designated Fund - Transformation	968,861	(685,951)	2,069	284,979
Designated Fund - Culture Change	372,995	(113,329)	-	259,666
	<u>5,375,909</u>	<u>(953,369)</u>	<u>63,102</u>	<u>4,485,642</u>
Restricted funds				
Home Office	3	(2,174)	-	(2,171)
The National Lottery Community Fund	62,040	(62,101)	61	-
DHLUC	-	(377)	377	-
Avon Cosmetics Uk Ltd	180,635	42,250	-	222,885
Oak Foundation & Others	48,558	(48,558)	-	-
RTS & Membership	58,819	16,158	-	74,977
Big Potential Social Investment	2,668	(2,668)	-	-
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	405,781	(318,586)	-	87,195
Kering	13,700	(12,700)	-	1,000
YSL	17,501	(3,371)	-	14,130
Black Rock	16,346	(16,346)	-	-
Barclays	86,660	(87,035)	375	-
Refinitiv	54,862	(139)	-	54,723
Ask Me Fundraising	32,252	(4,217)	(28,035)	-
Restricted Campaigns & Policy	1,913	200	-	2,113
Bristol University Justice	4,331	(4,331)	-	-
Ballys	36,119	36,703	-	72,822
Hiscox	31,644	(25,411)	-	6,233
JJ Charitable Trust	20,000	(388)	-	19,612
Tableau	2,038	(2,038)	-	-
The Sisters Trust	-	64,602	-	64,602
Bloom Ask Me Trainer	20,000	(907)	-	19,093
CAF Covid Support	28,273	64,452	(35,880)	56,845
MOJ IDVA Training	45,025	(45,025)	-	-
CVC Foundation	114,497	(91,831)	-	22,666
MOPAC Lot 3	-	42,473	-	42,473
Office Insurance Claim	-	25,293	-	25,293
	<u>1,299,605</u>	<u>(436,072)</u>	<u>(63,102)</u>	<u>800,431</u>
TOTAL FUNDS	<u>6,675,514</u>	<u>(1,389,441)</u>	<u>-</u>	<u>5,286,073</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

21. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,493,316	(2,322,887)	170,429
Designated Fund - Membership development and sustainability	-	(264,316)	(264,316)
Designated Fund - Sector wide initiatives	-	(60,202)	(60,202)
Designated Fund - Transformation	-	(685,951)	(685,951)
Designated Fund - Culture Change	-	(113,329)	(113,329)
	<u>2,493,316</u>	<u>(3,446,685)</u>	<u>(953,369)</u>
Restricted funds			
Home Office	263,416	(265,590)	(2,174)
London Councils	24,999	(24,999)	-
The National Lottery Community Fund	11,316	(73,417)	(62,101)
DHLUC	387,148	(387,525)	(377)
Avon Cosmetics Uk Ltd	76,840	(34,590)	42,250
Oak Foundation & Others	-	(48,558)	(48,558)
RTS & Membership	21,037	(4,879)	16,158
Big Potential Social Investment	-	(2,668)	(2,668)
Restricted donations	373,579	(692,165)	(318,586)
Kering	42,866	(55,566)	(12,700)
YSL	70,002	(73,373)	(3,371)
Black Rock	-	(16,346)	(16,346)
Barclays	-	(87,035)	(87,035)
Refinitiv	-	(139)	(139)
Ask Me Fundraising	27,762	(31,979)	(4,217)
Restricted Campaigns & Policy	100	100	200
Bristol University Justice	-	(4,331)	(4,331)
Ballys	241,717	(205,014)	36,703
Hiscox	-	(25,411)	(25,411)
JJ Charitable Trust	-	(388)	(388)
Tableau	-	(2,038)	(2,038)
The Sisters Trust	64,602	-	64,602
Bloom Ask Me Trainer	-	(907)	(907)
CAF Covid Support	1,035,748	(971,296)	64,452
MOJ IDVA Training	-	(45,025)	(45,025)
CVC Foundation	-	(91,831)	(91,831)
MOPAC Lot 3	195,229	(152,756)	42,473
Office Insurance Claim	67,845	(42,552)	25,293
	<u>2,904,206</u>	<u>(3,340,278)</u>	<u>(436,072)</u>
TOTAL FUNDS	<u><u>5,397,522</u></u>	<u><u>(6,786,963)</u></u>	<u><u>(1,389,441)</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	1,713,847	1,384,989	(72,928)	3,025,908
Designated Fund - Membership development and sustainability	1,600,000	(140)	141	1,600,001
Designated Fund - Sector wide initiatives	350,000	(86,689)	86,689	350,000
Designated Fund - Transformation	400,000	(62,560)	62,560	400,000
	4,063,847	1,235,600	76,462	5,375,909
Restricted funds				
Home Office	3	-	-	3
London Councils	2,989	(2,989)	-	-
Comic Relief	11,003	(11,003)	-	-
The National Lottery Community Fund	198,796	(136,756)	-	62,040
The City Bridge Trust	2,353	(2,353)	-	-
DHLUC	-	7,522	(7,522)	-
Avon Cosmetics Uk Ltd	84,390	96,245	-	180,635
Waltham Forest Council	5,404	(5,404)	-	-
Oak Foundation & Others	44,024	4,534	-	48,558
Legal Education Foundation	29	(29)	-	-
RTS & Membership	52,596	6,223	-	58,819
Big Potential Social Investment	2,668	-	-	2,668
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	482,978	(88,197)	11,000	405,781
Kering	26,869	(13,169)	-	13,700
Tesco	20,532	(20,532)	-	-
YSL	2,496	15,005	-	17,501
Black Rock	39,776	(23,430)	-	16,346
Barclays	96,974	(10,314)	-	86,660
Bank of America	53,099	(53,099)	-	-
Refinitiv	54,862	-	-	54,862
Ask Me Fundraising	23,578	8,674	-	32,252
Restricted Campaigns & Policy	2,252	(339)	-	1,913
Barbet	42,000	(42,000)	-	-
Bristol University Justice	9,519	(5,188)	-	4,331
Ballys	275,204	(239,085)	-	36,119
Hiscox	50,000	(18,356)	-	31,644
JJ Charitable Trust	20,000	-	-	20,000
Olwyn Foundation	2,575	(2,575)	-	-
Ricard Foundation	200,000	(200,000)	-	-
Tableau	8,068	(6,030)	-	2,038
The Sisters Trust	62,333	(62,333)	-	-
World Gold Council	43,640	(43,640)	-	-
Love Respect (Rest)	35,046	(35,046)	-	-
Bloom Ask Me Trainer	-	20,000	-	20,000
CAF Covid Support	-	108,213	(79,940)	28,273
MOJ IDVA Training	-	45,025	-	45,025
CVC Foundation	-	114,497	-	114,497
	1,971,996	(595,929)	(76,462)	1,299,605
TOTAL FUNDS	6,035,843	639,671	-	6,675,514

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

21. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,186,216	(1,801,227)	1,384,989
Designated Fund - Membership development and sustainability	-	(140)	(140)
Designated Fund - Sector wide initiatives	-	(86,689)	(86,689)
Designated Fund - Transformation	-	(62,560)	(62,560)
	<u>3,186,216</u>	<u>(1,950,616)</u>	<u>1,235,600</u>
Restricted funds			
London Councils	314,922	(317,911)	(2,989)
Comic Relief	20,000	(31,003)	(11,003)
The National Lottery Community Fund	381,658	(518,414)	(136,756)
The City Bridge Trust	-	(2,353)	(2,353)
DHLUC	387,376	(379,854)	7,522
Avon Cosmetics Uk Ltd	137,376	(41,131)	96,245
Waltham Forest Council	-	(5,404)	(5,404)
Oak Foundation & Others	152,395	(147,861)	4,534
Legal Education Foundation	-	(29)	(29)
RTS & Membership	16,409	(10,186)	6,223
Restricted donations	128,957	(217,154)	(88,197)
Kering	41,854	(55,023)	(13,169)
Tesco	-	(20,532)	(20,532)
YSL	70,000	(54,995)	15,005
Black Rock	-	(23,430)	(23,430)
Barclays	-	(10,314)	(10,314)
Bank of America	-	(53,099)	(53,099)
Ask Me Fundraising	7,474	1,200	8,674
Restricted Campaigns & Policy	1,785	(2,124)	(339)
Barbet	-	(42,000)	(42,000)
Bristol University Justice	-	(5,188)	(5,188)
Ballys	61,902	(300,987)	(239,085)
Hiscox	-	(18,356)	(18,356)
Olwyn Foundation	-	(2,575)	(2,575)
Ricard Foundation	-	(200,000)	(200,000)
Tableau	-	(6,030)	(6,030)
The Sisters Trust	-	(62,333)	(62,333)
World Gold Council	-	(43,640)	(43,640)
Love Respect (Rest)	-	(35,046)	(35,046)
Bloom Ask Me Trainer	20,000	-	20,000
CAF Covid Support	1,106,244	(998,031)	108,213
MOJ IDVA Training	91,000	(45,975)	45,025
CVC Foundation	114,497	-	114,497
	<u>3,053,849</u>	<u>(3,649,778)</u>	<u>(595,929)</u>
TOTAL FUNDS	<u>6,240,065</u>	<u>(5,600,394)</u>	<u>639,671</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

21. MOVEMENT IN FUNDS - continued

Designated Funds

Fund		Description
Membership Development & Sustainability		This money has been set aside to support members in the challenges associated with local commissioning.
Sector initiatives	wide	This designated fund is for work across a number of key projects which will have sector wide impact
Transformation		An internal investment pot for investment in our infrastructure that will ensure the long term viability of the organisation
Culture Change		This designated fund will be used to influence the wider public attitude to domestic abuse so that it is no longer tolerated within society

Restricted Funds

Further description of each material fund which includes the source of funding and nature of restriction:

Project	Description	Funders
Children & Young People What Works Fund	The 'What Works in Preventing VAWG and Supporting Children' fund focusses on interventions for children with the purpose of preventing VAWG. Our key deliverables are: Delivering training to children and young people in schools and educational settings; specifically exploring domestic abuse and healthy relationships. Developing online resources for children and young people through microsites and social media offerings. Expanding training to domestic abuse practitioners and professionals who work with children and young people. Carrying out research and evaluation activities to evidence what works in preventing VAWG.	The Home Office
On Track	On Track, our outcomes monitoring and case management is used by nearly 80 organisations to facilitate their casework and evidence their impact. The national data it provides is used to inform and support our campaigning and advocacy work on behalf of members and survivors.	Avon Cosmetics
Routes to support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies	Ministry of Housing, Levelling Up and Communities/ London Councils
No Woman Turned Away	The No Woman Turned Away (NWTa) project provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.	Ministry of Housing, Levelling Up and Communities

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

21. MOVEMENT IN FUNDS - continued

Mental Health Campaign	The objective of this project is to develop a flagship new public policy campaign that will shape debates around domestic abuse and mental health and use momentum of the Domestic Abuse Bill to drive change forward. The campaign will run for 3 years. This campaign will be driven by the priorities and voices of survivors; rooted in the expertise and views of our members; and will not mean that we speak for marginalised groups, but will enable us to build partnerships to ensure the voices and experiences of marginalised survivors are central to the campaign. We will be building on the lessons and learning of engaging a diverse group of survivors as 'experts by experience' in our Law in the Making project during 2019-20.	Bally's Foundation
Change That Lasts	Change That Lasts (CTL) is a strategic programme piloting our strengths and needs-led approach within different settings with a range of funding and operational partners. Projects include BLF funded pilots of CTL, Home office funding of 'Sooner The Better' and its 'Trusted Professional' scheme, and piloting the 'Ask Me' scheme with Welsh Women's Aid funded by Comic Relief and the Home Office	Bloom, Big Lottery Fund
Covid - 19 Support	Project aiming to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis. The grant is provided to the "VAWG Partnership" which is made up of the four Women's Aid federations (England, Wales, Northern Ireland and Scotland) and Imkaan. The VAWG Partnership will work collaboratively to support the specialist domestic abuse (DA) sector to recover from the devastating effects of Covid19 and potential further devastation from a second wave and recession. The partnership will build resilience within the DA sector, building upon new ways of engaging digitally that are emerging through Covid19, future proofing us for a digital world, and utilising these to remove the barriers to support, learning and resources that are required by services now more than ever. The Grantee (WAFE) will be the lead organisation in this project. WAFE will be the recipient of the grant and will be accountable for managing the onward payments, overall programme management and the delivery and outcomes of the WAFE elements of the project. Imkaan, Welsh Women's Aid, Scottish Women's Aid and Women's Aid Federation of Northern Ireland will be recipients of the onward grants and will each be accountable for the delivery.	CAF, managed by ABI
Expansion of Routes to Support and On Track programmes	he MOPAC Lot 3 funding focuses on the expansion of our Routes to Support and On Track programs. The key targets are:++On Track:- The expansions of the On Track workshop program- Develop e-learning resources, so organisations can access training more easily, at a time that suits them- Helping services build dynamic reports by means of looking at bespoke reporting to help them demonstrate the impact of their work using On Track++Routes to support:- Improve accessibility & reach of the online directory- Improved data collection- An in-built referral form on Rts for organisations using On Track	Mayor's Office for policing and crime

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

21. MOVEMENT IN FUNDS - continued

Central Accessibility Fund	To ensure that the voices of disabled women are heard in our ongoing work to represent all women who are affected by domestic abuse and challenge the circumstances that enable violence against women to continue.	Various
Children and Young People	YSL supported the Safer Futures project, which will enable us to relaunch our nationwide network of Schools Advocates, consisting of domestic abuse professionals who champion prevention work in their region and support schools to address domestic abuse. encourage widespread engagement with schools across England to improve education for children and young people about domestic violence. The project aims to ensure that healthy relationships education is delivered responsibly and effectively across the country.	YSL
Translation project	The objective of this project is to ensure that our online resources are available to women for whom English is not a first language, or who face other accessibility barriers in accessing the information that we provide. We would do this by translating the key areas of our website into the most commonly spoken languages in the UK, including videos for those women who cannot read their mother tongue, and in BSL, as well as auditing our resources to be more accessible, e.g. for those who use screen readers. As a result of this project, more women will be able to access the information and support that they need.	Barclay's
Training Portal	The donation was made with specific reference to the current Covid-19 pandemic. It was decided to use these funds towards the training portal so that Women's Aid could continue to carry out training online during the Covid-19 restrictions and beyond.	Hiscox, JJ Charitable Trust, Refinitiv
Leadership	We were awarded a donation towards the salary costs of our Chief Executive for 3 years. As this is such a pivotal role in the domestic abuse sector it is crucial that our new Chief Executive is given time to develop and nurture relationships with funders, both statutory and trusts, as well as supporters, sister organisations, sector partners and government members. By the end of the 3 year funding period our new Chief Executive will have led the development and implementation of our new organisational strategy.	The Sister's Trust

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

21. MOVEMENT IN FUNDS - continued

Transfers between funds

The transfers between funds between 1st April 2022 and 31st March 2023 were as follows:

£	Description	From fund	To fund
61	Small overspend which has been covered by unrestricted funds.	Unrestricted	The National Lottery Community Fund
377	Small underspend which has been reallocated to another DHLUC grant as there was an overspend. Both funds are reported together so therefore no issue to move between the funds.	Unrestricted	DHLUC
375	Small overspend which has been covered by unrestricted funds.	Unrestricted	Barclays
28,035	This is an earmarked fund which the charity generates and is not subject to any external reporting, therefore we deem appropriate to now move the balance on this fund into the general unrestricted fund.	Ask me Funding	Unrestricted
35,880	The transferred element is bursary income received which is supported by training, therefore this has been reallocated to training within the general fund.	CAF Covid Support	Unrestricted

During the year there was a reallocation of funding between unrestricted funds, this is noted below:

£	Description	From Fund	To Fund
2,069	To top up designated funds to required level	Unrestricted	Transformation

Included within restricted funds, the fund Home Office has a negative balance at the year end due to timing of the invoices submitted to the grant provider. It has been agreed with the provider that due to this being an ongoing project, the invoices can be claimed in the next claim in the next financial year.

22. RELATED PARTY DISCLOSURES

Seven Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest". The board follows the Women's Aid Conflict of Interest Policy at all times to mitigate the risk from possible conflicts of interest.

The Board of Trustees were drawn from member organisations running services to address violence against women and children. These organisations received a small honorarium in recognition of their support for the work of the Board of Trustees. Payments were made to the following organisations:

	2023 £	2022 £
Harv Domestic Abuse	-	1,750
IDAS	-	1,020
Apna Haq	-	900
Rise	250	850
Staffordshire Women's Aid	-	650
Cambridge Women's Aid	-	450
Stop Domestic	-	400
	<u>250</u>	<u>6,020</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

22. RELATED PARTY DISCLOSURES - continued

Reimbursement of expenses was made to the following organisations/individuals on behalf of Board Members:

	2023	2022
	£	£
Rise	555	-
Apna Haq	30	-
Independent	30	-
IDAS	32	-
IDAS	47	-
Harv DA	30	-
Cambridge WA	43	-
	<u>742</u>	<u>-</u>

Sales relating to conference places, publications, on track, training courses and job adverts on the charity website were made to the following organisations:

	2023	2022
	£	£
IDAS	34,280	59,890
Stop Domestic	9,450	17,345
Rise	6,710	5,330
Cambridge Women's Aid	7,730	1,070
Staffordshire Women's Aid	3,950	940
Harv Domestic Abuse	3,214	940
Jewish Women's Aid	4,515	660
Apna Haq	400	220
	<u>70,249</u>	<u>86,395</u>

WOMEN'S AID FEDERATION OF ENGLAND

England & Wales - Charity number 1054154

Accounts

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2022**

FOR

WOMENS AID FEDERATION OF ENGLAND

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

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FOR THE YEAR ENDED 31 MARCH 2022**

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WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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

Reference and administrative information set out on pages one and two form part of this report. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102. The board members including the chair and treasurer are appointed by the board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of three board members and a maximum of 12.

Board members are required to act in the best interests of Women's Aid Federation of England and for the benefit of the members as a whole. The board is ultimately responsible for all that Women's Aid does. In order for Women's Aid to perform effectively, day-to-day operational management of the charity is delegated to the Chief Executive.

The board has added to its structures for strategic input through a system of subcommittees, which include board members and relevant staff, and to which are appointed external committee members from member organisations and other experts. These subcommittee members act in an advisory capacity only, but support and strengthen the ability of the subcommittees to advise the board.

The board retains the following duties to:

- ensure that Women's Aid fulfils its charitable objectives;
- determine Women's Aid's overall strategic direction within resource limits;
- monitor the performance of the Chief Executive and her team, holding them to account for the exercise of their delegated powers and delivery against plans and budgets;
- promote and protect Women's Aid's values, integrity, and reputation;
- ensure high standards of governance that command the confidence of all of Women's Aid's staff and stakeholders;
- act with independence and in the interest of WAFE at all time, exercise independent judgement, reasonable care, skill and diligence; and
- promote the success of Women's Aid for the benefit of members by considering the:
 - impact of Women's Aid's actions on the interests of employees;
 - need to foster business relationships with customers/suppliers;
 - impact of Women's Aid's actions on the community and environment.

In fulfilling these duties, the board pays particular attention to:

- maximising the impact and effectiveness of Women's Aid;
- consulting, listening and responding to members;
- identifying and managing risks and harnessing opportunities;
- ensuring prudent use of funds - restricted and unrestricted; and
- ensuring that Women's Aid acts fairly, responsibly, transparently, proportionately and ethically.

Board appointments, induction and training

The board appoints new trustees through a transparent and inclusive recruitment and selection process where board members must be aged over 16 years, meet the skills, knowledge and experience needed for the effective administration of Women's Aid and commit to upholding the organisation's mission and values. The board will be undertaking a governance review and considering additional recruitment plans during 2022/23.

On appointment, new board members receive a comprehensive induction to their role with Women's Aid. Information supplied includes a copy of Women's Aid's Memorandum and Articles of Association, a copy of Women's Aid's latest reports and statement of accounts and an induction pack.

The board recognises a new trustee needs ongoing support to be effective and will follow the six key principles of good governance, as set out in the Women's Aid's Governance Framework.

In order to ensure all trustees receive ongoing support the board will, where realistic:

- have a mentoring programme;
- undertake training;
- take part in trustee or specialist networks;
- have appraisals;
- review their performance; and
- undertake benchmarking.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

Trustees can expect to learn, develop, and be able to take on different responsibilities within the board. The board will be continuing its governance effectiveness review over the next year to ensure it is following good governance practice appropriate to the size, scale and nature of the charity's operations.

Annual General Meeting (AGM)

Women's Aid will invite all full members and board members to the AGM. Copies of the annual report and accounts will be sent to the board members and made available to all other members at the meeting venue.

The notice calling an AGM will be sent to all members 21 days before the meeting date. The notice will set out:

- the date and time of the meeting;
- the venue;
- the details of the business to be considered (which will probably be mandatory items at this stage as members' resolutions may not have been received); and
- an invitation to propose resolutions.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

Charitable objectives

The principal activity of the charity is to promote the protection of women and children who have suffered from, or are exposed to, gender-based violence. This includes the preservation and protection of their mental and physical health, the relief of need and the promotion of research and education concerning gender-based violence.

Vision

A world where every woman's right to equality and freedom from violence is unquestioned.

Purpose

Women's Aid exists to use its expertise, knowledge and influence to raise the status of women to a level where violence against them is no longer legitimised or tolerated.

Strategy

Our strategic goals, functions, enablers and focus over the financial year were as follows:

Strategic goal 1: Membership

- To build a sustainable, connected, supported and accountable network of members, who have confidence in Women's Aid's approach and value base and are supported to navigate external contexts including commissioning and sustainability.
- To create a stronger, resilient, accountable network of members aligned with Women's Aid values, that provides quality support to women and children.
- Provide assurance of an expert quality journey, significantly increasing the proportion of our members who have National Quality Standards status and promoting the Standards as best practice to commissioners.
- Protect services by building strong partnerships with Imkaan and second tier women's organisations to support the whole of our membership, with a particular focus on our most marginalised services and survivors.

Strategic goal 2: Direct Services and improved practice and training

Women, their families and their children have access to high quality, needs-led specialist support no matter who, where or when they ask for help. Services for survivors will have access to high quality training and qualifications.

Direct Services

- Expanding the opening hours of the Women's Aid Live Chat, increasing accessibility and reaching out to many more survivors of domestic abuse.
- Further development of high-quality digital services to survivors, their family and friends, and professionals supporting them.
- Breaking down barriers for survivors of domestic abuse trying to access safe accommodation. Challenging institutional discrimination and providing advocacy through the No Woman Turned Away project.

National Training Centre

- Provide consistent, quality training and qualifications to statutory, voluntary, sector and private organisations.
- Ensure that survivors' voices and a needs-led, strength-based and trauma-informed approach is threaded through all that we deliver and that our membership is involved in any development work and national deliveries where possible.

Change That Lasts

- Promote and encourage uptake of the Change that Lasts model for community engagement to ensure that women, their families and children have access to support no matter who they talk to.
- Provide consistent, quality, needs-led, strengths based and trauma-informed training.

Strategic goal 3: Culture

- To work towards becoming a genuinely anti-racist organisation and federation, which centres marginalised survivor voices and promotes a diverse and vibrant federation.
- To ensure training and an infrastructure to ensure we work towards becoming an actively anti-racist organisation including focused work streams, work with members, audit, training and cultural change.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

Strategic goal 4: Policy and Campaigning

Women's Aid amplifies the voices of survivors and members and uses lived experience to transform the collective societal response to domestic abuse.

- Launch a new campaign to change public and professional perceptions and attitudes towards survivors' mental health, and reform the response in order to meet their needs.
- Secure political will for a funding and commissioning landscape that works for specialist women's services, including those led by and for Black and minoritised women.
- Ensure strategy and policy on domestic abuse and VAWG reflects the voices, lived experiences and intersectional needs of all survivors and member services.

Strategic goal 5: Evidence

To strengthen policy and practice so that it meets the needs of survivors and the services supporting them, with an evidence base that centres the voices of diverse survivors.

- Support members and direct services to deliver frontline support and evidence the value of their work to commissioners, funders and other stakeholders through On Track and Routes to Support.
- Embed the learnings from Change That Lasts pilot projects into routine evaluation of national programmes.
- Carry out and promote robust research that centres the voices of diverse survivors and the services who support them on key issues such as Covid-19, the Domestic Abuse Bill and Brexit.

Strategic function: Communications

As both an enabler of change and a strategic function to achieve societal change.

- Reaching as many women experiencing abuse as possible
- Engaging supporters, influencers and decision-makers by having a strong brand identity informed by our values, which lives across our media, social media, publications and events.

Strategic function: Fundraising, Finance and HR

To achieve financial resilience and the ability to resource delivery of our strategy.

Fundraising and Corporate advocacy

- To support the three-year financial plan, to ensure that Women's Aid is financially resilient and able to deliver our strategy, and to improve organisational effectiveness
- To facilitate the implementation of the income generation strategy, to diversify our income and to focus on increasing our unrestricted income.
- Creation of a multi-year financial plan and ensuring that colleagues have relevant, timely information for making management decisions.

Strategic function and enabler: HR

- Continue to work on the racism agenda with the aim of having a diversified, happy workforce.
- Work towards becoming an employer of choice through standard awards and accreditation.

Our activities to achieve each of these are outlined on the following pages.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

KEY CHARITABLE OBJECTIVES FOR 2021/22

Strategic goal 1: Membership

To build a sustainable, connected, supported and accountable network of members, who have confidence in Women's Aid's approach and value base and are supported to navigate external contexts including commissioning and sustainability.

- To create a stronger, resilient, accountable network of members aligned with Women's Aid values that provides quality support to women and children, based on Women's Aid values.
- Provide assurance of an expert quality journey, significantly increasing the proportion of our members who have National Quality Standards status and promoting the Standards as best practice to commissioners.
- Protect services by building strong partnerships with Imkaan and second tier women's organisations to support the whole of our membership, with a particular focus on our most marginalised services and survivors.

Quality and Sustainability:

As a direct impact of the pandemic, the membership team suspended all National Quality Standards (NQS) assessments and applications. We were delighted to make a return to this important area of work: in July 2021 we held our first Quality Assessment Panel (QAP) in almost two years. Since then, we have supported ten member services to achieve their National Quality Standards Stage 1 (NQS S1) and one member achieve full National Quality Standards. We supported seven members to improve equality and diversity, four to make governance more robust, and three to prepare for tendering.

The National Quality Standards are more frequently being referenced by commissioners and by government as a measurement tool for good quality services.

Quality Assurance Officers provide mentoring sessions to members that are undertaking the National Quality Standards process. This supports members' understanding of the process and what Women's Aid looks for when assessing evidence. We have evaluated the mentoring sessions in order to define a structure which best supports our members, and following this, a full review and refresh of Women's Aid's National Quality Standards process is underway. We are hopeful that the outcome of this work will allow us to have a more streamlined process and that our request for evidence sources is wholly inclusive. We recognise the structural inequalities experienced by our smaller 'by and for' members and apply intersectional approaches to our support.

In recognition of the intersectional challenges faced by our 'by and for' Black and minoritised member services, in 2020, Women's Aid launched our 'By and For' Black and minoritised Members Action Plan. All teams from across Women's Aid are collaborating on this ambitious and vital piece of work. Women's Aid meets regularly with our Black and minoritised member services in order to identify challenges and needs and provide regular feedback on our progress.

As part of our sustainability work, we have co-facilitated commissioner workshops where information on National Quality Standards was presented. We supported a member with their tender by drafting a letter to their commissioners and supported several members to challenge their local authorities.

We also facilitated a Department for Levelling Up, Housing and Communities (DLUHC) meeting with commissioners and one workshop with members and the Mayor's Office of Police and Crime (MOPAC) staff.

FOI:

Our FOI request in December 2020 to 341 local authorities across England sought to provide information to help the Membership Team build a picture of the funding landscape of commissioned and non-commissioned domestic abuse services across England. We have gathered information from 88% of local authorities and have begun analysis, which we also will use to proactively contact members who have upcoming tenders, to identify any support needs. Initial findings from our analysis indicate that in 2020-21, 391 tenders were commissioned by 141 local authorities (12.6% of local authorities provided no response). Of the 391 commissioned tenders, 54.7% of these went to Women's Aid member services. A full breakdown of the findings will be available in our upcoming FOI report.

CEO Google Group/bulletin:

Our CEO Google forum provides a safe online space for feminist leaders across the federation to support one another, sharing advice and best practice. There are currently over 100 women signed up to the CEO Google group.

We also share news, funding and training opportunities, updates from our Campaigns and Policy team, and more, in our monthly bulletin which is available to all our member services. There are currently 620 subscribers.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

Members' Area

In response to increased reliance on digital communication during the Covid-19 pandemic, we developed the Members' Area of the Women's Aid website. This now hosts five main sections including:

- a Homepage with news from Women's Aid and member services;
- a Member Benefits page with information on our National Quality Standards and No Woman Turned Away referral pathway;
- a Talk to Us section where members can submit news, a sustainability triage form, and a consultation for members to tell us their key priorities;
- a Connect page hosting a calendar with member events and funding deadlines, information on joining our CEO forum and membership bulletin, a map of member services, and information about staff in the Membership Team;
- a Resources page with a bank of model policies, a directory of potential funding sources, resources for working with children and young people, and a tender-ready checklist.

Children and Young People:

As we approach the end of the second year of Expect Respect, there are 245 Expect Respect Advocates who are delivering the toolkit in schools and educational settings. Together we have reached 10,571 children and young people between July 2021 and April 2022. The Children and Young People team have delivered 10 in-depth training sessions to the Expect Respect Advocates, covering the topics in the toolkit to help them deliver with more confidence. 97% of the Advocates now have more confidence delivering the topics in the toolkit to children and young people, and 98% would recommend this training to other professionals working with children and young people. Strategic development for future CYP work is underway, beginning with an evaluation of current projects and expansion of the CYP team.

Donations

People's desire to support survivors during the pandemic continued into 2021. We set up a centralised process, where we could receive and vet offers of donated products from business and organisations, and 'match-make' them with member services of the federation.

Over 70 members received in kind donations worth over £135k from companies such as Avon, Revlon, Levis, The Simple Folk, Daye, Currys.

Thanks to Charlotte Kneer at Reigate and Banstead Women's Aid / I Choose Freedom, who introduced the Membership Team to O2's Social Impact team, we joined the Community Calling scheme run in partnership with O2, Hubbub and the National Data Bank. To date we have enabled the distribution of 1000 refurbished smart phones, with six months data credit included, to survivors supported by members of the federation. The retail value of these devices and data is well over £100k.

Domestic Abuse Act Project

We have continued to monitor the delivery of the statutory duty (Part 4 of the Domestic Abuse Act) through close engagement with member services and logging their experiences in their local area. In January 2022, we delivered workshops jointly with Imkaan and the Department for Levelling Up, Housing and Communities (DLUHC) to over 170 local authorities and commissioners. We have developed plans to follow up with the participants to help strengthen our relationships locally.

Farah Nazeer participated in the Government's National Expert Steering Group, which was established following Women's Aid's calls for a robust national oversight of the statutory duty, and to ensure the commissioning of specialist and 'by and for' domestic abuse services.

Strategic goal 2: Direct Services /Practice / Training

Women, their families and their children have access to high quality, needs-led specialist support no matter who, where or when they ask for help. Services for survivors will have access to high quality training and qualifications.

Direct Services

- Expanding the opening hours of the Women's Aid Live Chat, increasing accessibility and reaching out to many more survivors of domestic abuse.
- Further development of high-quality digital services to survivors, their family and friends, and professionals supporting them. Building the team and increasing the level of support within all of Direct Services.
- Breaking down barriers for survivors of domestic abuse trying to access safe accommodation. Challenging institutional discrimination and providing advocacy through the No Woman Turned Away project.

National Training Centre

- Provide consistent, quality training to statutory, voluntary, sector and private organisations as well as individuals.
- Ensure that survivors' voices and a needs-led, strength-based and trauma-informed approach is threaded through all that we deliver and that our 'By and For' members are involved in national deliveries where possible.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

Change That Lasts

- Promote and encourage uptake of the Change that Lasts model for community engagement to ensure that women, their families and children have access to support no matter who they talk to
- Provide consistent, quality, needs-led, strengths-based and trauma-informed training.

Emails and dedicated service for professionals

The team continue to provide support through a range of digital services, including 9,735 contacts through our email service in the last year. We have developed translations of our email responses for multiple languages.

Our dedicated service for professionals has helped professionals across housing, children's services, other VAWG services, adult social services, counselling, police and more. We can support with searching for the latest refuge vacancies and other local services available. We are exploring further promoting the service by updating the relevant webpage, publishing case studies, and communicating to past users.

No Woman Turned Away

The No Woman Turned Away Specialist Practitioners provide dedicated support and telephone advocacy to women who face barriers in accessing a refuge space or safe accommodation. This financial year, 353 referrals were made into the project, representing a 23.86% year-on-year increase.

We have been working on a project to increase referrals which has included the implementation of a new referral form, assessing and updating the user journey throughout the website, creating pop-ups on Routes to Support, hosting a webinar for staff and member services, and piloting a referral pathway for a local Multi Agency Risk Assessment Conference (MARAC) service.

Our No Woman Turned Away thematic report on experiences of financial hardship while seeking a refuge space was published in early 2022. This contains nine interviews with survivors regarding their experiences of seeking a refuge space while struggling financially. Survivors' experiences include economic abuse, fleeing domestic abuse while in financial hardship, waiting for a refuge space while in financial hardship, and the consequent ongoing long-term economic impacts of these issues.

This year we published our Nowhere to Turn 2021 report which contains the findings of the project between 1st January 2021 and 31st December 2021, detailing the main barriers that survivors face when it comes to accessing a refuge space. The report also contains three interviews; one with a survivor supported by the project, one with a specialist practitioner from the project, and one with an immigration advisor. The addition of these narratives further explain what changes are needed for both survivors accessing refuge spaces, as well as for the professionals supporting them. Our latest report, Nowhere to Turn 2022 was published on 10th June 2022.

Live Chat

This year, we've had over 14,400 contacts through our Live Chat and 99% of survivors who filled in the feedback form said they would recommend the service. We extended the Live Chat opening hours to 8am to 6pm on weekdays, and 10am to 6pm on weekends.

We worked on a number of digital developments including security upgrades, the ability to manage the queue for chats, the ability to manage shortcuts and create prompts which auto-fill signposting information, the creation of a User Acceptance Testing site to stage developments, and more.

"I feel I have been listened to and taken seriously. I think it's an amazing service. I was feeling isolated and wasn't sure who to talk to about my situation. But they listened and provided links to support. They made me realise that [his] controlling, aggressive behaviour is not normal or acceptable."

Survivors' Forum

Our Survivors' Forum, had over 1.25 million page views. We have implemented digital developments that improve security, accessibility and user experience. We've updated the site's Terms and Conditions, Frequently Asked Questions and our internal moderation manuals. We're now working on the forum evaluation survey, homepage redesign and the implementation of an accessibility toolbar.

"The forum is the only place where I can meet women who understand exactly where I am coming from and I understand them. I learnt everything I know about abuse either from the forum or from sources recommended by the forum. The women have been my wisdom and my strength. In giving back to the forum by supporting other women, I feel that I can make a small difference in the fight against domestic abuse."

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

National Training Centre

This year, the majority of our training continued to be delivered through remote platforms, with in-person training re-introduced at the latter part of the year for those organisations that required in-person training, such as the police. Two new trainers and a pool of freelance assessors were recruited to specifically support the training of an additional 180 IDVA's across the year, funded by the Ministry of Justice. This had excellent outcomes, enabling services to increase their support and offer more varied support to women and children. We are in the second year of funding from the Charities Aid Foundation (CAF), which this year has enabled us to offer bursaries to our member services, for qualifications and Facilitation Programmes, which had a high take-up.

High demand for training continues with requests weighing heavily on the implications of the new Domestic Abuse Act and Understanding Coercive and Controlling behaviour. These two topics appear to be at the forefront of the majority of requests.

Change that Lasts

Ask Me, the communities strand of our Change That Lasts programme, continues to flourish. This year we delivered the majority of our training online using remote platforms. We consulted with members, staff and Community Ambassadors and redeveloped the Ask Me package for members as a result. This has included the removal of the 'Community Ambassador role' from the training, with a focus on 'community responses' instead. Member services continue to renew their licenses to continue delivering Ask Me. There remains a significant waiting list for attending Ask Me.

Strategic goal 3: Culture

To work towards becoming a genuinely anti-racist organisation, which centres marginalised survivor voices and promotes a diverse and vibrant federation.

Change That Lasts

- Continue to ensure that all our training centres the voices of those most marginalised, and an intersectional, anti-racist approach is threaded through all our work

HR

The development of a structure, strategy, policy and action relating to race equality within the organisation. Work is currently focused on building the infrastructure, recruiting dedicated personnel and procuring identified training, working closely with the internal Race Equality Strategy Group, the Leadership Team, Anti Racism Taskforce and the Board of Trustees.

Strategic goal 4: Policy and Campaigning

Women's Aid amplifies the voices of survivors and members and uses lived experience to transform the collective societal response to domestic abuse:

- Launch new campaign to change public and professional perceptions and attitudes towards survivors' mental health, and reform the response in order to meet their needs.
- Secure political will for a funding and commissioning landscape that works for specialist women's services, including those led by and for Black and minoritised women.
- Ensure strategy and policy on domestic abuse and VAWG reflects the voices, lived experiences and intersectional needs of all survivors and member services.

Deserve to be Heard Campaign

The Deserve To Be Heard campaign launched in September 2021, funded by Bally's Foundation, and its aims are to change public narratives around domestic abuse and mental health, while also securing policy change to ensure that survivors can access the right support for their needs. The campaign continues to engage supporters, influencers, and decision-makers:

- Over 1600 individuals have signed up as #DeserveToBeHeard campaigners, with 456 people signing up on the day the campaign launched in mid-September 2021.
- Our celebrity ambassadors Melanie Brown MBE and Alice Liveing spoke at our International Women's Day parliamentary reception, which engaged 12 parliamentarians, including four government ministers from the Home Office, Ministry of Justice and Department for Health and Social Care.
- We have secured five inaugural 'parliamentary champions' for the campaign, which include three Conservative MPs and a Shadow Minister - a package of support is being developed to capitalise on these new allies.
- Our parliamentary engagement has also included a drop-in event, where 36 MPs pledged to #HearHer - to listen to the voices of survivors, so that they get the mental health support they deserve.
- We have built new relationships with senior government officials in the Department for Health and Social Care, including with the Secretary of State's Office and his Special Advisor, enabling us to inform the progression of the upcoming Women's Health Strategy.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

- We published two literature reviews on the impact of mental health on survivors of domestic abuse (including one focused on the experiences of Black and minoritised women), which were disseminated to key decision-makers and shared at our IWD event in March 2022. We are now concluding new research focused on survivors' needs in the context of mental health support, which will launch in autumn 2022.

During 16 Days of Activism, we launched our Deserve To Be Heard microsite and called on our supporters to #HearHer with MPs pledging their support of survivors and the campaign across social media.

We continue to convene the Survivor Advisory Board with support from Imkaan, enabling survivors to directly feed into the policy and campaigning direction of the Deserve To Be Heard campaign, and to gain access to wellbeing and skills development support. Members of the Board have contributed powerful stories, art and poetry to the microsite, and are contributing to a survivor film to be launched in November 2022.

Policy improvements as a result of our influencing work include the recognition of both mental health and tackling violence against women and girls (VAWG) in the government's Vision for the Women's Health Strategy, and new funding for the health response to domestic abuse as part of the government's Tackling Domestic Abuse Plan, published in March 2022. Going forward, we will be looking to influence the implementation of the new Health and Care Act to ensure that specialist services can benefit from new health commissioning opportunities.

Victims' Bill

The government launched a consultation between December 2021 and February 2022, which is the first step towards a potential landmark 'Victims' Law' to improve victims' experiences of the criminal justice system and ensure all victims of crime receive the support they need. In January we hosted a survivor focus group on behalf of the Ministry of Justice, which received positive feedback from the MoJ, and formed part of our submission to the Victims' Bill consultation. We engaged with member services through a survey and focus group, and supported them with a template response. We also engaged others in the sector including the Domestic Abuse Commissioner and the Victim's Commissioner, to inform their responses, and submitted our own organisational response.

The government published a draft Bill in May, and we are continuing to work closely with the VAWG sector and with the Ministry of Justice to push for the inclusion of a statutory duty to fund community-based services, among other key recommendations, to ensure that specialist women's services can be placed on a secure and sustainable financial footing. We are recommending that this funding should also include ring-fenced funding for services run 'by and for' Black and minoritised women.

Child First Campaign

We have continued our engagement with Cafcass as members of its learning and improvement board. As part of this, a survivor from our Experts by Experience group participated in the moderation of an audit of cases involving domestic abuse. We are advisory group members for the MoJ reviews of the presumption of parental involvement and domestic abuse perpetrator programmes, as well as for Rights of Women's new project on parental alienation and domestic abuse. We are one of the UK partner organisations involved in an international research study on domestic abuse and parental alienation, led by the University of Ottawa in Canada.

We have continued to convene a working group for survivors, legal experts and DA organisations on domestic abuse and the family courts. During this quarter this has led to useful collaborative work around the use of unqualified 'experts' in the family courts.

Strategic goal 5: Evidence

To strengthen policy and practice so that it meets the needs of survivors and the services supporting them, with an evidence base that centres the voices of diverse survivors.

- Support members and direct services to deliver frontline support and evidence the value of their work to commissioners, funders and other stakeholders through On Track and Routes to Support.
- Embed the learnings from Change That Lasts pilot projects into routine evaluation of national programmes.
- Carry out and promote robust research that centres the voices of diverse survivors and the services who support them on key issues such as Covid-19, the Domestic Abuse Bill and Brexit.

On Track

Our Case Management and Outcomes Monitoring system, On Track, continues to go from strength to strength. The system is now used by over 85 organisations to collect consistent, quality data on the outcomes that matter most to survivors. This year, organisations have used it to track the support they've provided to 60,969 women. The national dataset covers a range of topics including outcomes for women, children and young people, referral information, support needs and support provided. This contributes to our anonymised national dataset which gives us invaluable evidence on the experiences and support needs of women and children using services.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

This year, On Track data contributed to our flagship report The Domestic Abuse Report 2022: The Annual Audit and was further used to support our work: for example, in the launch of the Deserve To Be Heard Campaign where our On Track data showed almost half of the women in refuges (45.6%) say they have experienced depression or had suicidal thoughts as a result of the domestic abuse they experienced.

The On Track programme includes a series of workshops delivered to services using the system which are designed to support our members in evidencing the value and impact of their work to commissioners, funders and other stakeholders. This year we delivered 21 On Track workshops to 153 people from organisations who use On Track, 20 of these attendees were from 'by and for' led organisations. We had feedback from 79 attendees with 98.4% saying their training was facilitated well and 93.5% agreeing that the training will be useful in their role.

Route to Support

Routes to Support is the UK-wide online database for domestic abuse and other violence against women services, run in partnership by Women's Aid Federation of England, Scottish Women's Aid, Welsh Women's Aid, and Women's Aid Federation Northern Ireland. It is relied upon by national helplines and local services for up-to-date service availability. This includes information about the types of domestic abuse services provided, the number of bed spaces available in refuge services, the people supported by these services and changes to provision over time.

Data from Routes to Support on the scope and nature of domestic abuse service provision and refuge vacancies has been widely used again this year. During the year 2021-22, 8,051 refuge vacancies were posted to Routes to Support. This was fewer than the year before, although there was an increase in the number of spaces available in refuge services. We were able to use such insight to inform our work and this formed a key part of our report, The Domestic Abuse Report 2022: The Annual Audit. This is used in discussions and consultation responses to enable Women's Aid to speak on behalf of the sector about gaps in provision, and the accessibility of that provision. This year we have supported six areas, including the Greater London Authority, with data from Routes to Support to inform the needs assessments required by the statutory duty.

The Domestic Abuse Report 2022: The Annual Audit

Along with data from our administrative datasets, Routes to Support and On Track, The Domestic Abuse Report 2022: The Annual Audit uses findings from our Annual Survey of domestic abuse services and findings from an FOI sent to local authorities in 2021. All this evidence is combined in one flagship report to give an assessment of the scope and nature of service provision and the challenges it has faced over the year. This year's Annual Survey focused on the initial impact of the Statutory Duty on services and the Annual Audit will continue to monitor the impact of the duty in future reports.

Nowhere to Turn

We continue to evaluate the No Woman Turned Away project and to give a voice to survivors, translating the insight we gain from them into evidence to support our work. Details of this year's reports can be found in Strategic Goal 2 under No Woman Turned Away.

Gendered experiences of justice and domestic abuse research

We carry out primary research in partnership with academics where it supports the aims of Women's Aid. This year Women's Aid and the Centre for Gender and Violence Research at the University of Bristol worked together to update the evidence base on the gendered nature of domestic abuse. The research we conducted showed that gendered stereotypes play a significant role in women's experiences of domestic abuse. The report, Gendered experiences of justice and domestic abuse, together with our social media campaign #Flipthesexistscript, delivered the message that until we challenge sexism and misogyny and their prominence in our society, we cannot effectively tackle domestic abuse.

London refuges data collection project

We continue to work with London Councils to collect data on refuge vacancies and provision in London across the 31 of 32 boroughs which have refuge provision. This year the data was heavily used to inform their needs assessment and strategy and we have been invited to sit on the London Domestic Abuse Partnership Board and chair the Data and Need Task and Finish Group in recognition of this significant contribution to London data.

Strategic function: Communications

As both an enabler of change and a strategic function to achieve societal change.

- Reaching as many women experiencing abuse as possible
- Engaging supporters, influencers and decision-makers by having a strong brand identity informed by our values, which lives across our media, social media, publications and events.

Women's Aid has maintained a significant media profile during this period. We have continued to work closely with journalists to promote best practice in reporting domestic abuse and violence against women and girls. Training has been delivered to journalists at The Sun and Reuters, and the charity has worked with IPSO to feedback on the guidance that is available to the public.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

During the 16 Days of Activism, as well as the Deserve to be Heard communications activities, which involved charity Patrons and Ambassadors and was activated by the communications team across our social media channels and in traditional media outlets, we launched our film, Sinking. The film followed one survivor's journey as she experiences both mental and physical trauma through long-term domestic abuse. We also released our advert, Spot The Abuse, on 25th November, to educate people about the signs of coercive control by using the popular format of a TV game show.

Following a high-profile alleged rape case that we commented on in the media, Women's Aid launched the #NoMeansNo campaign in The Sun, which educated people about what enthusiastic, informed consent looks like and challenged myths. We also campaigned in the newspaper for statutory domestic abuse refuge funding to go to specialist domestic abuse charities rather than alternative accommodation, as part of the ongoing Give Me Shelter campaign, which resulted in the relevant Minister writing to local authorities to clarify the purpose of the funding.

On International Women's Day 2022 we launched our Big Give match funding campaign, exceeding our £50,000 target, raising over £63,510. We worked with our key corporate supporter, L'Occitane, on a series of International Women's Day events including a breakfast for Women's Aid ambassadors and influencers and an event to thank survivors for their ongoing support of Women's Aid.

Media and communications activities have included our award-winning advertising campaign 'Not Model's Own', produced by Engine, which raised awareness of coercive control with young women.

We finished our work on a two-year EastEnders storyline, which had survivors reaching out to our direct services team to say the storyline inspired them to access support. We were advisors on the ITV drama 'Angela Black' that focused on domestic abuse and mental health, and tied in with our Deserve to be Heard campaign. During this time we also worked with Netflix, advising actors and writing information about coercive control and consent for their 'Wanna Talk About It' website, following on from our work with them on the series 'Anatomy of a Scandal'.

Website and digital resources

- Our website has had 1,699,409 users over the past year, with 1,694,616 being new users. We had 4,102,191 page views during this time.
- In the past year, our following on each social platform has grown by:
- Instagram: + 29.4k followers - total 73.9k followers.
- Facebook: + 6,524 followers - total 96k followers.
- Twitter: + 9,800 followers - total 143.1k followers.
- We have had 29,615 mentions on Twitter during this time.

Accessibility

We are increasing accessibility across the organisation internally and externally, including work with our direct services, training, project management, internal communications, HR and other teams. On the website, we currently have 900 unique monthly users of the accessibility toolbar, which allows users to customise the website to suit their needs or translate into another language.

Strategic function: Fundraising, Finance and HR

To achieve financial resilience and the ability to resource delivery of our strategy.

Fundraising and Corporate advocacy

- To support the three-year financial plan, to ensure that Women's Aid is financially resilient and able to deliver our strategy, and to improve organisational effectiveness and meet survivor and member need.
- To facilitate the implementation of the income generation strategy, to diversify our income and to focus on increasing our unrestricted income.
- Creation of a multi-year financial plan and ensuring that colleagues have relevant, timely information for making management decisions.

A new project management function joined Women's Aid in 2021, leading on the implementation of a project management culture across the organisation. This has involved establishing a project initiation panel, project management processes, and a package of documentation - to ensure that best practice is followed and teams are guided through the project planning, delivery and evaluation stages. In doing so we are working to ensure that all new projects are financially and operationally viable and are aligned with Women's Aid's objectives.

Our finances were tracked throughout the year to monitor any budget deviations and in-year forecasts were used to ensure that budget holders and management were aware of our projected out-turn. The multi-year financial plan is shared with the Board annually once the budget has been approved to forecast the longer-term financial impact of budget decisions.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

OBJECTIVES AND ACTIVITIES

Unrestricted income has continued to grow with a projected in-year deficit resulting in a surplus. The team has continued to work with the income generation consultants hired to focus on certain areas of work and are currently in the process of working up detailed plans and financial models to progress this work to the next stage.

Strategic function and enabler: HR

- Continue to work on the racism agenda with the aim of having a diversified, happy workforce.
- Work towards becoming an employer of choice through standard awards and accreditation.

Recruitment for a Head of Race Equality is currently underway. This role will be key in driving and managing our anti-racism work at a strategic level. In addition, a representative from Race Equality Strategy Group (RESG) will be involved in the recruitment of these roles and all other key senior leadership recruitment.

There are ongoing developments within the Race Equality Strategy Group (RESG) currently. The RESG will work closely with the Anti-Racism Taskforce and SLT in support of the development of strategy, policy and action related to race equality within the organisation.

The organisation is undertaking a pay and benefits review to include implementation of a new Job Evaluation scheme. To assist with pay data comparison, a wide-ranging third sector pay club and a newly formed VAWG pay club consisting of seven participants, has been utilised. We are committed to ensuring we move towards being a best practice employer.

An Employee Information and Consultative Forum (EICF) has now been established for those staff who are not members of the Union. The EICF's goal is to communicate information about its activities and consult with its employees regarding appropriate matters that affect the working relationship.

Women's Aid is proud to be a Disability Confident Employer. This demonstrates our continuing Disability Confident journey to ensure that disabled people within the workforce and our services have opportunities to fulfil their potential. Women's Aid also continues to meet the standards set as a Living Wage Employer.

MAINTAINING THE CHARITY AS FIT FOR PURPOSE

As an organisation, we have been continuing internal renewal and strengthening as befits a charity of our size. We are continuing to update our governance and processes which will be pursued in the coming year. New board members and advisors will join our subcommittees and internal team structures will be developed to ensure we are able to support our plans, as well as manage risk.

How our strategic aims and charitable activities deliver public benefit

Women's Aid exists to use its expertise, knowledge and influence to champion women to a level where violence against them is no longer legitimised or tolerated. Our charitable activities all aim to deliver on the four key strategic outcomes, which are:

- Key target audiences understand domestic abuse, its impact and the diverse experiences of survivors; and to begin to shift societal attitudes.
- Legislation and policy framework strengthened to protect survivors, their children and the specialist services supporting them.
- More effective state, private and specialist sector response to domestic violence and abuse.
- Women's Aid is established as a sustainable organisation with the ability to grow.

These outcomes are underpinned by the strategic goals a series of departmental business plans, which ensure that we focus limited resources where they are best placed to deliver on them. The board has 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 both the annual business planning and longer-term strategic planning cycles. In particular, the trustees have considered how planned activities will contribute to the aims and objectives that have been set and ensured that this is clearly articulated both internally and externally, and appropriately documented and shared.

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

FINANCIAL REVIEW

Financial position

The charity's total income amounted to £6,240,065 (2021: £10,091,885). This includes a valuation for generously donated services and facilities of £125,080 (2021: £392,135 - see note 2 of the accounts for more information). Underlying income excluding donated services and facilities was £6,114,985 (2021: £9,699,750).

Total expenditure for the year amounted to £5,600,394 (2021: £5,511,251). Underlying expenditure excluding the value of donated services was £5,475,314 (2021: £5,119,116).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity's performance during the year resulted in an actual net surplus of £639,671 (2021: £4,580,634) made up of restricted funds deficit of £595,929 (2021: surplus of £1,227,021) and unrestricted funds surplus of £1,235,600 (2021: £3,353,613).

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2021-22 and a summary of our principal funders (those that amount to more than 5% of total income) is set out below:

Funder	% of total income	Projects supported by funding
Big Lottery Fund	25%	Change That Lasts pilots as part of Roadmap for System Change partnership with SafeLives
Department of Culture Media and Sport	14%	Ask Me Plus
Home Office	5%	National Domestic Violence Helpline (run in partnership with Refuge)
Department for Levelling Up, Housing and Communities	6%	Routes to Support and No Woman Turned Away Project
London Councils	5%	Pan-London Domestic and Sexual Violence Helplines and coordinated access to refuge provision

Income in support of key objectives

A summary of income in support of key projects and activities, shown as a proportion of total income during the year, is set out below, and accounted for 63% of total income:

Change That Lasts	42%
Pan-London Domestic & Sexual Violence Helplines and Data Collection Project	12%
Sustainable Services Project	3%
Routes to Support	3%
No Woman Turned Away	3%

A further 6% of our income was self-generated from earned income consisting of National Training Centre course fees and income from our annual conference, membership fees, sales of publications and merchandise, as well as advertising space. Women's Aid remains committed to increasing funding from these valuable sources.

Support for key activities

Expenditure on the projects highlighted in the section above accounted for 67% of total expenditure. In addition, several projects and core activities were supported by restricted funds brought forward and unrestricted reserves in 2021-22, as set out in note 20.

Fundraising performance

- Raised: £3,145,289

We are enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and remain committed to working with our existing funders to deliver effective solutions to domestic abuse.

In 2020 we launched our first emergency appeal to raise vital funds for our brand new live chat service to support survivors. This was a huge success, raising over £500,000 (target £200,000). This campaign also resulted in us seeing a huge increase in unrestricted donations to Women's Aid to support our work.

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

Community

This year we raised over £380,000 in community income; this is a 160% increase on our target of £145,645. Despite the ongoing challenges of this past year, we continue to see increases in engagement, compared to pre-pandemic levels. We want to thank the 523 fundraisers who have chosen to support Women's Aid during another difficult year and who have found inventive ways to raise vital funds to support our work. Some particularly memorable fundraising this year includes Charley and Jess, two friends who broke the world record in the Talisker Whisky Atlantic Challenge, raising £100,000 for Shelter and Women's Aid. Donations for this are still being received, with Women's Aid on track to receive £50,000 in total.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Corporate

We are very grateful to Women's Aid's corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have been generously supported by our Corporate Partners:

- AVON Cosmetics Ltd
- Bloom UK
- Dinny Hall
- Gamesys
- Incisive Media
- L'Occitane
- OKA
- YSL Beauté

We have also received generous donations this year from the below companies, whose generosity has enabled us to continue our vital work:

- Grenson
- Methods
- Scottish Power Energy Networks
- Sigma Capital Group
- Stratton Metal
- TU Clothing

Since January 2022, we have also been the chosen charity of the year for several companies (including M&C Saatchi World Services, Galliard Healthcare Solutions, Oakmere Wealth Management Ltd, Richard Designs, Centricity Brokers and East Midlands Railway). We are enjoying supporting them through their fundraising and engagement efforts taking place throughout this calendar year, and we are very grateful for the positive difference that they will make.

We would also like to recognise those corporate supporters who wish for their contributions to remain anonymous, and those we have not been able to name here. We are grateful for all your support.

This year, we have also been delighted to work with more small businesses, using the Work for Good platform. 32 small businesses fundraised for Women's Aid through their sales and in total raised just under £10,000. This includes £965 worth of match funding from Work for Good's Small Business Star campaign which ran throughout December 2021. Women's Aid was also recognised twice throughout the year by Work for Good as their 'featured charity' helping to boost fundraising, and was featured in an International Women's Day blog post featuring our CEO, to raise further awareness of our work.

Trust and Statutory

Women's Aid relies on income from trust and statutory sources and we are very grateful to receive their support. We are proud to work in partnership with the following funders to achieve our mission:

- The National Lottery Community Fund (previously the Big Lottery Fund) generously supported our joint initiative with SafeLives, helping to transform responses to domestic abuse through our Shared Roadmap for System Change.
- Funding from the Coronavirus Community Support Fund, distributed by The National Lottery Community Fund, has enabled us to run our 'Ask Me' - Covid-19 Crisis Response to Domestic Abuse project. Thanks to the government for making this possible.
- The National Lottery Community Fund generously supported us and our partners through the Partnerships England Wide programme. This funding supported the Domestic Abuse and Covid19 Strategic Partnership project.
- The Oak Foundation has enabled us to continue our vital sustainability work with members of the federation through our Procurement and Impact project.
- London Councils supported the Pan-London Domestic and Sexual Violence Helplines and Data Collection Project.
- The Department for Levelling Up, Housing and Communities (previously Ministry for Housing, Communities and Local Government) continues its commitment to Routes to Support and the No Woman Turned Away project, supporting women to access local services and refuge provision.
- We received funding towards our Direct Services from Bally's Foundation (previously Gamesys Foundation), The Ricard Foundation, Comic Relief, The Anton Jurgens Charitable Trust, The Bank of America Foundation, The Souter Charitable Trust, The 29th May 1961 Charitable Trust, The Grace Trust, Gatliff Trust, Brilliant Outcomes Charitable Trust, Marsh Christian Trust, Roy Proctor Foundation, Mazars Charitable Trust, Sydney Black Charitable Trust, Wonderful Giving Foundation, Van Neste Foundation, Michael and Anna Wix Charitable Trust and the Bedford Road Charitable Fund (NPT Atlantic Donor Advised Fund).
- We have received funding from the Bally's Foundation (previously Gamesys Foundation) towards our Mental Health Campaign.
- City Bridge Trust awarded us funding to explore social investment and become investment ready.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

- The Kering Foundation awarded us funding to support with capacity in our Research team and towards our Power to Change project.
- People's Postcode Lottery have supported our work to raise the profile and status of services and validate the expertise and professionalism of the VAWG sector's workforce, contributing to the long-term sustainability of the domestic abuse sector.
- We received grant funding to support our Member Services during the Covid-19 pandemic: grants have been awarded by The Olwyn Foundation, The Tableau Foundation and The Artelia Foundation.
- We received funding towards our membership team from the CVC Foundation.
- Comic Relief awarded Women's Aid with funding through the Big Night In - Gender Justice Fund. Funding was dispersed to our members to scale and adapt services across the UK so they can reach more women and children experiencing domestic abuse during the pandemic.
- Barclays have provided us with grant funding to support our work improving our accessibility and ensuring that, coming out of the Covid-19 pandemic, all women are able to get the information and support that they need.
- We received funding from Sire Derek Greenaway Foundation towards our Central Accessibility.
- Nesta awarded us a Democracy Pioneers Award to recognise the Law in the Making project and to fund further development in this area of furthering everyday democracy.
- We have been awarded funding for our Training Portal from The Hiscox Foundation and The JJ Charitable Trust.
- The Sisters Trust have awarded funding towards the salary of our Chief Executive.
- The Association of British Insurers are supporting Women's Aid and our sister organisation through the Resilience project. The project aims to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis.

We are grateful to The Tempest Trust, The Cobalt Trust, The Northwick Trust, The Joron Charitable Trust, Roots and Wings Foundation, The Monday Charitable Trust, Golden Bottle Trust, The Grand Trust of the Order of Women's Freemasons, The Aim Foundation, The Guy Charitable Trust, Sutton Place Foundation, Tyabji Foundation, Mazars Charitable Trust, The Hawerby Trust, The Ashla Charitable Trust, Mrs J P Tindall Charitable Trust, The Woodward Charitable Trust, The Immersion Capital Foundation, Cecil and Hilda Lewis Charitable Trust, RE Chadwick Charitable Trust, The Grand Trust of the Order of Women's Freemasons, The Wallace and Edna Davis Charitable Foundation, Women's International League for Peace and Freedom Charitable Trust, The Paragon Trust, The Keeble Charitable Trust, The Wiseman Foundation, Nichols Charitable Trust, The Marsh Christian Trust, Ian Mactaggart Trust, Edward S Smyth Trust, The David Family Foundation, Pears Family Charitable Foundation, The Minto Charitable Trust, The Ian Askew Charitable Trust, Allen and Overy Foundation, The Hon M L Astor's Charitable Trust, The Arnold Clark Community Fund, The Mrs Wingfield Charitable Trust, The Squire Patton Boggs Charitable Trust, Rest Harrow Trust, The Cara Delevigne Foundation, Betty Messenger Foundation, John Laing Charitable Trust, William Grant Foundation, Violet Black Charitable Trust, Roy Proctor Foundation, Wallace and Edna Davis Charitable Foundation, Chillag Family Charitable Trust, GVMKR Trust, Mulithon Trust, Schroder Foundation, Keeble Charitable Trust and Basing Lodge 5500 for their support of our core costs, enabling us to direct funds where they are most needed to support women and children affected by domestic abuse.

Individual Giving and Appeals

Over this year's International Women's Day, we launched a matched giving fundraising appeal for our Digital Services following a successful application with The Big Give for £25,000 in matched funds. This was a collaborative effort from all of our fundraising streams, cultivating donations from a broad supporter base, including individuals and corporate donors, and raising over £75,000.

We have continued to see a positive level of one-off online donations throughout the year receiving over £240,000 in total. Regular giving also continued to grow, receiving over £500,000 this past year. Domestic abuse has continued to have significant media coverage which we recognise as a contributing factor in this sustained level of donor engagement.

With the imminent implementation of our new CRM database, we plan to work on our donor stewardship and create a revised strategy which fully utilises the increased functionality of this CRM. Our intention is for this strategy to encompass all of our unrestricted income streams.

Legacies

Women's Aid has been a very fortunate recipient of some incredibly generous Legacy gifts over this past financial year, which have brought in over £160,000 in unrestricted funds. These kind gifts have helped us to achieve many of the successes detailed in this report, the impacts of which will be felt for years to come.

This year we have also seen an increase in the number of 'in memory' gifts we have received. We are humbled that our supporters choose to commemorate their own lives or the lives of their loved ones with a gift to Women's Aid and thank them for their thoughtfulness at such a difficult time

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Investment performance

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves is such that investment is limited to short-term markets rather than any long-term strategy, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk strategy.

Reserves policy

The reserves policy has been reviewed and updated during this financial year.

The board recognises that the charity serves many beneficiaries with an ongoing need and, as such, the organisation's reserves policy has been set with the long-term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support core operating and wind down costs for a minimum period of three months and a maximum of six months.

The total balance of funds at 31st March 2022 amounts to £6,675,514 (2021: £6,035,843). This includes restricted funds of £1,299,605 (2021: £1,971,996). The balance of unrestricted funds at 31st March 2022 was £5,375,909 (2021: £4,063,847). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £3,025,908 (2021: £1,713,847).

Designated reserves totalling £2,350,000 have been set aside to further our work around three priority areas:

- Membership development & sustainability
- Sector wide initiatives
- Internal investments for long-term sustainability

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Women's Aid Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive. At present, there is a staff team of 103 full and part-time staff, eight colleagues on zero-hour contracts and no volunteers.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The organisation's Theory of Change, reviewed periodically in a process involving both the board and the full staff team, provides the framework for the charity's annual business plan, which is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans enable the delivery of the core and development objectives, which are approved by the board, and monitoring against these plans forms the basis of quarterly reports to the trustee meetings.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Executive Leadership Team (ELT) has conducted a review of the risks to which the charity is exposed. A risk register and board assurance framework document are updated regularly by the Heads of and Management teams, with review and approval sought at the board's quarterly meetings. These documents are intended to manage and monitor strategic organisational risks, with a focus on those with delivery, financial, and reputational consequences.

The scoring of risks is based on discussion among the ELT, the Heads of and managers in the organisation. It has also been influenced by recent in-depth risk analyses of partnership projects. These projects have their own risk registers shared with partners.

Website

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.

Pay policy for staff

The board considers that the ELT comprises the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All trustees give up their time freely and no trustee received remuneration in the year. However, we pay a nominal honorarium to member organisations represented by a trustee. Details of trustees' expenses and related transactions are disclosed in the accounts.

The organisation commissioned Reward Connected in February 2022 to undertake a review of the existing pay and benefits framework to ensure it is competitive within the sector following economic and internal pressures, as outlined in the strategic enabler on HR. The results of the review are due to be implemented during 2022/23.

Connections to wider network

Women's Aid is a federation of approximately 160 organisations providing around 300 lifesaving local services to women and children across England. Our network also includes a further 72 organisations run by non-members who are engaged with us through the Routes to Support database of services. The year-on-year reduction in members is primarily caused by services closing due to loss of funding, or merging in order to meet the requirements of statutory funders.

The charity works in partnership with a range of statutory, voluntary, corporate and other bodies to deliver its mission and achieve its objectives. Membership is based on signing an agreement to support the charity's mission, aims and objectives. There are two membership categories:

1. Full Members: organisations that deliver direct services
2. Associate Members: other supporting organisations

Women's Aid local member services provide a range of refuge and community-based services to address domestic abuse including sexual abuse in intimate partner relationships. Members work to national standards for service delivery, including the Women's Aid National Quality Standards which cover all aspects of service delivery, as well as using model policies and procedures developed by Women's Aid.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03171880 (England and Wales)

Registered Charity number

1054154

Registered office

PO Box 3245
Bristol
England
BS2 2EH

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

Trustees

Chief Executive

Farah Nazeer

Trustees

Dickie James
Jo Gough - Vice Chair
Lindsey Wishart - Treasurer
Lorna Badrick - resigned 21st July 2021
Madi Turpin
Naomi Dickson - resigned 3rd September 2021
Sarah Hill - Chair
Zlakha Ahmed

Subcommittee members

Amanda Elwen
Angie Stewart
Sara McIlroy
Claire Lambon (from 13th September 2021)

Patrons

Julie Walters DBE
Melanie Brown MBE

Ambassadors

Alice Liveing
Bill Ward
Charlie Webster
Jahmene
Lucy Gaskell
Michelle Griffith-Robinson OLY
Toby-Alexander Smith
Will Young
Rachel Khoo

Love Respect Ambassadors

Holly Bourne
Maddy Anholt

Solicitors

Freeths LLP, 101 Victoria Street, Bristol, BS1 6PU

Bank

Co-Operative Retail Bank, 16 St Stephen Street, Bristol, BS1 1JR

Auditors

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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

In so far as the trustees are aware:

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

AUDITORS

The auditors, Bevan Buckland LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 19/10/2022..... and signed on its behalf by:



.....
Sarah Hill - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WOMENS AID FEDERATION OF ENGLAND**

Responsibilities of trustees

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Our responsibilities for the audit of the financial statements

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

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

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Enquiry of management which includes obtaining and reviewing supporting documentation concerning the Charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- Internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas;
- The rationale of any major fund flows during the period;
- The possibility of fraud whereby donations on Raiser's Edge and not captured by Xero due to different banking information given;
- Recognition of legacy income in its complete form within the financial statements.
- Obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the association, the key laws and regulations we considered in this context included the UK Companies Act.

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- Enquiry of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WOMENS AID FEDERATION OF ENGLAND**

Use of our report

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



Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 19/10/2022

WOMENS AID FEDERATION OF ENGLAND

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,108,235	68,364	2,176,599	4,899,407
Charitable activities					
London Councils		-	2,991	2,991	-
Change That Last		-	302,271	302,271	1,022,101
Direct Services		-	572,302	572,302	1,615,396
Campaigning		-	61,902	61,902	69,760
Training and support for Members		-	357,892	357,892	969,556
Other Activities		378,905	473,289	852,194	1,024,673
Covid related support		-	1,151,080	1,151,080	173,578
Other trading activities	3	698,979	63,758	762,737	273,598
Investment income	4	97	-	97	270
Other income		-	-	-	43,546
Total		<u>3,186,216</u>	<u>3,053,849</u>	<u>6,240,065</u>	<u>10,091,885</u>
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	416,515	-	416,515	356,455
Other trading activities	7	413,922	-	413,922	306,597
		<u>830,437</u>	<u>-</u>	<u>830,437</u>	<u>663,052</u>
Charitable activities	8				
London Councils		-	2,991	2,991	-
Change That Last		-	456,376	456,376	1,172,634
Direct Services		-	1,089,984	1,089,984	1,257,749
Campaigning		-	226,016	226,016	121,349
Training and support for Members		86,444	212,093	298,537	1,077,458
Other Activities		1,033,735	574,615	1,608,350	1,015,465
Covid related support		-	1,087,703	1,087,703	203,544
Total		<u>1,950,616</u>	<u>3,649,778</u>	<u>5,600,394</u>	<u>5,511,251</u>
NET INCOME/(EXPENDITURE)		1,235,600	(595,929)	639,671	4,580,634
Transfers between funds	20	76,462	(76,462)	-	-
Net movement in funds		1,312,062	(672,391)	639,671	4,580,634
RECONCILIATION OF FUNDS					
Total funds brought forward		4,063,847	1,971,996	6,035,843	1,455,209
TOTAL FUNDS CARRIED FORWARD		<u>5,375,909</u>	<u>1,299,605</u>	<u>6,675,514</u>	<u>6,035,843</u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**BALANCE SHEET
31 MARCH 2022**

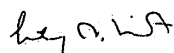
	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	15	14,658	-	14,658	-
CURRENT ASSETS					
Debtors	16	624,230	-	624,230	688,932
Cash at bank		7,504,750	1,302,596	8,807,346	6,212,399
		<u>8,128,980</u>	<u>1,302,596</u>	<u>9,431,576</u>	<u>6,901,331</u>
CREDITORS					
Amounts falling due within one year	17	(1,987,160)	(2,991)	(1,990,151)	(865,488)
NET CURRENT ASSETS		<u>6,141,820</u>	<u>1,299,605</u>	<u>7,441,425</u>	<u>6,035,843</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		6,156,478	1,299,605	7,456,083	6,035,843
ACCRUALS AND DEFERRED INCOME	19	(780,569)	-	(780,569)	-
NET ASSETS		<u>5,375,909</u>	<u>1,299,605</u>	<u>6,675,514</u>	<u>6,035,843</u>
FUNDS	20				
Unrestricted funds				5,375,909	4,063,847
Restricted funds				<u>1,299,605</u>	<u>1,971,996</u>
TOTAL FUNDS				<u>6,675,514</u>	<u>6,035,843</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 19/10/2022 and were signed on its behalf by:



.....
Sarah Hill - Trustee



.....
Lindsey Wishart - Trustee

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	2,610,646	4,620,894
Net cash provided by operating activities		<u>2,610,646</u>	<u>4,620,894</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(15,796)	-
Interest received		97	270
Net cash (used in)/provided by investing activities		<u>(15,699)</u>	<u>270</u>
Change in cash and cash equivalents in the reporting period		<u>2,594,947</u>	<u>4,621,164</u>
Cash and cash equivalents at the beginning of the reporting period		<u>6,212,399</u>	<u>1,591,235</u>
Cash and cash equivalents at the end of the reporting period		<u><u>8,807,346</u></u>	<u><u>6,212,399</u></u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

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

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

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	639,671	4,580,634
Adjustments for:		
Depreciation charges	1,138	-
Interest received	(97)	(270)
Decrease in debtors	64,702	28,743
Increase in creditors	1,905,232	11,787
Net cash provided by operations	<u>2,610,646</u>	<u>4,620,894</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank	6,212,399	2,594,947	8,807,346
	<u>6,212,399</u>	<u>2,594,947</u>	<u>8,807,346</u>
Total	<u>6,212,399</u>	<u>2,594,947</u>	<u>8,807,346</u>

The notes form part of these financial statements

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value assets held by the charity.

Income

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

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income represents amount received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Governance costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

Allocation and apportionment of costs

Support costs include central functions and have been allocated the activity cost categories on a basis consistent with the use of the resources, for example, allocating property costs by floor area, or per capita, staff costs by the time spent and other costs by their usage.

Tangible fixed assets

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

Office refurbishment - 5 years straight line
Computer equipment - 3 years straight line

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

1. ACCOUNTING POLICIES - continued

Taxation

The Charity is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

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

Pension costs and other post-retirement benefits

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

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective method.

Financial Instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transactions costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

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

1. ACCOUNTING POLICIES - continued**Trade debtors**

Financial assets are derecognised when and only when a) the contractual rights to the the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. DONATIONS AND LEGACIES

	2022 £	2021 £
Donations	1,729,910	4,199,827
Legacies	321,609	307,445
Donated services and facilities	125,080	392,135
	<u>2,176,599</u>	<u>4,899,407</u>

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support receive from all of our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid.

Donated services during the year are:

	2022 £	2021 £
Legal pro-bono for Marketing		
Engine Group	84,410	84,704
Legal pro-bono for Other Activities		
Goodwin Procter	37,210	111,962
Goldsmiths Chambers	1,620	-
Delight Collective	1,400	-
Bromley	390	-
MGM General Services Ltd	50	-
Legal pro-bono for the Membership team		
Morrison & Foerster (UK) LLP	-	44,264
Legal pro-bono for Campaigning		
Garden Court Chambers	-	17,875
Bhatt Murphy Solicitors	-	35,656
4 Paper Buildings	-	53,100
Scott-Moncrieff and Associates	-	1,109
Confidential	-	24,262
Legal pro-bono for Other Activities		
Jenner & Block LLP	-	19,203
	<u>125,080</u>	<u>392,135</u>

WOMENS AID FEDERATION OF ENGLAND

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

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Membership	102,274	100,134
Publications	297	19
Consultancy & Speakers' fees	84,999	4,680
National Training Centre	511,310	131,507
Other conference and events	16,542	13,104
Advertising and merchandise	47,315	24,154
	<u>762,737</u>	<u>273,598</u>

4. INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	<u>97</u>	<u>270</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Grants	London Councils	2,991	-
Grants	Change That Last	302,271	1,022,101
Grants	Direct Services	572,302	1,615,396
Grants	Campaigning	61,902	69,760
Grants	Training and support for Members	357,892	969,556
Grants	Other Activities	852,194	1,024,673
Grants	Covid related support	1,151,080	173,578
		<u>3,300,632</u>	<u>4,875,064</u>

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

	2022	2021
	£	£
Home Office	-	488,902
London Councils	314,922	314,924
Lloyds Bank Foundation for England and Wales	-	54,760
Comic Relief	20,000	879,995
The National Lottery Community Fund	347,107	1,139,914
Department for Levelling Up, Housing and Communities	387,376	340,001
Avon Cosmetics UK Ltd	137,376	131,488
Oak Foundation	152,395	-
Legal Education Fund	-	15,000
Other Small Grants	(145)	9,774
Anonymous donor	-	960
Restricted donations	456,104	340,358
Kering	41,854	82,765
YSL	70,000	-
BLF	-	100,600
Refinitiv	-	54,862
Barclays	-	100,000
Ballys	61,902	317,917
World Gold Council	-	45,000
The Sisters Trust	-	68,000
Tableau	-	8,068
Ricard Foundation	-	200,000
Olwyn Foundation	-	30,000
JJ Charitable Trust	-	20,000
Hiscox	-	50,000
Barbet	-	42,000
Black Rock	-	39,776
MOJ IDVA Training	91,000	-
	<u>2,079,891</u>	<u>4,875,064</u>
Carried forward		

WOMENS AID FEDERATION OF ENGLAND

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

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	2022 £	2021 £
Brought forward	2,079,891	4,875,064
CVC Foundation	114,497	-
CAF	1,106,244	-
	<u>3,300,632</u>	<u>4,875,064</u>

6. RAISING DONATIONS AND LEGACIES

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Employment costs	260,901	260,901	227,265
Other costs	78,905	78,905	52,206
Premises and office costs	-	-	27,969
Training, conference and events	-	-	10,461
Consultancy	-	-	4,742
Production of resources	-	-	1,826
	<u>339,806</u>	<u>339,806</u>	<u>324,469</u>
Direct Costs	339,806	339,806	324,469
Allocated support costs	76,709	76,709	31,986
	<u>416,515</u>	<u>416,515</u>	<u>356,455</u>

Allocated Support Costs (note 10)

7. OTHER TRADING ACTIVITIES

	2022 £	2021 £
Purchases	167,820	306,597
Staff costs	246,102	-
	<u>413,922</u>	<u>306,597</u>

	2022 £	2021 £
National Training Centre	383,201	209,682
Membership	30,721	95,497
Advertising and Merchandise	-	1,418
Consultancy and Speaker Fees	-	-
National Conference	-	-
Other Conference and Events	-	-
	<u>413,922</u>	<u>306,597</u>

WOMENS AID FEDERATION OF ENGLAND

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

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 9) £	Support costs (see note 10) £	Totals £
London Councils	2,991	-	-	2,991
Change That Last	217,752	186,183	52,441	456,376
Direct Services	647,526	267,515	174,943	1,089,984
Campaigning	183,802	-	42,214	226,016
Training and support for Members	247,392	1,615	49,530	298,537
Other Activities	1,474,640	-	133,710	1,608,350
Covid related support	255,452	795,619	36,632	1,087,703
	<u>3,029,555</u>	<u>1,250,932</u>	<u>489,470</u>	<u>4,769,957</u>

9. GRANTS PAYABLE

	2022 £	2021 £
Change That Last	186,183	603,285
Direct Services	267,515	267,515
Training and support for Members	1,615	731,597
Other Activities	-	1,638
Covid related support	795,619	-
	<u>1,250,932</u>	<u>1,604,035</u>

The total grants paid to institutions during the year was as follows:

	2022 £	2021 £
Safelives	-	593,299
Respect	10,000	10,000
Refuge	95,710	127,613
WGN	-	69,845
Rasacs	60,058	45,044
IMKAAN	231,156	-
Welsh Women's Aid	194,350	-
Wearside Women In Need	-	25,000
My Sister Place	-	29,559
Northern Ireland Women's Aid	134,000	-
Scottish Women's Aid	193,375	-
Roshni	-	39,962
Panahghar	-	37,000
Opoka	-	36,150
Anah project	-	36,000
Apna Haq	-	36,000
HARV	-	30,000
Coventry Haven Women's Aid	-	25,250
Women & Girls Network	52,384	-
Grants paid to institutions individually under £25,000	279,899	463,313
	<u>1,250,932</u>	<u>1,604,035</u>

The above is a list of the largest grants in aggregation to institutions (no grants were made to individuals):

In the year 1st April 2021 to 31st March 2022 this grant has been used to fund Women's Aid management time for all strand coordination, contract monitoring and reporting, as well as overseeing the data collection project which includes collecting, analysing and reporting on the demand and use of refuges in London.

Grant Aid of £314,922 was received from London Councils for the year 2021/22 for the Pan-London domestic and sexual violence helplines and data collection project under Priority 2, Service area 2.3.

The following table illustrates how money was allocated across the partnership and that it has been used for the purposes outlined in the funding agreement.

WOMENS AID FEDERATION OF ENGLAND

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

9. GRANTS PAYABLE - continued

Women's Aid Federation England underspent on travel (£1,350) and events (£1,500) in 2020/21 due to the coronavirus pandemic.

The travel and events underspend was carried forward to year 5 and, with London Councils' permission, spent on Contribution to Director of Services for contract management and reporting.

		Grant	Grant Spent
Lead Partner A	Women's Aid Federation of England	£44,556	£47,406*
Delivery Partner B	Respect	£10,000	£10,000
Delivery Partner C	Refuge	£130,463	£130,463
Delivery Partner D	RASASC	£60,058	£60,058
Delivery Partner E	Womens & Girls Network	£69,845	£69,845
		£314,922	£317,772

Women's Aid Federation of England had an underspend of £140 from 2019/20 that was returned to London Councils in 2021/22.

Women's Aid Federation of England also had an underspend of £2,850 within 2021/22 financial year due to the ongoing pandemic. This funding is carried forward, with the permission of London Councils, to 2022/23.

All costs across the partnership:

	Grant	Grant Spent
Staff	£234,791	£237,641*
Beneficiary	£2,470	£2,470
Other Direct Project	£36,785	£36,785
Overheads	£40,876	£40,876
	£314,922	£317,772

* Includes underspend of £2,850 carried forward from 2020/21.

10. SUPPORT COSTS

	Staff costs	Admin costs	Other support costs	Total 2022	Total 2021
	£	£	£	£	£
Charitable activities	286,678	177,990	24,803	489,471	479,328
Cost of generating donations and legacies	46,164	30,545	-	76,709	31,986
	<u>332,842</u>	<u>208,535</u>	<u>24,803</u>	<u>566,180</u>	<u>511,314</u>

* including depreciation

Basis of allocation

Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

WOMENS AID FEDERATION OF ENGLAND

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

11. NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Auditors' remuneration	14,204	19,358
Depreciation - owned assets	1,138	-
	<u>15,342</u>	<u>19,358</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

	2022	2021
	£	£
Trustees' salaries	6,020	-
	<u>6,020</u>	<u>-</u>

Trustees' expenses

During the year Trustees were reimbursed expenses of £286 (2021: £592).

Trustee's expenses related to purchase of greeting cards and reimbursement of catering expenses.

During the year £1,102 (2021: £984) was paid in respect of Trustees' indemnity insurance.

13. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	2,709,827	2,032,578
Social security costs	264,628	188,012
Other pension costs	168,262	131,598
	<u>3,142,717</u>	<u>2,352,188</u>

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

	2022	2021
Charitable activities	63	57
Fundraising	8	10
Support	6	6
	<u>77</u>	<u>73</u>

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

	2022	2021
£80,001 - £90,000	-	1
£90,001 - £100,000	1	1
	<u>1</u>	<u>2</u>

The total employee benefits of the key management personnel of the Charity were £120,647 (2021: £104,904)

WOMENS AID FEDERATION OF ENGLAND

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

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	4,351,092	548,315	4,899,407
Charitable activities			
Change That Last	-	1,022,101	1,022,101
Direct Services	-	1,615,396	1,615,396
Campaigning	-	69,760	69,760
Training and support for Members	-	969,556	969,556
Other Activities	960	1,023,713	1,024,673
Covid related support	-	173,578	173,578
Other trading activities	249,271	24,327	273,598
Investment income	270	-	270
Other income	43,546	-	43,546
Total	<u>4,645,139</u>	<u>5,446,746</u>	<u>10,091,885</u>
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	356,455	-	356,455
Other trading activities	306,597	-	306,597
	<u>663,052</u>	<u>-</u>	<u>663,052</u>
Charitable activities			
Change That Last	-	1,172,634	1,172,634
Direct Services	-	1,257,749	1,257,749
Campaigning	-	121,349	121,349
Training and support for Members	-	1,077,458	1,077,458
Other Activities	701,485	313,980	1,015,465
Covid related support	-	203,544	203,544
Total	<u>1,364,537</u>	<u>4,146,714</u>	<u>5,511,251</u>
NET INCOME	3,280,602	1,300,032	4,580,634
Transfers between funds	<u>73,011</u>	<u>(73,011)</u>	<u>-</u>
Net movement in funds	3,353,613	1,227,021	4,580,634
RECONCILIATION OF FUNDS			
Total funds brought forward	710,234	744,975	1,455,209
TOTAL FUNDS CARRIED FORWARD	<u><u>4,063,847</u></u>	<u><u>1,971,996</u></u>	<u><u>6,035,843</u></u>

WOMENS AID FEDERATION OF ENGLAND

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

15. TANGIBLE FIXED ASSETS

	Improvements to property £	Computer equipment £	Totals £
COST			
At 1 April 2021	10,878	-	10,878
Additions	8,208	7,588	15,796
At 31 March 2022	19,086	7,588	26,674
DEPRECIATION			
At 1 April 2021	10,878	-	10,878
Charge for year	547	591	1,138
At 31 March 2022	11,425	591	12,016
NET BOOK VALUE			
At 31 March 2022	7,661	6,997	14,658
At 31 March 2021	-	-	-

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	268,356	89,909
Other debtors	32,325	173,293
Accrued income	288,184	207,814
Prepayments	35,365	217,916
	624,230	688,932

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	209,728	127,509
Social security and other taxes	68,045	71,691
VAT	25,530	4,024
Other creditors	64,130	394
Deferred income	377,249	406,411
Accrued expenses	209,725	255,459
Deferred grants	1,035,744	-
	1,990,151	865,488

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	81,466	81,588
Between one and five years	227,566	309,032
	309,032	390,620

WOMENS AID FEDERATION OF ENGLAND

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

19. ACCRUALS AND DEFERRED INCOME

	2022 £	2021 £
Deferred grants	780,569	-

20. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	1,713,847	1,384,989	(72,928)	3,025,908
Designated Fund - Membership development and sustainability	1,600,000	(140)	141	1,600,001
Designated Fund - Sector wide initiatives	350,000	(86,689)	86,689	350,000
Designated Fund - Internal Investments	400,000	(62,560)	62,560	400,000
	4,063,847	1,235,600	76,462	5,375,909
Restricted funds				
Home Office	3	-	-	3
London Councils	2,989	(2,989)	-	-
Comic Relief	11,003	(11,003)	-	-
The National Lottery Community Fund	198,796	(136,756)	-	62,040
The City Bridge Trust	2,353	(2,353)	-	-
DHLUC	-	7,522	(7,522)	-
Avon Cosmetics Uk Ltd	84,390	96,245	-	180,635
Waltham Forest Council	5,404	(5,404)	-	-
Oak Foundation & Others	44,024	4,534	-	48,558
Legal Education Foundation	29	(29)	-	-
RTS & Membership	52,596	6,223	-	58,819
Big Potential Social Investment	2,668	-	-	2,668
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	482,978	(88,197)	11,000	405,781
Kering	26,869	(13,169)	-	13,700
Tesco	20,532	(20,532)	-	-
YSL	2,496	15,005	-	17,501
Black Rock	39,776	(23,430)	-	16,346
Barclays	96,974	(10,314)	-	86,660
Bank of America	53,099	(53,099)	-	-
Refinitiv	54,862	-	-	54,862
Ask Me Fundraising	23,578	8,674	-	32,252
Restricted Campaigns & Policy	2,252	(339)	-	1,913
Barbet	42,000	(42,000)	-	-
Bristol University Justice	9,519	(5,188)	-	4,331
Ballys	275,204	(239,085)	-	36,119
Hiscox	50,000	(18,356)	-	31,644
JJ Charitable Trust	20,000	-	-	20,000
Olwyn Foundation	2,575	(2,575)	-	-
Ricard Foundation	200,000	(200,000)	-	-
Tableau	8,068	(6,030)	-	2,038
The Sisters Trust	62,333	(62,333)	-	-
World Gold Council	43,640	(43,640)	-	-
Love Respect (Rest)	35,046	(35,046)	-	-
Bloom Ask Me Trainer	-	20,000	-	20,000
CAF Covid Support	-	108,213	(79,940)	28,273
MOJ IDVA Training	-	45,025	-	45,025
CVC Foundation	-	114,497	-	114,497
	1,971,996	(595,929)	(76,462)	1,299,605
TOTAL FUNDS	6,035,843	639,671	-	6,675,514

WOMENS AID FEDERATION OF ENGLAND

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

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,186,216	(1,801,227)	1,384,989
Designated Fund - Membership development and sustainability	-	(140)	(140)
Designated Fund - Sector wide initiatives	-	(86,689)	(86,689)
Designated Fund - Internal Investments	-	(62,560)	(62,560)
	<u>3,186,216</u>	<u>(1,950,616)</u>	<u>1,235,600</u>
Restricted funds			
London Councils	314,922	(317,911)	(2,989)
Comic Relief	20,000	(31,003)	(11,003)
The National Lottery Community Fund	381,658	(518,414)	(136,756)
The City Bridge Trust	-	(2,353)	(2,353)
DHLUC	387,376	(379,854)	7,522
Avon Cosmetics Uk Ltd	137,376	(41,131)	96,245
Waltham Forest Council	-	(5,404)	(5,404)
Oak Foundation & Others	152,395	(147,861)	4,534
Legal Education Foundation	-	(29)	(29)
RTS & Membership	16,409	(10,186)	6,223
Restricted donations	128,957	(217,154)	(88,197)
Kering	41,854	(55,023)	(13,169)
Tesco	-	(20,532)	(20,532)
YSL	70,000	(54,995)	15,005
Black Rock	-	(23,430)	(23,430)
Barclays	-	(10,314)	(10,314)
Bank of America	-	(53,099)	(53,099)
Ask Me Fundraising	7,474	1,200	8,674
Restricted Campaigns & Policy	1,785	(2,124)	(339)
Barbet	-	(42,000)	(42,000)
Bristol University Justice	-	(5,188)	(5,188)
Ballys	61,902	(300,987)	(239,085)
Hiscox	-	(18,356)	(18,356)
Olwyn Foundation	-	(2,575)	(2,575)
Ricard Foundation	-	(200,000)	(200,000)
Tableau	-	(6,030)	(6,030)
The Sisters Trust	-	(62,333)	(62,333)
World Gold Council	-	(43,640)	(43,640)
Love Respect (Rest)	-	(35,046)	(35,046)
Bloom Ask Me Trainer	20,000	-	20,000
CAF Covid Support	1,106,244	(998,031)	108,213
MOJ IDVA Training	91,000	(45,975)	45,025
CVC Foundation	114,497	-	114,497
	<u>3,053,849</u>	<u>(3,649,778)</u>	<u>(595,929)</u>
TOTAL FUNDS	<u>6,240,065</u>	<u>(5,600,394)</u>	<u>639,671</u>

WOMENS AID FEDERATION OF ENGLAND

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

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	710,234	3,280,602	(2,276,989)	1,713,847
Designated Fund - Membership development and sustainability	-	-	1,600,000	1,600,000
Designated Fund - Sector wide initiatives	-	-	350,000	350,000
Designated Fund - Internal Investments	-	-	400,000	400,000
	<u>710,234</u>	<u>3,280,602</u>	<u>73,011</u>	<u>4,063,847</u>
Restricted funds				
Home Office	-	3	-	3
London Councils	140	28,565	(25,716)	2,989
Lloyds Bank Foundation for England and Wales	6,250	(6,250)	-	-
Comic Relief	-	11,003	-	11,003
Other Small Grants	4,246	-	(4,246)	-
The National Lottery Community Fund	283,649	(64,853)	(20,000)	198,796
The City Bridge Trust	49,000	(46,647)	-	2,353
DHLUC	-	13,504	(13,504)	-
Avon Cosmetics Uk Ltd	20,158	66,842	(2,610)	84,390
Waltham Forest Council	22,403	(16,999)	-	5,404
Department for Digital, Culture, Media & Sport	12,109	(12,109)	-	-
Oak Foundation & Others	154,041	(91,684)	(18,333)	44,024
Legal Education Foundation	2,656	(2,627)	-	29
RTS & Membership	32,959	19,637	-	52,596
Big Potential Social Investment	2,668	-	-	2,668
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	15,900	(1,800)	-	14,100
Restricted donations	43,798	434,934	4,246	482,978
Kering	-	26,869	-	26,869
House of CB	30,000	-	(30,000)	-
Tesco	23,333	(2,801)	-	20,532
YSL	39,825	(37,329)	-	2,496
Black Rock	-	39,776	-	39,776
Barclays	-	96,974	-	96,974
Bank of America	-	53,099	-	53,099
Refinitiv	-	54,862	-	54,862
Ask Me Fundraising	-	23,578	-	23,578
Restricted Campaigns & Policy	-	2,252	-	2,252
Barbet	-	42,000	-	42,000
Bristol University Justice	-	9,519	-	9,519
Ballys	-	275,204	-	275,204
Hiscox	-	50,000	-	50,000
JJ Charitable Trust	-	20,000	-	20,000
Olwyn Foundation	-	2,575	-	2,575
Ricard Foundation	-	200,000	-	200,000
Tableau	-	8,068	-	8,068
The Sisters Trust	-	62,333	-	62,333
World Gold Council	-	43,640	-	43,640
Love Respect (Rest)	-	(2,106)	37,152	35,046
	<u>744,975</u>	<u>1,300,032</u>	<u>(73,011)</u>	<u>1,971,996</u>
TOTAL FUNDS	<u>1,455,209</u>	<u>4,580,634</u>	<u>-</u>	<u>6,035,843</u>

WOMENS AID FEDERATION OF ENGLAND

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

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	4,645,139	(1,364,537)	3,280,602
Restricted funds			
Home Office	488,902	(488,899)	3
London Councils	314,923	(286,358)	28,565
Lloyds Bank Foundation for England and Wales	54,760	(61,010)	(6,250)
Comic Relief	879,995	(868,992)	11,003
The National Lottery Community Fund	1,147,778	(1,212,631)	(64,853)
The City Bridge Trust	-	(46,647)	(46,647)
DHLUC	340,001	(326,497)	13,504
Avon Cosmetics Uk Ltd	131,488	(64,646)	66,842
Waltham Forest Council	-	(16,999)	(16,999)
Department for Digital, Culture, Media & Sport	-	(12,109)	(12,109)
Oak Foundation & Others	-	(91,684)	(91,684)
Legal Education Foundation	15,000	(17,627)	(2,627)
RTS & Membership	20,054	(417)	19,637
Women's Aid Members Contribution to Apprenticeship	-	(1,800)	(1,800)
Restricted donations	596,106	(161,172)	434,934
Kering	82,765	(55,896)	26,869
Tesco	-	(2,801)	(2,801)
YSL	250	(37,579)	(37,329)
Black Rock	39,776	-	39,776
Barclays	100,000	(3,026)	96,974
Bank of America	53,099	-	53,099
Julia and Hans Rausing Trust	150,000	(150,000)	-
BLF	100,600	(100,600)	-
Refinitiv	54,862	-	54,862
Ask Me Fundraising	27,450	(3,872)	23,578
Restricted Campaigns & Policy	58,178	(55,926)	2,252
Barbet	42,000	-	42,000
Bristol University Justice	9,774	(255)	9,519
Ballys	317,917	(42,713)	275,204
Hiscox	50,000	-	50,000
JJ Charitable Trust	20,000	-	20,000
Olwyn Foundation	30,000	(27,425)	2,575
Ricard Foundation	200,000	-	200,000
Tableau	8,068	-	8,068
The Sisters Trust	68,000	(5,667)	62,333
World Gold Council	45,000	(1,360)	43,640
Love Respect (Rest)	-	(2,106)	(2,106)
	5,446,746	(4,146,714)	1,300,032
TOTAL FUNDS	10,091,885	(5,511,251)	4,580,634

WOMENS AID FEDERATION OF ENGLAND

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

20. MOVEMENT IN FUNDS - continued

Designated Funds

Fund		Description
Membership Development & Sustainability		This money has been set aside to support members in the challenges associated with local commissioning.
Sector initiatives	wide	This designated fund is for work across a number of key projects which will have sector wide impact
Internal Investment		An internal investment pot for investment in our infrastructure that will ensure the long term viability of the organisation

Restricted Funds

Further description of each material fund which includes the source of funding and nature of restriction:

Project	Description	Funders
Direct Services	The Women's Aid digital direct services include our Live Chat Helpline, the Survivors' Forum and our email support service. These services help thousands of women every year. These services ensure that women get the right response to domestic abuse and can find support in the way that best suits them. Our Live Chat Helpline is an online instant messenger service where women can access emotional support and guidance from trained and experienced support workers. Our email service, operated by specialist support workers, offers guidance and advice to survivors who contact us in need of support. The Survivors' Forum provides a safe, anonymous environment for women affected by domestic violence to speak out about their experiences and seek help and support, and has dedicated moderators to provide professional support and advice	Bank of America, Barbet, Blackrock, Comic Relief, Various, Gamesys, London Councils, Ricard Foundation, Tesco, Bloom UK
CYP	YSL supported the Safer Futures project, which will enable us to relaunch our nationwide network of Schools Advocates, consisting of domestic abuse professionals who champion prevention work in their region and support schools to address domestic abuse. encourage widespread engagement with schools across England to improve education for children and young people about domestic violence. The project aims to ensure that healthy relationships education is delivered responsibly and effectively across the country.	YSL
Change That Lasts	Change That Lasts (CTL) is a strategic programme piloting our strengths and needs-led approach within different settings with a range of funding and operational partners. Projects include BLF funded pilots of CTL, Home office funding of 'Sooner The Better' and its 'Trusted Professional' scheme, and piloting the 'Ask Me' scheme with Welsh Women's Aid funded by Comic Relief and the Home Office	Home Office, The National Lottery Community Fund (formerly BLF), Waltham Forest, DCMS

WOMENS AID FEDERATION OF ENGLAND

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

20. MOVEMENT IN FUNDS - continued

Increasing research capacity	The aim of this project is to increase our Research team capacity, with additional hours for two members of staff. This will enable Women's Aid to produce more data and reports on Domestic Abuse in England and to ensure Women's Aid remains a leading authority on Domestic abuse, and continues to use evidence to support campaigns. A portion of this funding is also dedicated to updating 'The Power to Change' programme, the aim of the programme is to support survivors and their children in their journey of healing after experiencing domestic abuse. With this funding the team plan to expand and deepen the programme. We aim to address the gaps and weaknesses within the current version of the manual, in order to make it more suitable, better adapted and updated to the current climate in England.	Kering
Apprenticeships	Women's Aid are working with the Institute of Apprenticeship's to develop an Apprenticeship for Domestic Abuse Sector. The Apprenticeship will cover all roles currently operating within our membership organisations. The Institute have accepted the proposal put forward and allocated WA a relationship manager.	People's postcode
On Track	On Track, our outcomes monitoring and case management is used by nearly 80 organisations to facilitate their casework and evidence their impact. The national data it provides is used to inform and support our campaigning and advocacy work on behalf of members and survivors.	Avon Cosmetics, City Bridge Trust, Kering Foundation
Translation Project	The objective of this project is to ensure that our online resources are available to women for whom English is not a first language, or who face other accessibility barriers in accessing the information that we provide. We would do this by translating the key areas of our website into the most commonly spoken languages in the UK, including videos for those women who cannot read their mother tongue, and in BSL, as well as auditing our resources to be more accessible, e.g. for those who use screen readers. As a result of this project, more women will be able to access the information and support that they need.	Barclays, World Gold Council
Domestic violence & abuse bill	This funding enables us to engage survivors in the development of the law, using the Domestic Abuse Bill as a 'live study' of the law-making process, equipping and empowering survivors with the confidence and opportunities to influence the legislation. Thanks to continuation funding we can ensure survivors continue to build on their influence at this crucial time as well as expanding the project by involving our member services to support survivors in influencing legislation; and develop our network of Campaign Champions to better support them and enhance their campaigning impact around the law.	Lloyds Foundation, Legal Education Fund

WOMENS AID FEDERATION OF ENGLAND

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

20. MOVEMENT IN FUNDS - continued

Mental Health Campaign	The objective of this project is to develop a flagship new public policy campaign that will shape debates around domestic abuse and mental health and use momentum of the Domestic Abuse Bill to drive change forward. The campaign will run for 3 years. This campaign will be: driven by the priorities and voices of survivors; rooted in the expertise and views of our members; and will not mean that we speak for marginalised groups, but will enable us to build partnerships to ensure the voices and experiences of marginalised survivors are central to the campaign. We will be building on the lessons and learning of engaging a diverse group of survivors as 'experts by experience' in our Law in the Making project during 2019-20.	Gamesys Foundation
Training Portal	The donation was made with specific reference to the current Covid-19 pandemic. It was decided to use these funds towards the training portal so that Women's Aid could continue to carry out training online during the Covid-19 restrictions and beyond.	Hiscox, JJ Charitable Trust, Refinitiv
Routes to Support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies	DHLUC, London Councils
Love Respect	For the Love Respect project we held consultation with a group of young women to see what services they felt they needed. The conclusion of our learnings has led to the development of an interactive online advice hub, which also includes an instant messaging service. This exciting service for girls aged 14-18 will raise awareness of what an abusive relationship looks like, answer their questions about relationships and signpost them to specialist support if they are experiencing domestic abuse.	Avon Cosmetics, House of CB corporate funding
Covid support	The COVID 19 pandemic has had far reaching impacts on survivors and the specialist domestic abuse services which support them. Emergency funding from Trusts and Statutory organisations has enabled Women's Aid to deliver effective support to the life-saving national network of services, and to reach many survivors who have experienced escalating domestic abuse and harm. WAFE services continued to be in extremely high demand during the pandemic and as restrictions have begun to ease. In order to try and meet this demand we received support from trusts and statutory organisations to fund crucial staff roles that are supporting survivors and services during this incredibly busy time. We also received counselling costs to support the health of our staff who are in need of additional care due to an increasing workload and exhaustion.	Comic relief, NLCF /DCMS, Home Office, Kering, Lloyds Banking Foundation
No woman turned away	The No Woman Turned Away (NWTa) project provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.	DHLUC

WOMENS AID FEDERATION OF ENGLAND

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

20. MOVEMENT IN FUNDS - continued

Procurement & Impact Programme	To provide support to domestic abuse services in the United Kingdom so that they become more sustainable and their organisational and financial stability are increased. This work involves working alongside member organisations to provide sustainability support, access to national quality standards and procurement services.	Oak Foundation
Member tech. needs	These funds were allocated to our smallest members to allow them to develop an online presence. This will enable our smallest members to create or update their websites and use them for marketing and fundraising purposes. This work is being centrally procured by the Membership Team, and has been really well received by our Band A members.	Olwyn Foundation, Tableau
Tech vs. Abuse	This project aims to redesign and update the Women's Aid Survivors' Handbook, by conducting user research with survivors to make it more accessible, user-friendly and help women get the information and support they need as easily as possible.	Comic Relief
Leadership	We were awarded a donation towards the salary costs of our Chief Executive for 3 years. As this is such a pivotal role in the domestic abuse sector it is crucial that our new Chief Executive is given time to develop and nurture relationships with funders, both statutory and trusts, as well as supporters, sister organisations, sector partners and government members. By the end of the 3 year funding period our new Chief Executive will have led the development and implementation of our new organisational strategy.	Sister's Trust
Audience mapping	Small amount of funding to be used for audience mapping.	Big Potential Social Investment
National Training Centre	Funding provided to expand the National Training Centre capacity to deliver accredited training for up to a further 180 additional IDVA training candidates.	MOJ IDVA
Covid 19 resilience fund	Project aiming to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis. The grant is provided to the "VAWG Partnership" which is made up of the four Women's Aid federations (England, Wales, Northern Ireland and Scotland) and Imkaan. The VAWG Partnership will work collaboratively to support the specialist domestic abuse (DA) sector to recover from the devastating effects of Covid19 and potential further devastation from a second wave and recession. The partnership will build resilience within the DA sector, building upon new ways of engaging digitally that are emerging through Covid19, future proofing us for a digital world, and utilising these to remove the barriers to support, learning and resources that are required by services now more than ever. The Grantee (WAFE) will be the lead organisation in this project. WAFE will be the recipient of the grant and will be accountable for managing the onward payments, overall programme management and the delivery and outcomes of the WAFE elements of the project. Imkaan, Welsh Women's Aid, Scottish Women's Aid and Women's Aid Federation of Northern Ireland will be recipients of the onward grants and will each be accountable for the delivery.	Managed by CAF; funded by ABI

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

20. MOVEMENT IN FUNDS - continued

Support of membership organisations	This funding will be used to support our membership team, who are doing vital work supporting our network of member organisations. We will use this donation to work alongside our member organisations, and the local services they provide, to ensure that we are continuing to meet the developing needs of survivors. We will work with our members to increase their long term organisational and financial stability, after the negative impacts the sector has felt since the onset of Covid-19. The long term sustainability of our network of member organisations is absolutely vital to ensuring that survivors receive the best support for them. This donation will ensure that Women's Aid are able to continue offering life-changing, and often life-saving, support to women and children who have suffered from, or are exposed to, domestic violence.	CVC

Transfers between funds

The transfers between funds between 1st April 2021 and 31st March 2022 were as follows:

£	Description	From fund	To fund
49,540	To fund staffing costs for CAF Covid19 response work	CAF Covid Support	Unrestricted
30,400	For training bursaries distributed by National Training Centre	CAF Covid Support	Unrestricted
11,000	To reflect the contribution of the Direct Services team to the Routes to Support activities	Routes to Support (DHLUC)	Direct Services Fundraising
3,478	To cover staff time that supported the project	Unrestricted	Routes to Support

During the year several projects had funding reallocated, these are noted below

£	Description	From fund	To fund
86,689	To top up designated funds to required level	Unrestricted	Sector wide initiatives
62,560	To top up designated funds to required level	Unrestricted	Internal investments
141	To top up designated funds to required level	Unrestricted	Membership, development and sustainability

WOMENS AID FEDERATION OF ENGLAND

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

21. RELATED PARTY DISCLOSURES

Women's Aid worked with Refuge, the Rape and Sexual Abuse Support Centre, and the Women and Girls Network to deliver Domestic and Sexual Violence Helpline Services to London.

Six Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest" and to avoid this the Board ensures the Women's Aid Conflict of Interest Policy is followed at all times.

The Board of Trustees were drawn from member organisations running services to address violence against women and children. These organisations received a small honorarium in recognition of their support for the work of the Board of Trustees. Payments were made to the following organisations:

	2022	2021
	£	£
Harv Domestic Abuse	1,750	1,300
IDAS	1,020	900
Apna Haq	900	1,050
Rise	850	1,350
Staffordshire Women's Aid	650	400
Cambridge Women's Aid	450	400
Stop Domestic	400	-
Jewish Women's Aid	-	550
	<u>6,020</u>	<u>5,950</u>

Reimbursement of expenses was made to the following organisations/individuals on behalf of Board Members:

	2022	2021
	£	£
Rise	-	592
	<u>-</u>	<u>592</u>

Sales relating to conference places, publications, training courses and job adverts on the charity website were made to the following organisations:

	2022	2021
	£	£
IDAS	59,890	2,495
Stop Domestic	17,345	-
Rise	5,330	-
Cambridge Women's Aid	1,070	5,240
Staffordshire Women's Aid	940	5,900
Harv Domestic Abuse	940	440
Jewish Women's Aid	660	620
Apna Haq	220	320
	<u>86,395</u>	<u>15,015</u>

WOMEN'S AID FEDERATION OF ENGLAND

England & Wales - Charity number 1054154

Accounts

REGISTERED COMPANY NUMBER: 03171880 (England and Wales)
REGISTERED CHARITY NUMBER: 1054154

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2021

FOR

WOMENS AID FEDERATION OF ENGLAND**

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

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FOR THE YEAR ENDED 31 MARCH 2021**

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WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Reference and administrative information set out on pages one and two form part of this report. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102. The board members including the chair, secretary and treasurer are appointed by the board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of three board members and a maximum of 12.

Board members are required to act in the best interests of Women's Aid and for the benefit of the members as a whole. The board is ultimately responsible for all that Women's Aid does. In order for Women's Aid to perform effectively, day-to-day operational management of the charity is delegated to the Chief Executive.

The board has added to its structures for strategic input through a system of subcommittees, which include board members and relevant staff, and to which are appointed external committee members from member organisations and other experts. These subcommittee members act in an advisory capacity only, but support and strengthen the ability of the subcommittees to advise the board.

The board retains the following duties to:

- ensure that Women's Aid fulfils its charitable objectives;
- determine Women's Aid's overall strategic direction within resource limits;
- monitor the performance of the Chief Executive and her team, holding them to account for the exercise of their delegated powers and delivery against plans and budgets;
- promote and protect Women's Aid's values, integrity, and reputation;
- ensure high standards of governance that command the confidence of all of Women's Aid's staff and stakeholders;
- Act with independence and in the interest of WAFE at all time, exercise independent judgement, reasonable care, skill and diligence; and
- promote the success of Women's Aid for the benefit of members by considering the:
 - impact of Women's Aid's actions on the interests of employees.
 - need to foster business relationships with customers/suppliers.
 - impact of Women's Aid's actions on the community and environment.

In fulfilling these duties the Board pays particular attention to:

- maximising the impact and effectiveness of Women's Aid;
- consulting, listening and responding to members;
- identifying and managing risks and harnessing opportunities;
- ensuring prudent use of funds - restricted and unrestricted; and
- ensuring that Women's Aid acts fairly, responsibly, transparently, proportionately and ethically.

Board appointments, induction and training

The board appoints new trustees through a transparent and inclusive recruitment and selection process where board members must be aged over 16 years, meet the skills, knowledge and experience needed for the effective administration of Women's Aid and commit to upholding the organisation's mission and values. The board is considering additional recruitment plans during 2021/22.

On appointment, new board members receive a comprehensive induction to their role with Women's Aid. Information supplied includes a copy of Women's Aid's Memorandum and Articles of Association, a copy of Women's Aid's latest reports and statement of accounts and an induction pack.

The board recognises a new trustee needs ongoing support to be effective and will follow the six key principles of good governance as set out in the Women's Aid's Governance Framework.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

In order to ensure all trustees receive ongoing support the board will, where realistic:

- have a mentoring programme;
- undertake training;
- take part in trustee or specialist networks;
- have appraisals;
- review their performance; and
- undertake benchmarking.

Trustees can expect to learn, develop, and be able to take on different responsibilities within the board. The board will be continuing its governance effectiveness review over the next year to ensure it is following good governance practice appropriate to the size, scale and nature of the charity's operations.

Annual General Meeting (AGM)

Women's Aid will invite all full members and board members to the AGM. Copies of the annual report and accounts will be sent to the board members and made available to all other members at the meeting venue.

The notice calling an AGM will be sent to all members 21 days before the meeting date. The notice will set out:

- the date and time of the meeting;
- the venue;
- the details of the business to be considered (which will probably be mandatory items at this stage as members' resolutions may not have been received); and
- an invitation to propose resolutions.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

OBJECTIVES AND ACTIVITIES

Charitable objects

The principal activity of the charity is to promote the protection of women and children who have suffered from, or are exposed to, gender-based violence, including the preservation and protection of their mental and physical health, the relief of need and the promotion of research and education concerning gender-based violence.

Vision

A world where every woman's right to equality and freedom from violence is unquestioned.

Purpose

Women's Aid exists to use its expertise, knowledge and influence to raise the status of women to a level where violence against them is no longer legitimised or tolerated.

Strategy

Our strategy has four main objectives:

1. Key target audiences understand coercive control, its impact and the diverse experiences of survivors.
2. Legislation and policy framework strengthened to protect survivors, their children and the specialist services supporting them.
3. More effective state, private and specialist sector response to domestic violence and abuse.
4. Women's Aid is established as a sustainable organisation with the ability to grow.

Our business plan for 2020/21 set out the following one-year aims:

- Women's Aid is securing the changes that survivors and services need during Covid-19.
- Women's Aid provides strong leadership in influencing policy and practice responses to domestic abuse.
- Women's Aid is a strong, sustainable federation led by members.
- Survivors and their children have access to high quality information and support when they need it.
- Women's Aid is a strong, financially viable organisation with a stable, diversified workforce, ensuring anti-racist attitudes are at the heart of the work we do.

Our activities to achieve each of these are outlined below.

1) Women's Aid is securing the changes that survivors and services need during Covid-19

Funding, policy and practice

Since the outbreak of the pandemic, we have prioritised the response to Covid-19 in our campaigning and policy work. We knew that the pandemic would have a severe impact on survivors and our member services, and we mobilised quickly to mitigate this. Our foremost priorities were to ensure that services secured additional government funding during this time, and that survivors' safety was considered within measures taken to control the virus.

We joined forces with sister organisations in the violence against women and girls (VAWG) sector to secure essential emergency funding for life-saving services during the pandemic. This resulted in £48million for services supporting victims of domestic and sexual violence in England during 2020-21. We also helped to secure the practical changes that frontline women's services needed - such as staff being listed as keyworkers, and a route for refugees to access personal protective equipment (PPE). This fed into guidance on domestic abuse from the Local Government Association and the Local Government Information Unit, to set out what members need from local authorities during this time.

Recognising the critical importance of supporting survivors during Covid-19, we worked with VAWG sector organisations to develop support information for survivors and community members, ensuring that the resources spoke to needs of survivors facing intersecting barriers to support. These resources were translated into 15 different languages and British Sign Language, and have been shared and disseminated widely.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

Women's Aid has participated in high profile political debates on Covid-19 including: submitting responses to four different parliamentary select committee inquiries on the pandemic; giving oral evidence twice to the Home Affairs Committee; and setting out the increasing and changing needs of members and survivors during Covid-19 to decision makers including the Domestic Abuse Commissioner, Ministry of Justice and Home Office.

Covid-19 monitoring

When the country went into lockdown on 23rd March 2020, Women's Aid knew that this would have a very real impact on the lives of women experiencing domestic abuse, their children and the dedicated specialist services supporting them. The research team is researching the impact. We listened to the survivors and providers we interact with and reviewed our key data sources. We used this to design surveys of survivors, providers and community ambassadors. We published a series of briefings on our Covid-19 monitoring page on our website and in August 2020 we published our report "A Perfect Storm", which pulled together all of our evidence to date. This will be an ongoing area of work for us, which we are now integrating into our other workstreams

National Training Centre

This year saw some major changes in the way that we work in order to respond to the Covid-19 restrictions put in place by the government, resulting in the postponement of all face-to-face training at the beginning of the year through to the end of August 2020. During this time the introduction of blended learning (some remote deliveries, alongside assignment writing and pre-reading) was introduced, with the whole department having to quickly upskill on new delivery techniques committed to introduce remote deliveries as soon as possible.

As organisations and businesses became more aware of the Covid-19 related increase in risks of domestic abuse due to people having to work from home and often alongside their abusers, we received a larger than usual demand for training as the year progressed. We have worked tirelessly throughout the year to accommodate all requests.

Change That Lasts

This year saw some major changes in the way that we work in order to respond to the Covid-19 restrictions put in place by the government, resulting in the postponement of all face-to-face training at the beginning of the year. During this time, we developed new ways to deliver Ask Me Community Ambassador training and Trusted Professionals training remotely, including a mixture of online workshops alongside pre-reading. The whole department had to upskill on new delivery techniques, including learning how to use online platforms to deliver training and consider how we could deliver trauma-informed training online.

We also developed new ways to reach out to communities. During the first lockdown period we hosted a series of online webinars for our network of Community Ambassadors, including a session with Nicole Jacobs, Domestic Abuse Commissioner. We also hosted a series of webinars open to all members of the community across the country who wanted to improve their response to domestic abuse at the beginning of this year.

Direct Services

Over the last year we have expanded the opening hours of the Women's Aid Live Chat service to 7 days a week from 10am to 6pm. We are intending to expand the opening hours further in the next coming month. We have increased the team to 9 full time support workers to meet the demand.

We are working closely with our Translation and Accessibility Officer and our Digital Product Development Officer in addressing efficiencies and accessibility throughout all of our Direct Services.

We have also developed a digital resource for professionals working with survivors so that they can receive information and support as well as providing up to date refuge vacancies in a timely way.

We continue to provide dedicated telephone support and advocacy through the 'No Woman Turned Away' project to women who have barriers to accessing safe/refuge accommodation.

There was some foresight in thinking about tech as the lockdown and the move to remote working highlighted how much digital transformation was needed by our members and the level of support we were able to give them. Focusing on areas slightly outside of 'procurement', but which strengthened the team working across the organisation and our members, the team

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- Created a Covid-19 hub on the members' area (which gives us evidence of refreshing the members' area of the website so that it becomes a hub for procurement and member activity.
- Sent out weekly newsletters where we were able to share news, resources, funding opportunities, donation offers and request information to inform decisions for future procurement work.
- Conducted a two-stage phone needs assessment to assess all members' sustainability and immediate needs.
- Created a system for earmarking donations coming into Women's Aid for members based on these needs.
- Created a members' online fundraising page on our website.

We have continued to provide sustainability support to members during the pandemic. As well as supporting members to apply successfully for emergency funding, we have provided advice and consultancy on all aspects of maintaining and funding quality services for survivors - including on commissioning, leadership and service design.

"Thank you so much for the fabulous discussion we had with you on Tuesday, it was so heartening for us to have your support... many thanks, and we are so appreciative of your help." **(Sue Filmer, Management Committee, Andover Crisis and Support Centre)**

"Thank you - your support means a lot, particularly at the moment" **CEO, Manchester Women's Aid**

Our response to Covid-19

During Covid-19, people came to us for support and advice. We created resources on our website for survivors, the public, and for members through a dedicated area. We shared posts on our social networks to raise awareness of services, share information as it came out, and to campaign for extra support from the government.

Through the website we saw a huge demand for the Covid-19 resources - with a high level of traffic visiting our varied webpages on Covid-19. We released our Covid-19 support for survivors and member services at the end of March 2020 and remained consistent with it thereafter. In April 2020, we achieved the highest engagement ever on Women's Aid platforms, following the hugely successful Covid-19 messaging. We received 530,820 visitors in the first quarter (1st April-30th June), compared to 450,584 per quarter on average for the rest of the year. It also compares to 328,285 in the same quarter the year before, a 61.69% increase.

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OBJECTIVES AND ACTIVITIES

Aims

2) Women's Aid provides strong leadership in influencing policy and practice

SOS campaign achieves key aims around sustainable funding

During the course of this year the SOS: Save Refugees, Safe Lives campaign focused on influencing the government's statutory duty on local authorities to fund support in 'safe accommodation'. Whilst this has signified a major step forward in securing a long-term funding solution for refugees, we have had significant concerns about the level of funding underpinning the duty and how specialist women's refuges will be protected.

We have been successful in pushing the government to increase the level of funding attached to the duty - increasing from £90 million to £125 million in its first year. Whilst that falls short of the £173 million we estimate refugees need annually, it demonstrates the major impact that our research and campaigning has had in pushing the government to act.

We have also worked with Imkaan to push for changes to the statutory duty itself, to clearly define specialist women's refuges and place stronger requirements on local authorities to value their expert support within funding and commissioning. These amendments had cross-party support and peers used them to press for guarantees that specialist provision is delivered under the duty. Whilst the government opposed our amendments, we have made a clear impact on the draft statutory guidance for the duty - which requires local authorities to fund services with Women's Aid's, Imkaan's or the Ministry of Housing, Communities and Local Government's Quality Standards.

We worked to hold local authorities accountable for their existing housing duties for survivors. We intervened in a legal challenge of Camden Council's decision to house a female survivor in mixed-sex temporary accommodation, using evidence from our direct services and members to demonstrate this was far from an isolated incident. In a significant victory, Camden agreed to take account of our arguments when assessing homeless survivors and in reviewing their use of mixed-sex temporary accommodation.

Domestic Abuse Bill meets the needs of survivors and our member services

The Domestic Abuse Bill's progression has entailed a lengthy parliamentary journey through challenging times politically and globally, from general elections to the Covid-19 pandemic. Throughout, we have delivered leadership on the Bill and have improved the legislation from the original draft to its final format which has now received Royal Assent. Fighting for the urgently needed legislative changes has been a key focus within our engagement with Ministers and political stakeholders, and within our briefings and statements, over the past year.

The areas Women's Aid has directly secured key changes or government commitments on include:

- A guarantee that survivors will have priority need for housing.
- Improved safety measures for survivors in the family and civil courts - including a ban on cross-examination, and access to special measures for survivors, in the family and civil courts.
- Recognition that children are victims, no longer 'witnesses' of domestic abuse.
- A government commitment to consult on 'local connection' rules that restrict access to refuge reform for women who need to escape their local area.
- A government commitment to consult on joint tenancy law for survivors in social housing.

These successes have benefited from our coordination of collaboration with other sectors, for example partnerships with the Domestic Abuse Housing Alliance and other housing sector organisations, and the children's coalition we chair alongside Action for Children. We have utilised the combined knowledge and influence of these organisations in our work on the Bill, which has been acknowledged by a recent nomination for a Sheila McKechnie Foundation award for 'best coalition'.

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Despite positive improvements to the law, we have remained vocal on our concerns about the lack of full and equal protection and support for migrant women in solidarity with organisations led by and for Black and minoritised women, including Southall Black Sisters, and the Step Up Migrant Women campaign led by Latin American Women's Rights Service. This campaign did secure a new duty on the government to issue a code of practice on how data is shared between the public and services which survivors report to (such as the police), and immigration enforcement in the Act. This is a significant win in the context of the hostile environment.

Women's Aid has continued to lead collaboration and joint campaigning within the VAWG sector on the legislation, through regular meetings and calls. The membership of VAWG sector organisations involved in this work expanded to over 30, resulting in wider support for joint briefings and written evidence which Women's Aid has led on and coordinated. The meetings have also enabled the sector to discuss and strategically respond to wider policy issues, and discuss tackling structural inequalities, anti-racism and the future of the VAWG strategy. Our impact as leaders on the Bill has been recognised by a number of key decision makers:

"I wanted to thank you personally for all of the work and dedication you have given to this legislation. It has been an inspiring experience to see the sector working together so effectively and with such unity and it is leaders like you that are making that happen. I have been moved by your passion, expertise and influence which has certainly improved this legislation and will change and impact lives." **Domestic Abuse Commissioner, Nicole Jacobs**

"Congratulations on your work so far on the Domestic Abuse Bill (...) it would not have happened without the brilliant Women's Aid team." **Apsana Begum MP, Chair of the APPG on Domestic Violence and Abuse**

The Women's Aid campaign (the Law in the Making Project) is a great campaign, so I am pleased to hear that you are part of it." **Victoria Atkins MP, Minister for Safeguarding**

"I want to thank Women's Aid and other organisations for the help they have given all noble Lords on this Bill and for their general work. I have always been grateful to Women's Aid for its advice on a number of issues." **Lord Kennedy of Southwark, Labour**

"It is impossible to describe the real progress that has been made (...) thanks to voluntary organisations such as Women's Aid, which has campaigned tirelessly" **Lord Young of Cookham, Conservative Peer**

Leadership in the public policy agenda on domestic abuse

We also continue to act as the Secretariat for the All Party Parliamentary Group (APPG) on Domestic Violence and Abuse, ensuring the group is seen as the key cross-party vehicle for action on domestic abuse within parliament. We held three public meetings of the APPG during the year, and one closed meeting between the group and the Home Office Minister Victoria Atkins MP, highlighting the influential nature of the group. We have elected a new Chair and Vice Chair, Apsana Begum MP and Baroness Bertin, and new Officers which ensures that the group is well connected to the 2019 intake of MPs following the General Election and with the House of Lords.

Child First campaign achieves key aims around safe family court system and policy framework

June 2020 marked the publication of the Ministry of Justice expert 'harm panel' report. The report concluded that the family courts do not effectively protect many child and adult victims of domestic abuse from further harm. Following the report's publication, the government amended the Domestic Abuse Bill to include some of the report's recommendations (see below), which were key asks of the Child First campaign. It also announced other measures to address some of the recommendations, such as pilots of a new 'investigative approach' to domestic abuse cases, and reviews of domestic abuse perpetrator programmes and the legal presumption of parental involvement, which Women's Aid has contributed to. We continue to advocate for the wider urgent reforms to the culture of the family courts required to ensure women and children are protected.

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OBJECTIVES AND ACTIVITIES

Our campaigning in this area has helped to ensure that the Domestic Abuse Act will have a number of key provisions that will help to make the family courts safer for survivors and their children. These include:

- Measures to clarify the circumstances where section 91(14) orders ('barring orders') will be used in the family courts to prevent perpetrators repeatedly bringing survivors back to court to cause harm.
- Measures to make victims of domestic abuse automatically eligible for special measures in the family and civil courts.
- Measures to introduce a ban on the cross-examination of a survivor by her perpetrator in the family and civil courts.

During debates around the bill there were proposals to include the damaging concept of "parental alienation" as part of the definition of abuse. We worked hard to brief members of both houses about impact of this dangerous and unhelpful concept on survivors and their children, and the proposals were withdrawn. We have continued to press these concerns in relation to the Act's statutory guidance.

In November 2020, we began convening a working group for survivors and legal experts on domestic abuse and the family courts. The aim was to bring these two groups together to discuss possible collaborations and explore legal routes to challenging the failures of the family courts around domestic abuse. Since this time, the group has grown and it now includes the Domestic Abuse Commissioner, London's Victims Commissioner, sector organisations and academics. The group is proving very useful for information sharing and planning legal challenges, including in the Court of Appeal cases discussed below.

In January this year, we intervened, along with Welsh Women's Aid, Rights of Women and Rape Crisis England and Wales, in four joined Court of Appeal cases relating to domestic abuse and the family courts. These appeals were from mothers who had experienced dismissive attitudes and minimisation of the domestic abuse and sexual violence they had experienced. We argued that the problems arising in the four cases were not "one off" examples of poor practice and decision making, but were representative of widespread systemic problems across family justice. Three of the four appeals were upheld, with the Court of Appeal agreeing that poor decisions had been made. Our intervention was crucial in securing key elements of the final judgment - which stressed the importance of judges and magistrates having proper understanding of coercive and controlling behaviour.

We have continued a significant programme of engagement with Cafcass to improve their response to domestic abuse over the past year. This has included membership of their Learning and Improvement Board, set up to respond to the findings of the Ministry of Justice 'harm panel' report. As part of this work, survivors from our experts by experience network took part in a detailed case audit and inputted considerably into Cafcass' learning and improvement plan. This will be published in June 2021 and aims to map out changes to improve Cafcass' practice in cases where there is domestic abuse. We have also commented on Cafcass' updated domestic abuse practice pathway, and engaged in planning meetings for their new family forum.

Women's Aid launches new campaign driven by the voices and priorities of survivors and members

Following consultation with survivors, members, and the WAFE staff team on our next flagship public policy campaign, mental health and trauma was selected as our focus. We secured three-year funding for the campaign from Gamesys Foundation, followed by initial scoping work with survivors, members and sector colleagues to develop our campaign plan. The agreed overarching aim of the campaign is to:

Change perceptions and attitudes towards survivors' mental health which compound women's trauma and inequality; and reform the funding and resourcing landscape to enable specialist women's services - including those led 'by and for' Black and minoritised groups - to deliver long-term healing.

We are committed to ensuring the campaign is intersectional in approach and impact, and takes a genuinely collaborative and survivor-led approach. With this in mind, we have established a Survivor Advisory Board for the campaign, which we are co-facilitating with Imkaan; alongside an Expert Advisory Group for the campaign with an intersectional focus in regard to membership (members include Stay Safe East, Sign Health, Faith and VAWG Coalition, Galop, and the Latin American Women's Rights Service). We have also been consulting with our Research, Policy, Campaigns and Comms (RPCC) members group on the campaign development, which will function as the member advisory group for the campaign.

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The recruitment for the Survivor Advisory Board was conducted during December 2020-March 2021 in partnership with Imkaan. We recruited 13 women for the board; ensuring the group reflected the diversity of survivors' experiences*, centering the most marginalised voices was key - and much of the recruitment was targeted with 'by and for' services. We held our first workshop with the group on 31st March 2021

*Group demographic statistics: Black and minoritised women - 8/13 (62%); LGBT - 3/12 (25%) (1x prefer not to say); Deaf and Disabled - 3/12 (25%) (1x prefer not to say); Under 25 - 1/13 (8%); Over 60 - 2/13 (15%).

The diversity of survivors' experiences is central to our policy and campaigning work

Over the past year we have worked to ensure that our approach to survivor engagement has been inclusive and responsive to survivors facing different forms of inequality. We continued to strengthen the views and priorities of survivors in our public policy work and platform the voice of survivors. Our diverse Experts by Experience Network (survivor campaigners) were involved in a number of key areas of our policy and campaigning work in 2020/21, including:

- Involvement in a VAWG sector working group developing Covid-19 resources for survivors and communities.
- A roundtable with the Domestic Abuse Commissioner discussing their campaign and policy priorities for the upcoming year.
- Survivor Ambassador and Expert by Experience Network member, Saliha, gave evidence in Parliament to the Public Bill Committee for the Domestic Abuse Bill.
- Members of our Expert by Experience Network created two powerful films with Jess Phillips MP for the #NoVictimLeftBehind campaign relating to the domestic abuse bill.
- Three members of our Expert by Experience network joined CAFCASS's Learning and Improvement Board - seeking to implement the learning from the MoJ 'harm panel' report within CAFCASS.
- Our Expert by Experience network developed survivor-led content for the British Association of Social Workers' (BASW) new domestic abuse guidance, and spoke at the launch event.
- Members of our Expert by Experience network have spoken at a wide range of events, including three APPG on Domestic Violence and Abuse meetings (focusing on the VAWG Strategy, on so called 'honour' based abuse, and children and young people) and Women's Aid's Winter Conference.

We have also continued to engage our network of Campaign Champions with a monthly newsletter which provides updates on our key campaigns and policy priorities and a monthly campaign action to take part in - such as writing to MPs about the Domestic Abuse Bill or signing key petitions. In 2020/21 we had 557 new sign ups, giving us a total of 2,319 Campaign Champions. The average open rate of Campaign Champion emails is 37.2% (the average for the non-profit sector is 25.17%), and the average click through rate: 5.9% (the average for the non-profit sector is 2.25%)

Diversity of voice is reflected throughout our work:

We ensure diversity of voices across all of our work and proactively source images of women of a range of ethnicities and ages for our website and social media visuals. Our communications reflect the diversity of survivor voices and women who use domestic abuse services, advocating strongly for specialist services for women with protected characteristics and those who find multiple barriers to gaining the support we need - as evidenced in our 'No Woman Turned Away' project.

We strongly maintain there is no one 'ideal', 'perfect' or 'typical' survivor. Every woman is different and has different needs.

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16 Days 2020:

Media work to increase public awareness

Between 1st April 2020 and 31st March 2021, we released 31 press releases and had 9327 mentions in local and national media in print, broadcast and online (previous year 6294 mentions). 3838 mentions were related to the pandemic, including 81 mentions of A Perfect Storm report.

Key media coverage:

- 927 mentions of Women's Aid and Coronation Street
- 404 mentions of Women's Aid and Domestic Abuse Bill
- 325 mentions of Women's Aid and Rail to Refuge.

16 Days of Activism Against Gender-Based Violence

Our focus for 16 Days was on togetherness and the strength of the sector, women and our supporters. We wanted to acknowledge Covid-19 but also bring positivity into the year after a difficult time, giving survivors hope for the future.

We promoted our single, This Time It's Forever by Ian Bartholomew, which featured survivors. We highlighted the power of language and the importance of using the right terminology when talking about domestic abuse so that survivors and their communities, can better understand domestic abuse. We also highlighted the extension of Rail to Refuge and the vital route to freedom that it gives survivors.

With our sister federations, we launched the Research Integrity Framework, highlighting the importance of ethical, accountable research.

International Women's Day

We launched our dedicated service for professionals currently working in the sector, developed in response to the devastating impact of Covid-19 on survivors and domestic abuse keyworkers. Women's Aid's Direct Services team can search on Violence Against Women and Girls' services in the UK, providing the latest information on vacancies in refuges, and availability of other Violence Against Women and Girls' services including outreach, drop-ins, counselling services and advocacy projects.

We also launched our petition to require local authorities to fund lifesaving women's domestic abuse services, in response to a number of our members losing local authority funding. The petition is currently at 8,524 signatures.

Farah Nazeer wrote her first blog as Women's Aid CEO, highlighting the importance of funding women's domestic abuse services and promoting the petition.

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OBJECTIVES AND ACTIVITIES

Aims

3) Women's Aid is a strong, sustainable federation led by members

Lobbying for Member Services and Sustainability for the Sector

Our impactful SOS: Save Refuges, Saves Lives campaign saw major progress in 2019 when the government committed to a new statutory duty on local authorities to provide support for survivors in refuges and other forms of safe accommodation, to be delivered through legislation. This was a landmark moment in our campaign for a sustainable national network of refuges, and Women's Aid was high profile when it was announced. The statutory duty was finally published in the revised Domestic Abuse Bill in March 2020. Further details of our SOS campaign are provided in section two.

Direct support to member organisations:

Our expert Membership Support and Quality Standards team advise and support a wide range of organisations, including existing and prospective member services, external stakeholders and partners. We provide a space for CEOs of members' services to communicate directly with one another for peer support, advice and information; manage a dedicated Members Area of the Women's Aid website, monthly news bulletins and co-ordinate the biannual Regional Network Meetings as a networking space for members to meet.

In March 2021 we celebrated one year of Rail to Refuge, and the continuation of funding for ticket costs. The first year of Rail to Refuge provided free travel for 1,148 survivors, including 362 children over five (worth over £50,000). The project needed extensive collaboration between Women's Aid, the Rail Delivery Group, train companies, and our sister federations - which has involved building trusting relationships with unlikely partners during the pandemic. Rail to Refuge has continued to receive very positive media coverage, and cross-party political support, with 6% of MPs tweeting their support. At least 81 of our member services have booked Rail to Refuge tickets for women feeling violence. With the Rail to Refuge scheme, families with children of all ages have been able to travel many miles across the country. Putting distance between themselves and their perpetrator is crucial for their safety.

An open ticket also proved to be valuable.

"Before this scheme was in place, I remember on one occasion how it suddenly became unsafe for one family to leave at the planned time and they missed the train, which caused a knock-on effect on all the other connections. This meant this woman with her three children, youngest in a pram and the eldest with learning needs, was left standing at a platform late at night. So, I am very happy to know that open tickets are now part of the scheme. It is such good news that the Rail to Refuge scheme is to be extended for another year. And, hopefully for many years to follow."

Children and young people's work

Our expert Children and Young People's officer began 2020 with an exciting new three year 'Safer Futures' project, generously funded by Yves Saint Laurent (YSL) for further work with children and young people. This project involves a widespread engagement with schools across the country to improve education for children and young people about domestic abuse, and to ensure that 'healthy relationships' education is delivered safely, responsibly and effectively for children and young people. Through it we will transform relationships, stopping abuse before it starts.

The Expect Respect Toolkit was launched during Valentine's Day 2021 and provides easy to follow resources that are aimed at children and young people aged four to 18 that covers the root issues linked to violence against women and children.

Training has been developed and delivered to create a network of Expect Respect Advocates to be part of our vision to reach our targets in the UK but also be part of the wider global vision to reach two million people by the end of the decade. The aim of the partnership with YSL Beauty is to reach children and young people to educate them on the signs of Intimate Partner Violence, over a three-year period. A minimum of 12,000 children and young people will be trained on gender-based violence as part of an ongoing global campaign ABUSE IS NOT LOVE aiming to educate two million people by 2030 and work towards long-term eradication of abuse.

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The project will train 40 new Expect Respect Advocates over three years, who will lead on various points in the fight against Intimate Partner Violence: supporting schools to deliver work that addresses sexism and gender-based violence, delivering workshops, creating a network of Expect Respect Advocates and disseminating Expect Respect toolkit and educational materials. At least 12,000 children and young people will benefit from the program.

The Expect Respect Toolkit serves as a guide for teachers and professionals and contains age-appropriate activities that support children through primary education. It provides resources aimed at schools that must ensure gender and sexism education is provided effectively. It helps deal with resolving conflict, tackling gender stereotypes, understanding what domestic abuse is and what the law says about it, challenging behaviour in early relationships and more. The toolkit will be deployed nationwide to schools and organisations.

We currently have over 161 professionals either having taken some training or awaiting training to become an advocate. There were many challenges in relation to lockdown and pressures facing schools, which we have been flexibly responding to during this time.

We have had a wide reach across media during the launch with opportunities to speak on current news items with our ambassador Alice Liveing. This has included: BBC Three counties Radio, BBC Desi Stories, Radio Tyneside, Greatest Hits radio, Talk Radio, UK Health Radio amongst many others.

As of March 2021:

- Number of expressions of interest to become advocates and do the training is: 428
- The number of toolkit downloads is: 7545
- The number of workshops delivered: 26 training sessions to over 600 professionals
- The number of children young people reached by Expect Respect Advocates: 972

The Good Practice Guide, 'Making Children Visible', is due to be completed in June 2021. This guide showcases the important role that specialist support services play in protecting children and young people targeted at commissioners. The focus on children and young people was welcomed by our specialist services who were often not seen or heard for the important role they play, and this guide is an opportunity to highlight their vital life-saving work. It explores the constant need for many organisations to continually 'prove' the importance of their work with children and young people within specialist domestic abuse services, and the struggle to maintain funding and support for their vital lifesaving services.

Nine members took part in developing this guide, including Saheli, Humraaz, West Mercia Women's Aid and Haven, who fed into the initial consultation meetings.

The eight services featured in the guide are: Hull Women's Aid, Cambridgeshire Women's Aid, Jewish Women's Aid, South Liverpool Domestic Abuse Services, Darlington Family Help, Trafford Domestic Abuse Services, The Wish Centre, Haven Sheffield and Crossroads Derbyshire.

The report shares many concerns as well as recommendations from specialist services in relation to funding and commissioning practices.

Women's Aid National Quality Standards

The National Quality Framework is a set of integrated tools for measuring the performance, and assessing the quality of services supporting women and children survivors. Our respected and valued National Quality Standards are more frequently being referenced by commissioners and the government.

Our National Quality Standards (NQS) have been in existence for six years, and during that time many members have successfully applied for them. Last year we cited 42 members and this year we 63 in total, an increase of 66%.

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Our programme of NQS assessments was badly disrupted last year by the Covid-19 pandemic. Three members successfully completed, and were awarded our new NQS Stage One accreditation in the summer of 2020. Then, later in 2020, 18 small and/or BME members successfully applied for our NQS Stage One as part of a Comic Relief grant award. A further three members opted to undertake Imkaan's Safe Minimum Practice Standards, which is a bespoke accreditation programme tailored for BME specialist women's services. Almost all of the 21 members completed this task, which is an astounding testimony to the feminist leaders who achieved this whilst managing life-saving services during a global pandemic.

No fees were charged for the 21 accreditations, as these were funded via Comic Relief's Big Night In Fund.

Our NQS Stage One accreditation has been developed to enable our smaller and/ or BME members to achieve them. They told us that they couldn't apply for our full NQS as they couldn't afford the fees and they did not have the capacity to undertake such a detailed assessment. Once a member has achieved NQS Stage One, they are expected to achieve the full NQS within three years. We like to describe this as our members being on a quality journey.

NQS Stage One covers the same seven quality standards in the full NQS, which are Safety, Security & Dignity/ Rights & Access/ Physical & Emotional Health/ Stability, Resilience & Autonomy/ Children & Young People/ Leadership & Prevention and finally Governance & Accountability. The difference is that the evidence bar is lower, and it builds a firm foundation to achieve the full NQS, making our services more resilient and robust, strengthening their sustainability and evidencing practice to commissioners and funders.

"A huge thank you to Women's Aid for their support in receiving the fund from Comic Relief, and for believing in our skills and abilities as the organisation to help Polish women escape the violence they have experienced. We are very grateful for this opportunity and now have even more motivation and resilience to work towards our shared mission until all women and children are safe. Thank you for being our Champion organisation, inspiring us every day, and providing the support we are privileged to receive, also because of this fund we have been able to start a very important process for our organisation which is to gain the National Quality Standard". **Aneta Mackell, Service Manager, Opoka**

DATABASES

On Track: Outcomes Measurement System

On Track continues to provide members with a valued outcomes monitoring solution, and accompanying case management system, Oasis with On Track. We now have 86 organisations that have signed up for the project and improvements have been made based on feedback from participating organisations. Specifically, this year, an additional Covid-19 tab was added to record information on the impact of Covid-19 on survivors. We provided free on-boarding support to organisations joining the programme and moved our reporting workshops online to ensure member organisations can make the most of their data.

In 2020/21, information about 59,952 adults was recorded on On Track, providing a valuable evidence base to inform our work. In the past year, data has been used for the Annual Audit report, in the No Woman Turned Away report, to inform the DA Bill and to respond to ad-hoc queries from policy makers. Data from the Change That Lasts pilot sites was shared with The University of Central Lancashire to inform their evaluation of VOICES.

Routes to Support (formerly UK Refuges Online)

Women's Aid continues to manage the Routes to Support (RtS) project on behalf of a partnership with our sister federations. The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services across the UK to support their work with survivors. During the year 2020/21 there were 178,922 logins to the site in England alone, demonstrating how widely it is used. In our user evaluation, 98% of respondents said they agreed that, by providing VAWG services with 24hr access to information on refuge vacancies and other services, RtS is an essential resource for the VAWG sector and 99% of respondents in the user evaluation agreed that by providing an online system for referrals, RtS improves accessibility to services for women and children experiencing domestic abuse. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory, which is available at cost to other agencies.

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The project also provides data on the scope and nature of domestic abuse provision through the database and the annual survey of services listed. This year we produced the 2020 Annual Snapshot which contributed to our longitudinal dataset. The data was used in The Domestic Abuse Report 2021: The Annual Audit along with findings from On Track and our Annual Survey, as well as in media and policy work throughout the year and our two informative and accessible live data dashboards to display data from RtS and our Annual Survey which are available on the research and publications page of our website.

Women's Aid also collects additional data through RtS from London refuges. We presented findings from this data to various fora in London and continue to maintain our online data dashboard which stakeholders use to better understand the picture of domestic abuse service provision across London.

This year RtS was used to provide detailed information on the availability of refuge vacancies during the Covid-19 pandemic to successfully support the case to government for emergency funding to be made available to refuge services.

REPORTS AND PUBLICATIONS

Fragile Funding Landscapes: the extent of local authority commissioning in the domestic abuse refuge sector

Women's Aid published 'Fragile Funding Landscapes: the extent of local authority commissioning in the domestic abuse refuge sector' in February 2021. The report used data from Routes to Support, the Annual Survey, data from a Freedom of Information request to all Local Authorities and a Commissioning Survey of providers to examine the number of refuge services in England running without any statutory funding in 2019/20, and to determine the extent to which funding for commissioned services covered the costs of providing the service. The report reveals the huge number of refuge services running without any statutory funding including a significant proportion of specialist services 'by and for' Black and minoritised women.

The Domestic Abuse Report 2021: The Annual Audit

We published 'The Domestic Abuse Report 2021: The Annual Audit' in January 2021. This report presents information on the provision and usage of domestic abuse services in England, mainly focusing on the financial year 2019/20. This year we included an additional section on the impact of the Covid-19 pandemic.

Research Integrity Framework

In November 2020, the four Women's Aid federations from Scotland, England, Wales, and Northern Ireland published a 'Research Integrity Framework' (RIF) to show the quality of research on domestic abuse. Developed with and endorsed by academic researchers, this framework provides decision-makers with clarity on the merits of different types of evidence and research, and the principles of integrity relating to research on domestic abuse.

Change That Lasts Impact Briefing Four

In November 2020, we published 'Change that Lasts Impact Briefing 4'. The briefing pulls together findings from the delivery of our Change That Lasts programme from December 2018 to December 2019. A summary of the changes is also available here:

<https://www.womensaid.org.uk/wp-content/uploads/2020/11/Change-That-Lasts-Impact-Briefing-Summary.pdf>

Nowhere to Turn for Children and Young People

'Nowhere to Turn for Children and Young People' was published in September 2020. The report is a unique, visual exploration of how experiencing and fleeing domestic abuse affects the lives of children and young people.

A Perfect Storm: the impact of the Covid-19 pandemic on survivors and the services supporting them

We published 'A Perfect Storm: the impact of the Covid-19 pandemic on survivors and the services supporting them' in August 2020. The report examines the impact of the pandemic on survivors and their children, how abusers use the pandemic as a tool of abuse and how the services supporting survivors are affected. The report builds on three earlier briefings focusing on the experiences of survivors, services and community ambassadors, also available on our website.

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OBJECTIVES AND ACTIVITIES

The Domestic Abuse Report 2020: The Hidden Housing Crisis

'The Domestic Abuse Report 2020: The Hidden Housing Crisis' was published in June 2020. The report examines the housing experiences of survivors of domestic abuse. It draws on evidence from the Women's Aid Survivor Voice Survey 2019 (136 respondents) and case study interviews.

Nowhere to Turn 2020

'Nowhere to Turn 2020' was published in June 2020. The report uses data from the No Woman Turned Away project to provide an insight into what happens to those women who are unable to access refuge services.

OTHER RESEARCH

City University Data Project

Professor Sylvia Walby is developing a research proposal to look at the overlap between different datasets (e.g. Crime Survey, Adult Psychiatric Morbidity Survey, police data, specialised services). As part of her preparatory work, she funded us to explore how our data and expertise might contribute to this work. Alongside a consultant, we explored how On Track national data can be manipulated to better speak to other external and internal datasets and options for developing our cost-benefit analysis, considering levels of funding and quality of service. We are expecting the outcome of her bid in May 2021. If successful, we will collaborate with her over the coming five years.

Gendered experiences of abuse

As part of a Knowledge Exchange Fellowship between Women's Aid and the University of Bristol, a member of our research team has been working with the Centre for Gender and Violence Research to analyse 36 transcripts of in-depth interviews with domestic abuse survivors from the ESRC-funded 'Justice Inequality & Gender Based Violence' research project. The analysis has focussed on identifying 'gendering discourses', namely those conceptualisations and uses of language that strengthen and perpetuate inequality between men and women, and re/produce oppressive gendered norms and stereotypes. We identified gendering discourses on mental health, sexuality and household roles, and that these discourses had the impact of excusing perpetrators' abusive actions and minimising or silencing survivors' voices.

Coercive control and chemical restraints

We are part of an Oak Foundation-funded research project with the University of Bristol exploring chemical restraints and coercive control. The literature review for the first stage is currently underway.

Review of ONS Crime Survey

The University of Bristol, with colleagues from Women's Aid, the College of Policing and Respect were commissioned by the Office for National Statistics (ONS) to carry out research to support the redevelopment of questions on domestic abuse in the Crime Survey for England and Wales. We are part of the research team for the project. We facilitated consultation with female survivors about the survey questions and survivors' experiences in filling in surveys on domestic abuse. The team will report back to ONS in May 2021.

WOMENS AID FEDERATION OF ENGLAND

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OBJECTIVES AND ACTIVITIES

Aims

4) Survivors and their children have access to high quality information and support when they need it

Website and digital resources

This year we have seen a 25% increase in users on the website.

Acquisition has seen an uplift (+27%) in organic traffic (i.e. traffic from unpaid search engine results), which indicates our **SEO is performing well**. Our acquisition is mostly (by far) from organic searches (69%). Our highest performing referrals are from Facebook (5%), Google ads (1.95%), Twitter (1.29%), and Citizens Advice (0.82%), with NHS and Gov.uk not far behind.

Our **Instagram referrals have increased significantly**, with Instagram stories going up +2,687% (10,367). **YouTube** is also performing well with referrals, with an increase of 454% (6,569).

Our social media channels have seen significant growth this year. **Instagram** was a key area of growth for us, with 28,500 new followers bringing the total to 45,500 (+168.65%). The rate of growth was up 64% on the previous year (which had a 10,000 increase in followers). On Instagram, we ended the financial year with our highest number of monthly followers ever, in March 2021, where we received just over 5,000 new followers in just one month.

Our **Facebook** page likes have grown by 13,717, taking us from 58,834 to 72,560 (+23.33%). The year before we gained 10,373 from April 2019 to March 2020. In comparison to the previous year, we have seen a 24.3% increase in the rate of growth for our Facebook likes.

Our **Twitter** followers from April 2020 to March 2021 has gone up by 14,239, from 118,361 at 1st April 2020 to 132,600 on 31st March 2021 (+12.03%).

Direct Services and Digital Support

No Woman Turned Away

The No Woman Turned Away (NWTa) caseworkers are continuing to support women who are facing barriers to accessing a refuge space. This financial year 286 referrals were made into the project, 197 of which went on to receive support from the NWTa caseworkers. The number of women supported by the NWTa project is lower than in previous years. This is largely due to a change in referral pathways into the project and the time it has taken for these pathways into the project and the time it has taken for these pathways to become established, alongside a pandemic. Since the change in provider of the National Domestic Violence Helpline, referrals from this source have stopped so we have continued to expand the range of referral pathways for the project to ensure we are supporting as many women as possible.

The Nowhere to Turn 2021 report analyses data collected by the caseworkers between 12th January 2020 and 31st December 2020, and is due to be published in the summer of 2021. The report shows how the shortage in refuge provision is continuing to prevent women from finding spaces of safety, and highlights how the project is making a significant difference in the lives of these women. With the help of the NWTa caseworkers, almost a third of the women supported by the project were able to find suitable refuge accommodation.

Aligned to this publication is a report focusing on financial hardship in survivors of domestic abuse and the impact this hardship has on their experiences. This report will add to Women's Aid's existing evidence base on the links between economic resources and domestic abuse - following on from The Economics of Abuse and The Hidden Housing Crisis.

Live Chat

Our bespoke Live Chat online support service was sprint developed and launched with expertise from experienced Support Workers and with staged user-research and input this year, thanks to generous donations. We recognised the importance of enabling survivors to access our high calibre support digitally - with the potential to reach more women as they spend more time in the digital space.

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OBJECTIVES AND ACTIVITIES

Live Chat is still in its infancy and has huge potential as we continue to develop and improve this new bespoke digital product and service, alongside building a larger direct services team trained up in supporting survivors via Women's Aid's digital services. Covid-19 has increased the need for these kinds of digital services and visitors to the Live Chat homepage escalated to 2,500 per week at the end of March. The feedback form from users has seen 98% of women say they would recommend the service, and 90% saying they got all the answers to their questions. Women are leaving feeling 'empowered', 'relieved' and 'more informed'. The Live Chat opening hours have been expanded and is now open 7 days per week from 10.00 am to 6.00 pm.

Survivors' Forum

Our forum for survivors has an average of around 10,000 users any month. It provides a vital space for sharing support with peers online and forums are an important pillar of our support package. We are working on a redevelopment plan around this unique platform for peer-to-peer support. The first stage means we are currently working on research and evaluation on the accessibility, so we can move into a redevelopment phase that makes this forum a unique resource available to more women, breaking down existing barriers around access, diversity and inclusion. Our Direct Service support staff also responded to 3227 emails from survivors, and their supporters, seeking support.

Young Survivors, Love Respect & Digital

In 2019, Women's Aid launched a website for young people called Love Respect, which has been providing information for young people on some of the signs of an unhealthy relationship and empowering them to seek healthy relationships. Love Respect is also designed to encourage young people to play an active part in conversations around coercive behaviours, gender equality and male violence against women and girls, and to challenge common narratives with content that is educational and informative. We continue to review and develop the site, and have recently recruited a new Love Respect Ambassador, comedian Maddy Anholt, to join author Holly Bourne.

Women's Aid National Training Centre

The National Training Centre has had a busy year carrying out the development of remote deliveries and fulfilling bespoke requests for training and speakers. The majority of the deliveries were carried out from September through to the end of March, due to lockdown restrictions.

NOCN Nationally Accredited Qualifications

We were delighted to qualify 59 new advocates taking the total to 609 registered professionals. These advocates will provide a wide-ranging and in-depth skillset in a variety of roles, including refuge worker, IDVA, outreach and children's work. 40 people also qualified in the Award, which is primarily for volunteers and those wishing to work in the sector. In total this generated 356 assignment papers to mark.

Remote training sessions:

We developed new courses to be delivered remotely. These included domestic abuse awareness raising webinars which were delivered to over 100 people and 89 webinars for understanding the use of coercive control. There were five multi sessions delivered for the Destitute Domestic Violence Concession (DDVC), in which 135 from our member services attended. Three sessions on "top 20 tips for working with the media" and two webinars on social media use. All of these, because of their popularity, will be repeated next year with the addition of new sessions.

Bespoke training and speakers

Requests for bespoke training are designed around the specific needs of the work being carried out by the contracting organisations, for example:

- **Domestic Violence and the Workplace training:** Due to Covid-19 and many people having to work from home, we have had an increase in demand from organisations and businesses who have been supported to introduce domestic abuse workplace policies and followed through with staff training to ensure that survivors within their workforce will be supported if they are experiencing domestic abuse.
- **Other:** We developed and delivered training across the globe for the UK Government, to enable to give better and safer support to survivors wanting to return to the UK due to domestic abuse. Some were delivered in the early hours of the morning in order to take account of different time zones.

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Change That Lasts is our plan for a future where all survivors get the right response to domestic abuse the very first time

The Women's Aid Federation England and Welsh Women's Aid partnership Change That Lasts programme, continues to flourish with investment from the Department of Culture Media and Sport and The Community Foundation. Key highlights for the programme this year include:

- Our 'Ask Me' community ambassador programme has been delivered by ten more members. To achieve sustainability we are piloting a social franchise model. We now have over 1,000 Ask Me ambassadors across England providing survivor centred messaging in their communities, challenging victim blaming and sexism and helping survivors talk about their experiences when they are ready.
- Our Trusted Professional programme works with organisations of professionals who come into contact with victims of domestic abuse. It builds on women's experiences, and tackles systems as well as training people within those organisations. In Sunderland and Nottinghamshire we have piloted this with Early Help services and in Surrey we have piloted with the DWP covering 150 frontline staff.
- Our Change That Lasts offer for member services, called Expert Voices, is situated in a Practice Framework with innovative visual tools, rooted in the evidence-based Space for Action concept. We are piloting the tools in each Community Funded area and have expanded to include two specialist Black and minoritised women led by, and for, services as well as My Sisters Place, the specialist trauma-informed service which contributed to the development of the Framework and tools.

The University of Central Lancashire (UCLAN) has evaluated a second year's delivery of Ask Me and Trusted Professional in National Lottery Community Fund sites. Findings show continued increase in knowledge, understanding, awareness, confidence and skills in responding to domestic abuse, immediately after Ask Me and Trusted Professional training. These reports also show recommendations from UCLAN's year one reports have been utilised to improve practice, and this is reflected in year two findings.

Findings from UCLAN's year two reports, our own Impact Briefings and internal monitoring of data, for delivery which took place December 2018 to December 2019, will be reflected on in the coming months to continue to improve delivery and sustain best practice. The potential for Change That Lasts to create a step change in society's response to domestic abuse is becoming evidenced from our early findings.

5) Women's Aid is a strong, financially viable organisation with a stable, diversified workforce ensuring anti-racist attitudes are at the heart of the work we do

Support to the organisation for new business/ income generation ideas

During the year Women's Aid engaged a consultancy to assist us with developing an income generation model, primarily to help us increase our unrestricted income. The project identified three key areas in which Women's Aid should focus to help achieve this objective.

The high profile of domestic abuse during this year has meant that the main focus has been applications to trusts, funds and government bodies, and less focus on generating unrestricted income from our activities. The findings of the income generation report will be reviewed and implemented in the next financial year.

Support progress towards a diverse workplace with robust anti-oppressive, and anti-racist policies and practice

To achieve our aim of becoming an inclusive, anti-racist organisation that reflects the communities we serve and is an ally to organisations led 'by and for' Black and minoritised women and other marginalised groups, we have embarked on the following:

- Increasing diversity of Women's Aid team and Board
- Self-led work through anti-racism groups and sessions
- Adjusting our approach to dealing with conflict in general HR practice
- Intersectional feminist leadership

Our goal is to achieve 30% of representation from Black and minoritised women across all teams, and grades, including the board, and establish Women's Aid as an Intersectional Feminist organisation, where equality, diversity and inclusion are as much a part of our core identity as feminism and a survivor focus.

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OBJECTIVES AND ACTIVITIES

Overall, our goal is to establish a skilled and collaborative inclusive feminist leadership team where equality, diversity and white ally-ship is included in work planning and appraisal frameworks and are as much a part of the core identity as feminism.

Improve our profile by working with media, high profile supporters using our social media channels and advising on storylines and national campaigns to ensure we retain a prominent profile and lead in the domestic abuse sector.

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OBJECTIVES AND ACTIVITIES

MAINTAINING THE CHARITY AS FIT FOR PURPOSE

As an organisation, we have been continuing internal renewal and strengthening as befits a charity of our size. We are continuing to update our governance and processes which will be pursued in the coming year, plus future strategy developments as a new CEO joins us, to take us forward. New board members and advisors will join our subcommittees and internal team structures will be developed to ensure we are able to support our plans, as well as manage risk.

How our strategic aims and charitable activities deliver public benefit

Women's Aid exists to use its expertise, knowledge and influence to raise the status of women to a level where violence against them is no longer legitimised or tolerated. Our charitable activities all aim to deliver on the four key strategic outcomes, which are:

1. Key target audiences understand coercive control, its impact and the diverse experiences of survivors.
2. Legislation and policy framework strengthened to protect survivors, their children and the specialist services supporting them.
3. More effective state, private and specialist sector response to domestic violence and abuse.
4. Women's Aid is established as a sustainable organisation with the ability to grow.

These outcomes are underpinned by a series of departmental business plans, which ensure that we focus limited resources where they are best placed to deliver on them. The Women's Aid Theory of Change and business plans are shared with funders and other key stakeholders.

The board has 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 both the annual business planning and longer-term strategic planning cycles. In particular, the trustees have considered how planned activities will contribute to the aims and objectives that have been set and ensured that this is clearly articulated both internally and externally, and appropriately documented and shared.

Activities have included our awareness raising advert *Respite*, produced by Engine, which highlighted the effects of the Covid-19 lockdown on survivors. We have also worked closely with *Eastenders* and *Coronation Street*, with storylines raising awareness of coercive control and the barriers survivors face in leaving abuse reaching the homes of thousands of women. Our work with our ambassador Katie Piper has also reached broad audiences with Pantene's recent advert showing support for Women's Aid.

KEY CHARITABLE OBJECTIVES FOR 2021/22

We will have the following one-year aims:

Strategic goal 1: Membership

To build a sustainable, connected, supported and accountable network of members, who have confidence in Women's Aid's approach and value base and are supported to navigate external contexts including commissioning and sustainability:

- To create a stronger, resilient, accountable network of members aligned with WA values that provides quality support to women and children based on Women's Aid values.
- Provide assurance of an expert quality journey, significantly increasing the proportion of our members who have National Quality Standards status and promoting the Standards as best practice to commissioners.
- Protect services by building strong partnerships with Imkaan and second tier women's organisations to support the whole of our membership, with a particular focus on our most marginalised services and survivors.

Strategic goal 2: Direct Services /Practice / Training

Women, their families and their children have access to high quality, needs-led specialist support no matter who, where or when they ask for help. Services for survivors will have access to high quality training and qualifications.

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OBJECTIVES AND ACTIVITIES

Direct services

- Expanding the opening hours of the Women's Aid Live Chat, increasing accessibility and reaching out to many more survivors of domestic abuse.
- Further development of high-quality digital services to survivors, their family and friends, and professionals supporting them. Building the team and increasing the level of support within all of Direct Services.
- Breaking down barriers for survivors of domestic abuse trying to access safe accommodation. Challenging institutional discrimination and providing advocacy through the No Woman Turned Away project.

National Training Centre

- Provide consistent, quality training to statutory, voluntary, sector and private organisations.
- Ensure that survivors' voices and a needs-led, strength based and trauma-informed approach is threaded through all that we deliver and that our 'By and For' members are involved in national deliveries where possible.
- To work towards becoming the market lead in providing high quality domestic abuse training for all

Change That Lasts

- Promote and encourage uptake of the Change that Lasts model for community engagement

Strategic goal 3: Culture

To work towards becoming a genuinely anti-racist organisation, which centres marginalised survivor voices and promotes a diverse and vibrant federation.

Strategic goal 4: Policy and Campaigning

Women's Aid amplifies the voices of survivors and members and uses lived experience to transform the collective societal response to domestic abuse.

- Launch new campaign to change public and professional perceptions and attitudes towards survivors' mental health, and reform the response in order to meet their needs.
- Secure political will for a funding and commissioning landscape that works for specialist women's services, including those led by and for Black and minoritised women.
- Ensure strategy and policy on domestic abuse and VAWG reflects the voices, lived experiences and intersectional needs of all survivors and member services.

Strategic goal 5: Evidence

To strengthen policy and practice so that it meets the needs of survivors and the services supporting them, with an evidence base that centres the voices of diverse survivors.

- Support members and direct services to deliver frontline support and evidence the value of their work to commissioners, funders and other stakeholders through On Track and Routes to Support.
- Embed the learnings from Change That Lasts pilot projects into routine evaluation of national programmes.
- Carry out and promote robust research that centres the voices of diverse survivors and the services who support them on key issues such as Covid-19, the Domestic Abuse Bill and Brexit.

Strategic function: Comms

As both an enabler of change and a strategic function to achieve societal change.

- Reaching as many women experiencing abuse as possible
- Engaging supporters, influencers and decision makers by having a strong brand identity informed by our values, which lives across our media, social media, publications and events.

Strategic function: Fundraising, Finance and HR

To achieve financial resilience and the ability to resource delivery of our strategy.

Fundraising and Corporate Advocacy

- To support the three-year financial plan, to ensure that Women's Aid is financially resilient and enabled to deliver our strategy, together with improved organisational effectiveness.
- To facilitate the implementation of the income generation strategy to diversify our income to focus on increasing our unrestricted income.
- Creation of a multi-year financial plan and ensuring that colleagues have relevant, timely information for making management decisions.

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OBJECTIVES AND ACTIVITIES

Strategic function and enabler: HR

- Continue to work on the racism agenda with the aim of having a diversified, happy workforce.
- Work towards becoming an employer of choice through standard awards and accreditation.

FINANCIAL REVIEW

Financial position

The charity's total income amounted to £10,091,885 (2020: £5,483,520). This includes a valuation for generously donated services and facilities of £392,135 (2020: £181,742 - see note 2 of the accounts for more information). Underlying income excluding donated services and facilities was £9,699,750 (2020: £5,301,778).

In these unprecedented times, the Covid 19 pandemic has meant that there has been a high level of coverage of the causes and impact of domestic abuse. This has led to a sharp increase in donations. With everyone trapped in their homes, thoughts turned to those most disadvantaged. We are incredibly grateful to all of those who reacted to the immediate needs of survivors.

This has been an exceptional year for the charity and the plan is to use the funding raised during this year towards supporting our members and ensuring the long-term sustainability of the federation.

Total expenditure for the year amounted to £5,511,251 (2020: £5,239,978). Underlying expenditure excluding the value of donated services was £5,119,116 (2020: £5,058,236).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity's performance during the year resulted in an actual net surplus of £4,580,634 (2020: £243,542) made up of restricted funds surplus of £1,227,021 (2020: deficit of £127,853) and unrestricted funds surplus of £3,353,613 (2020: £371,395).

Reserves

The total balance of funds at 31st March 2021 amounts to £6,035,843 (2020: £1,455,209). This includes restricted funds of £1,971,996 (2020: £744,975). The balance of unrestricted funds at 31st March 2021 was £4,063,847 (2020: £710,234). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £1,713,847 (2020: £710,234).

Designated reserves totalling £2,350,000 have been set aside to further our work around three priority areas:

- Membership development & sustainability
- Sector wide initiatives
- Internal investments for long-term sustainability

The board considers that the state of the charity's affairs is satisfactory, and that the charitable company is well situated to carry out its objectives in the future.

The reserves policy has been reviewed and updated during this financial year.

The board recognises that the charity serves many beneficiaries with an ongoing need and as such the organisation's reserves policy has been set with the long term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support core operating and wind down costs for a minimum period of three months and a maximum of six months. Due to the unprecedented year, the current level of free reserves of £1,713,847 would be sufficient to support core operating and wind down costs for twelve months (2020: six months).

With the appointment of the new Chief Executive, the charity will be undertaking a thorough business planning process in 21/22. This will inform the organisation's financial strategy which will ensure that the charity's assets are being used in the most effective way to further the charity's mission and objectives.

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FINANCIAL REVIEW

Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2020-21 and a summary of our principal funders (those that amount to more than 3% of total income) is set out below:

Funder	% of total income	Projects supported by funding
Big Lottery Fund/ Department of Culture Media and Sport	12%	Change That Lasts pilots as part of Roadmap for System Change partnership with SafeLives and Covid support
Comic Relief	9%	Direct Services, Tech vs Abuse and member support during Covid
Home Office	5%	Direct Services and Covid support
Ministry of Housing, Communities and Local Government	3%	Routes to Support and No Woman Turned Away Project
London Councils	3%	Pan-London Domestic and Sexual Violence Helplines and coordinated access to refuge provision

Income in support of key objectives

A summary of income in support of key projects and activities, shown as a proportion of total income during the year, is set out below, and accounted for 38% of total income:

Change That Lasts	10%
Direct Services	14%
Support for our members, including Covid related assistance	10%
Routes to Support & No Woman Turned Away	4%

A further 3% of our income was self-generated from earned income consisting of National Training Centre course fees and income from our annual conference, membership fees, sales of publications and merchandise, as well as advertising space. Women's Aid remains committed to increasing funding from these valuable sources.

Support for key activities

Expenditure on the projects highlighted in the section above accounted for 62% of total expenditure. In addition, several projects and core activities were supported by restricted funds brought forward and unrestricted reserves in 2020-21, as set out in note 20.

Fundraising performance

- Raised: £4,045,849

In 2020, we were overwhelmed by the generosity of our wonderful supporters generating over £4,045,849 through statutory, voluntary and earned income. We are enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and remain committed to working with our existing funders to deliver effective solutions to domestic abuse.

In 2020 we launched our first emergency appeal to raise vital funds for our brand new live chat service to support survivors. This was a huge success, raising over £500,000 (target £200,000). This campaign also resulted in us seeing a huge increase in unrestricted donations to Women's Aid to support our work.

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

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Community

We have seen a significant 250% rise in our Community Fundraising income this year. With all mass participation events cancelled in response to Covid-19, we adapted to virtual events and started providing resources for fundraisers to help with this new way of fundraising.

We want to thank the increasing number of fundraisers (63% increase compared to 2019/20) who have chosen to support Women's Aid during such a challenging year and who have found inventive ways to raise important funds to support our work. Some particular memorable fundraising this year includes Victoria, a survivor who became the first Spanish woman to row across the Atlantic. Victoria and her rowing team have raised an incredible £34,000 for their charities and are still receiving donations; a quarter of this final total will be donated to Women's Aid.

Another notable fundraising event was the #SupportSurvivors emergency appeal launched in March 2020 to fund our Live Chat service. We decided to create a virtual challenge alongside this campaign to run through May, to encourage extra donations and support. We asked supporters to pledge a challenge, whether that be physical or non-physical, and commit to raising £100. In total, this campaign raised £117,658.88. A large proportion of the money raised came from a London-based non-audition community choir called London City Voices. They released a video of Carole King's song "You've Got A Friend" and raised £100,441 with many of their large donations coming from corporate contacts.

We are very grateful to Women's Aid's corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have seen increased engagement from corporate supporters, which we believe is out of a response to the pandemic and wanting to support survivors at this time. We continue to steward these relationships to hopefully garner further support for Women's Aid. We continue to make all corporate supporters aware of the opportunities to undertake training to skill them to better support their colleagues and communities.

This year we have been generously supported by our Corporate Partners:

- AVON Cosmetics Ltd
- Bloom UK
- Gamesys
- YSL Beaute

We have also received donations this year from the below companies, whose generosity has enabled us to continue our vital work:

- Amazon
- Arena Flowers
- Astrid & Miyu
- Dazzletag
- Lloyds Banking Group
- Methods
- Pantene
- REVCAP
- Rio Tinto
- Smurfitt Kappa
- Stafford Capital Partners
- Stewart Investors
- Stratton Metal
- Virgin Media
- Vorkwerk Thermomix
- Working Title Films
- World Gold Council

We would also like to recognise those corporate supporters who wish for their contributions to remain anonymous, and those we have not been able to name here. We are grateful for all your support.

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FINANCIAL REVIEW

Trust and Statutory

Women's Aid relies on income from trust and statutory sources of whom we are very grateful to receive their support. We are proud to work in partnership with the following funders to achieve our mission:

- The National Lottery Community Fund (previously the Big Lottery Fund) is generously supporting our joint initiative with SafeLives until 2021, helping to transform responses to domestic abuse through our Shared Roadmap for System Change.
- Funding from the Coronavirus Community Support Fund, distributed by The National Lottery Community Fund, has enabled us to run our Ask Me' - Covid-19 Crisis Response to Domestic Abuse project. Thanks to the Government for making this possible.
- The Lloyds Bank Foundation for England and Wales have been supporting our work on the Domestic Abuse Bill, ensuring we have the capacity to fully engage in its development. Lloyds Bank Foundation also provided a second grant to support policy and communications work alongside support to members to bid for emergency government funds.
- The Oak Foundation has enabled us to continue our vital sustainability work with members of the federation through our Procurement and Impact project.
- London Councils continue to support the Pan-London Domestic and Sexual Violence Helplines and Data Collection Project.
- The Ministry of Housing, Communities and Local Government continues its commitment to Routes to Support and the No Woman Turned Away project, supporting women to access local services and refuge provision
- The Home Office awarded funding for our project 'Infrastructure support to respond to impact of Covid-19'. A second grant was received towards our 'Maintaining quality and innovation during Covid-19' project. A third grant was awarded for our 'Meeting continued increased demand during Covid-19' project.
- Matrix Causes Fund supported us to provide high quality, vital training to increase our members' understanding of procurement processes and enhance their ability to influence local commissioning of domestic violence services.
- We received funding towards our Direct Services from The Ricard Foundation, The Anton Jurgens Charitable Trust, The Bank of America Foundation, The Julia and Hans Rausing Trust, The Zochonis Charitable Trust, The Souter Charitable Trust, The 29th May 1961 Charitable Trust, The Grace Trust, Brilliant Outcomes Charitable Trust, Marsh Christian Trust, Ricard Foundation, Roy Proctor Foundation, The 29th May 1961 Charitable Trust, Mazars Charitable Trust, John Coates Charitable Trust and The Souter Charitable Trust.
- Comic Relief awarded us a Tech vs Abuse grant to use digital to better support survivors and enable earlier intervention.
- City Bridge Trust awarded us funding to explore social investment and become investment ready.
- Kering Foundation provided funding to help Women's Aid expand our On Track service. Kering Foundation also awarded us funding to support with crucial staff salaries during the Covid-19 pandemic and a further grant was awarded to support with capacity in our Research team and towards our Power to Change project.
- People's Postcode Lottery have supported our work to raise the profile and status of services and validate the expertise and professionalism of the VAWG sector's workforce, contributing to the long-term sustainability of the domestic abuse sector.
- The Legal Education Foundation has continued to support our Law in the Making project for a second year, enabling domestic abuse survivors to undergo a real-life study of the law during the passage of the domestic abuse bill. Further funding has ensured that survivors - particularly the most marginalised women, who face intersecting forms of discrimination - play a key role in shaping this legislation.
- We have received grant funding to support our Member Services during the Covid-19 pandemic, grants have been awarded by The Olwyn Foundation, The Tableau Foundation and The Artelia Foundation.
- by Covid-19. Comic Relief also provided Women's Aid with a separate grant to support our Direct Services.
- Barclays have provided us with grant funding to support our work improving our accessibility and ensuring that, coming out of the Covid-19 pandemic, all women are able to get the information and support that they need.

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FINANCIAL REVIEW

- We received funding from an anonymous Donor Advised Fund via the National Philanthropic Trust to support our Policy and Campaigns team.
- Nesta awarded us a Democracy Pioneers Award to recognise the Law in the Making project and to fund further development in this area of furthering everyday democracy.
- We have been awarded funding for our Training Portal from The Hiscox Foundation, Refinitiv and The JJ Charitable Trust.

We are grateful to The Tempest Trust, The Cobalt Trust, The Northwick Trust, Kering Foundation, The Joron Charitable Trust, Roots and Wings Foundation, The Monday Charitable Trust, Golden Bottle Trust, The Grand Trust of the Order of Women's Freemasons, The Aim Foundation, The Cobalt Trust, The Guy Charitable Trust, Sutton Place Foundation, Tyabji Foundation, Mazars Charitable Trust, The Dullatar Foundation, The Hawerby Trust, The Ashla Charitable Trust, Mrs J P Tindall Charitable Trust, The Woodward Charitable Trust, The Immersion Capital Foundation, Cecil and Hilda Lewis Charitable Trust, Masterserve, R E Chadwick Charitable Trust, The Grand Trust of the Order of Women's Freemasons, The Mill Charitable Trust, The Wallace and Edna Davis Charitable Foundation, Women's International League for Peace and Freedom Charitable Trust, The Paragon Trust, The Keeble Charitable Trust, The Wideman Foundation, Nichols Charitable Trust, The Marsh Christian Trust, Ian Mactaggart Trust, Edward S Smyth Trust, The Mrs Wingfield Charitable Trust for their support of our core costs, enabling us to direct funds where they are most needed to support women and children affected by domestic abuse.

Stewardship

We ran our **most successful Winter Appeal to date**, which continued the 16 Days of Activism Against Gender-Based Violence theme of togetherness and uniting to support survivors at this particularly challenging time of year. **This appeal exceeded its income target by 177%**. This was a collaborative effort between the Fundraising and Comms team, who provided vital digital support to compliment the postal appeal.

We continued to see a high level of one-off online donations throughout the year **(a 486% increase in volume of gifts on the year 2019/20) and increased regular giving (a 251% increase on the year 2019/20)**, which led us to surpass all fundraising team KPI targets for the year. We note the relevance of increased media coverage of Women's Aid in response to current events having a positive impact on our donations. Covid-19 and the light it has shone on domestic abuse has had a significant positive impact on our unrestricted income from the public. More recent events, such as the tragic death of Sarah Everard also saw an influx in donations come to Women's Aid.

We plan to focus on donor retention for 2021/22, ensuring excellent donor stewardship for existing and newly acquired supporters, as well as expanding our virtual fundraising opportunities.

Legacies

Women's Aid has been a very fortunate recipient of some exceptionally generous Legacy gifts this past financial year, which have brought in over £300,000 in unrestricted funds. These kind gifts have helped us to achieve many of the successes detailed in this report, the impacts of which will be felt for years to come.

This year also saw an increase in the number of enquiries into legacy gifts. We intend to build on this new interest to try to secure more confirmed legacy gift pledges.

Investment performance

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves is such that investment is limited to short-term markets rather than any long-term strategy, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk strategy.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Women's Aid Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive. The Director of Services acted up as Interim Chief Executive between 1st April 2020 and 28th February 2021. Farah Nazeer joined as permanent CEO on 1st March 2021. At present, there is a staff team of 82 full and part-time staff and one volunteer.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The organisation's Theory of Change, reviewed periodically in a process involving both the board and the full staff team, provides the framework for the charity's annual business plan, which is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans enable the delivery of the core and development objectives, which are approved by the board, and monitoring against these plans forms the basis of quarterly reports to the trustee meetings.

Risk management

The Executive Leadership Team (ELT) has conducted a review of the risks to which the charity is exposed. A risk register and board assurance framework document are updated regularly by the Heads of and Management teams, with review and approval sought at the board's quarterly meetings. These documents are intended to manage and monitor strategic organisational risks, with a focus on those with delivery, financial, and reputational consequences.

The scoring of risks is based on discussion among the ELT, the heads and managers in the organisation. It has also been influenced by recent in-depth risk analyses of partnership projects. These projects have their own risk registers shared with partners.

Website

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.

Pay policy for senior staff

The board considers that the ELT comprises the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All trustees give up their time freely and no trustee received remuneration in the year. However, we pay a nominal honorarium to member organisations represented by a trustee. Details of trustees' expenses and related transactions are disclosed in the accounts.

The pay of the staff is reviewed annually, and the charity considers whether it is affordable to increase pay in accordance with average earnings.

Connections to wider network

Women's Aid is a federation of 166 organisations providing 274 lifesaving local services to women and children across England. Our network also includes a further 64 organisations run by non-members who are engaged with us through the Routes to Support database of services. The year-on-year reduction in members is primarily caused by services closing due to loss of funding, or merging in order to meet the requirements of statutory funders.

The charity works in partnership with a range of statutory, voluntary, corporate and other bodies to deliver its mission and achieve its objectives. Membership is based on signing an agreement to support the charity's mission, aims and objectives. There are two membership categories:

1. Full Members: organisations that deliver direct services
2. Associate Members: other supporting organisations

Women's Aid local member services provide a range of refuge and community-based services to address domestic violence including sexual violence in intimate partner relationships. Members work to national standards for service delivery, including the Women's Aid National Quality Standards which cover all aspects of service delivery, as well as using model policies and procedures developed by Women's Aid.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03171880 (England and Wales)

Registered Charity number

1054154

Registered office

PO Box 3245

Bristol

England

BS2 2EH

Trustees**Chief Executive**

Farah Nazeer (from 1st March 2021)

Acting Chief Executive

Nicki Norman (until 28th February 2021)

Trustees

Dickie James
Jo Gough - Vice Chair
Lindsey Wishart - Treasurer
Lorna Badrick
Madi Turpin
Naomi Dickson
Sarah Hill - Chair
Zlakha Ahmed

Subcommittee members

Amanda Elwen
Angie Stewart
Sara McIlroy

Patrons

Julie Walters
Melanie Brown

Ambassadors

Alice Liveing
Bill Ward
Charlie Webster
Jahmene
Lucy Gaskell
Michelle Griffith-Robinson OLY
Toby-Alexander Smith
Will Young

Solicitors

Burroughs Day18-21 Queen StreetBristolBS1 4NH

Bank

Co-Operative Retail Bank16 St Stephen StreetBristolBS1 1JR

Auditors

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

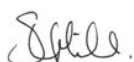
In so far as the trustees are aware:

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

AUDITORS

The auditors, Bevan Buckland LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 8 October 2021 and signed on its behalf by:



.....
Sarah Hill - Chair

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Opinion

We have audited the financial statements of Womens Aid Federation of England (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Our responsibilities for the audit of the financial statements

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

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

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Enquiry of management which includes obtaining and reviewing supporting documentation concerning the Charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - Internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas;
 - The rationale of any major fund flows during the period;
 - The possibility of fraud whereby donations on Raiser's Edge and not captured by Xero due to different banking information given;
 - Recognition of legacy income in its complete form within the financial statements.
- Obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the association, the key laws and regulations we considered in this context included the UK Companies Act.

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- Enquiry of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WOMENS AID FEDERATION OF ENGLAND**

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

Use of our report

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

Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 8 October 2021



WOMENS AID FEDERATION OF ENGLAND

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	4,351,092	548,315	4,899,407	1,320,000
Charitable activities	5				
Change That Last		-	1,022,101	1,022,101	2,200,296
Direct Services		-	1,615,396	1,615,396	1,030,603
Campaigning		-	69,760	69,760	65,000
Training and support for Members		-	969,556	969,556	407,566
Other Activities		960	1,023,713	1,024,673	-
Covid related support		-	173,578	173,578	-
Other trading activities	3	249,271	24,327	273,598	459,078
Investment income	4	270	-	270	977
Other income		43,546	-	43,546	-
Total		4,645,139	5,446,746	10,091,885	5,483,520
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	356,455	-	356,455	372,285
Other trading activities	7	306,597	-	306,597	361,331
		663,052	-	663,052	733,616
Charitable activities	8				
Change That Last		-	1,172,634	1,172,634	2,389,974
Direct Services		-	1,257,749	1,257,749	980,502
Campaigning		-	121,349	121,349	70,827
Training and support for Members		-	1,077,458	1,077,458	408,408
Other Activities		701,485	313,980	1,015,465	656,651
Covid related support		-	203,544	203,544	-
Total		1,364,537	4,146,714	5,511,251	5,239,978
NET INCOME		3,280,602	1,300,032	4,580,634	243,542
Transfers between funds	19	73,011	(73,011)	-	-
Net movement in funds		3,353,613	1,227,021	4,580,634	243,542
RECONCILIATION OF FUNDS					
Total funds brought forward		710,234	744,975	1,455,209	1,211,667
TOTAL FUNDS CARRIED FORWARD		4,063,847	1,971,996	6,035,843	1,455,209

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**BALANCE SHEET
31 MARCH 2021**

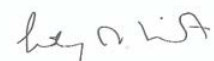
	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
CURRENT ASSETS					
Debtors	16	688,932	-	688,932	717,675
Cash at bank		4,240,403	1,971,996	6,212,399	1,591,235
		<u>4,929,335</u>	<u>1,971,996</u>	<u>6,901,331</u>	<u>2,308,910</u>
CREDITORS					
Amounts falling due within one year	17	(865,488)	-	(865,488)	(853,701)
		<u>4,063,847</u>	<u>1,971,996</u>	<u>6,035,843</u>	<u>1,455,209</u>
NET CURRENT ASSETS					
		<u>4,063,847</u>	<u>1,971,996</u>	<u>6,035,843</u>	<u>1,455,209</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>4,063,847</u>	<u>1,971,996</u>	<u>6,035,843</u>	<u>1,455,209</u>
NET ASSETS		<u>4,063,847</u>	<u>1,971,996</u>	<u>6,035,843</u>	<u>1,455,209</u>
FUNDS	19				
Unrestricted funds				4,063,847	710,234
Restricted funds				1,971,996	744,975
TOTAL FUNDS				<u>6,035,843</u>	<u>1,455,209</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 8 October 2021..... and were signed on its behalf by:



.....
Sarah Hill - Chair



.....
Lindsey Wishart - Treasurer

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	4,620,894	(85,316)
Net cash provided by/(used in) operating activities		<u>4,620,894</u>	<u>(85,316)</u>
Cash flows from investing activities			
Interest received		<u>270</u>	<u>977</u>
Net cash provided by investing activities		<u>270</u>	<u>977</u>
Change in cash and cash equivalents in the reporting period		<u>4,621,164</u>	<u>(84,339)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>1,591,235</u>	<u>1,675,574</u>
Cash and cash equivalents at the end of the reporting period		<u><u>6,212,399</u></u>	<u><u>1,591,235</u></u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021**

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

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	4,580,634	243,542
Adjustments for:		
Interest received	(270)	(977)
Decrease/(increase) in debtors	28,743	(423,496)
Increase in creditors	11,787	95,615
Net cash provided by/(used in) operations	4,620,894	(85,316)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
Net cash			
Cash at bank	1,591,235	4,621,164	6,212,399
	1,591,235	4,621,164	6,212,399
Total	1,591,235	4,621,164	6,212,399

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value assets held by the charity.

Income

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

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income represents amount received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Governance costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES - continued

Allocation and apportionment of costs

Support costs include central functions and have been allocated the activity cost categories on a basis consistent with the use of the resources, for example, allocating property costs by floor area, or per capita, staff costs by the time spent and other costs by their usage.

Tangible fixed assets

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

Taxation

The Charity is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

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

Pension costs and other post-retirement benefits

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

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective method.

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES - continued

Trade debtors

Financial Instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. DONATIONS AND LEGACIES

	2021 £	2020 £
Donations	4,199,827	978,056
Legacies	307,445	160,202
Donated services and facilities	392,135	181,742
	<u>4,899,407</u>	<u>1,320,000</u>

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support received from all of our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid.

Donated services during the year are:

	2021 £	2020 £
Facebook	-	5,700
Bristol University	-	1,335
Legal pro-bono		

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

2. DONATIONS AND LEGACIES - continued

Freshfields - Policy Support	-	76,644
Linklaters LLP	-	25,000
Taylor Wessing LLP	-	8,446
Kemp Little LLP	-	4,463
Legal pro-bono for the Membership team		
Morrison & Foerster (UK) LLP	44,264	40,654
Legal pro-bono for Marketing		
Engine Group	84,704	19,500
Legal pro-bono for Campaigning		
Garden Court Chambers	17,875	-
Bhatt Murphy Solicitors	35,656	-
4 Paper Buildings	53,100	-
Scott-Moncrieff and Associates	1,109	-
Confidential	24,262	-
Legal pro-bono for Other Activities		
Jenner & Block LLP	19,203	-
Goodwin Procter	111,962	-
	<u>392,135</u>	<u>181,742</u>

3. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Membership	100,134	97,630
Publications	19	8,282
Consultancy & Speakers' fees	4,680	7,967
National Training Centre	131,507	262,781
National Conference	-	45,692
Other conference and events	13,104	15,160
Advertising and merchandise	24,154	21,566
	<u>273,598</u>	<u>459,078</u>

4. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	<u>270</u>	<u>977</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

5. INCOME FROM CHARITABLE ACTIVITIES

		2021	2020
	Activity	£	£
Grants	Change That Last	1,022,101	2,200,296
Grants	Direct Services	1,615,396	1,030,603
Grants	Campaigning	69,760	65,000
Grants	Training and support for Members	969,556	407,566
Grants	Other Activities	1,024,673	-
Grants	Covid related support	173,578	-
		<u>4,875,064</u>	<u>3,703,465</u>

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

	2021	2020
	£	£
Home Office	488,902	291,837
London Councils	314,924	314,922
Lloyds Bank Foundation for England and Wales	54,760	15,000
Comic Relief	879,995	74,995
The National Lottery Community Fund	1,139,914	1,376,763
Minister for Housing and Communities & Local Government	340,001	336,245
Avon Cosmetics UK Ltd	131,488	108,558
Waltham Forest Council	-	16,999
Department for Digital, Culture, Media & Sport	-	660,530
Oak Foundation	-	181,545
Legal Education Fund	15,000	50,000
Other Small Grants	9,774	106,071
Anonymous donor	960	-
Tesco	-	70,000
Restricted donations	340,358	-
Kering	82,765	-
House of CB	-	30,000
YSL	-	70,000
BLF	100,600	-
Refinitiv	54,862	-
Barclays	100,000	-
Gamesys	317,917	-
World Gold Council	45,000	-
The Sisters Trust	68,000	-
Tableau	8,068	-
Ricard Foundation	200,000	-
Olwyn Foundation	30,000	-
JJ Charitable Trust	20,000	-
Hiscox	50,000	-
Barbet	42,000	-
Black Rock	39,776	-
	<u>4,875,064</u>	<u>3,703,465</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

6. RAISING DONATIONS AND LEGACIES

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Employment costs	227,265	227,265	222,185
Production of resources	1,826	1,826	12,546
Premises and office costs	27,969	27,969	25,870
Training, conference and events	10,461	10,461	8,494
Other costs	52,206	52,206	51,383
Promotion and advertising	-	-	144
Consultancy	4,742	4,742	23,059
Direct Costs	324,469	324,469	343,681
Allocated support costs	31,986	31,986	28,604
	356,455	356,455	372,285

Allocated Support Costs (note 10)

7. OTHER TRADING ACTIVITIES

	2021 £	2020 £
Purchases	306,597	361,331
	2021 £	2020 £
Membership	95,497	69,650
Publication	-	8,585
Consultancy and Speaker Fees	-	1,703
National Training Centre	209,682	232,074
National Conference	-	45,660
Other Conference and Events	-	228
Advertising and Merchandise	1,418	3,431
	306,597	361,331

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 9) £	Support costs (see note 10) £	Totals £
Change That Last	569,349	603,285	-	1,172,634
Direct Services	990,234	267,515	-	1,257,749
Campaigning	121,349	-	-	121,349
Training and support for Members	345,861	731,597	-	1,077,458
Other Activities	534,499	1,638	479,328	1,015,465
Covid related support	203,544	-	-	203,544
	<u>2,764,836</u>	<u>1,604,035</u>	<u>479,328</u>	<u>4,848,199</u>

9. GRANTS PAYABLE

	2021 £	2020 £
Change That Last	603,285	1,370,092
Direct Services	267,515	233,877
Training and support for Members	731,597	-
Other Activities	1,638	-
	<u>1,604,035</u>	<u>1,603,969</u>

The total grants paid to institutions during the year was as follows:

	2021 £	2020 £
Safelives	593,299	659,434
Respect	10,000	10,000
Refuge	127,613	93,974
WGN	69,845	69,845
Rasacs	45,044	60,058
Welsh Women's Aid	-	172,868
Rise	-	34,540
Your Sanctuary	-	30,000
Wearside Women In Need	25,000	50,000
East Surrey Domestic Abuse Service	-	50,000
Women's Aid Integrated Service	-	10,000
Nottingham Women's Aid	-	30,000
My Sister Place	29,559	30,000
Boston Women's Aid	-	34,540
Northern Ireland Women's Aid	-	104,346
Scottish Women's Aid	-	144,364
Sahali	-	10,000
Humraz	-	10,000
Grants paid to institutions individually under £25,000	463,313	-
Roshni	39,962	-
Panahghar	37,000	-
Opoka	36,150	-
Anah project	36,000	-
Apna Haq	36,000	-
HARV	30,000	-
Coventry Haven Women's Aid	25,250	-
	<u>1,604,035</u>	<u>1,603,969</u>

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

9. GRANTS PAYABLE - continued

The above is a list of the largest grants in aggregation to institutions (no grants were made to individuals):

In accordance with Section 37 of the Local Government Act 1989, £44,556 of the grant from London Councils of £314,922 was used in respect of the period 1st April 2020 to 31st March 2021. The grant has been used to fund Women's Aid management time for all strand co-ordination, contract monitoring and reporting. In addition, it has been used to fund the overseeing of the data collection project which includes collecting, analysing and reporting on the demand and use of refuges in London.

Grant Aid of £314,922 was received from London Councils for the year 2020/21 for the Pan-London domestic and sexual violence helplines and data collection project under Priority 2, Service area 2.3.

The following table illustrates how money was allocated across the partnership and that it has been used for the purposes outlined in the funding agreement. A sum of £140 was also brought forward from the year 2019/20.

		Grant	Grant Spent
Lead Partner A	Women's Aid Federation of England	£47,406	£44,556
Delivery Partner B	Respect	£10,000	£10,000
Delivery Partner C	Refuge	£127,613	£127,613
Delivery Partner D	RASASC	£60,058	£60,058
Delivery Partner E	Womens & Girls Network	£69,845	£69,845
		£314,922	£312,072

The £140 brought forward from 2019/20 has not been spent. Women's Aid Federation of England underspent on travel (£1,350) and events (£1,500) in 2020/21 due to the coronavirus pandemic. The £140 brought forward from 2019/20 will be returned to London Councils. The travel and events underspend will be carried forward to year 5.

All costs across the partnership*:

	Grant	Grant Spent
Staff	£234,791	£233,441
Beneficiary	£2,470	£970
Other Direct Project	£36,785	£36,785
Overheads	£40,876	£40,876
	£314,922	£312,072

*Does not include underspend of £140 brought forward from 2019/20.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

10. SUPPORT COSTS

	Staff costs	Admin costs	Other support costs	Total 2021	Total 2020
	£	£	£	£	£
Charitable activities	226,963	205,173	47,192	479,328	424,056
Cost of generating donations and legacies	15,146	13,691	3,149	31,986	28,604
	<u>242,109</u>	<u>218,864</u>	<u>50,341</u>	<u>511,314</u>	<u>452,660</u>

* including depreciation

Basis of allocation

Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

11. NET INCOME/(EXPENDITURE)

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

	2021 £	2020 £
Auditors' remuneration	<u>19,358</u>	<u>15,054</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

During the year Trustees were reimbursed expenses of £592 (2020: £4,873). Trustees' expenses represents the reimbursement of travel costs and other budgeted expenses to 1 (2020 - 4) members relating to attendance at meetings of Trustees.

During the year £984 (2020: £935) was paid in respect of Trustees' indemnity insurance.

13. STAFF COSTS

	2021 £	2020 £
Wages and salaries	2,032,578	2,221,832
Social security costs	188,012	205,882
Other pension costs	131,598	148,488
	<u>2,352,188</u>	<u>2,576,202</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

13. STAFF COSTS - continued

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

	2021	2020
Fundraising	6	5
Support	10	8
Charitable activities	57	81
	<u>73</u>	<u>94</u>

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

	2021	2020
£70,001 - £80,000	-	2
£80,001 - £90,000	1	-
£90,001 - £100,000	1	-
	<u>2</u>	<u>2</u>

The total employee benefits of the key management personnel of the Charity were £104,904 (2020: £158,128)

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,191,513	128,487	1,320,000
Charitable activities			
Change That Last	-	2,200,296	2,200,296
Direct Services	-	1,030,603	1,030,603
Campaigning	-	65,000	65,000
Training and support for Members	-	407,566	407,566
Other trading activities	434,934	24,144	459,078
Investment income	977	-	977
Total	<u>1,627,424</u>	<u>3,856,096</u>	<u>5,483,520</u>
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	372,285	-	372,285
Other trading activities	358,917	2,414	361,331
	<u>731,202</u>	<u>2,414</u>	<u>733,616</u>
Charitable activities			
Change That Last	-	2,389,974	2,389,974
Direct Services	-	980,502	980,502
Campaigning	-	70,827	70,827
Training and support for Members	-	408,408	408,408
Other Activities	509,549	147,102	656,651

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Total	1,240,751	3,999,227	5,239,978
NET INCOME/(EXPENDITURE)	386,673	(143,131)	243,542
Transfers between funds	(15,278)	15,278	-
Net movement in funds	371,395	(127,853)	243,542
RECONCILIATION OF FUNDS			
Total funds brought forward	338,839	872,828	1,211,667
TOTAL FUNDS CARRIED FORWARD	710,234	744,975	1,455,209

15. TANGIBLE FIXED ASSETS

	Improvements to property £
COST	
At 1 April 2020 and 31 March 2021	10,878
DEPRECIATION	
At 1 April 2020 and 31 March 2021	10,878
NET BOOK VALUE	
At 31 March 2021	-
At 31 March 2020	-

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	89,909	127,441
Other debtors	173,293	91,402
Accrued income	207,814	441,478
Prepayments	217,916	57,354
	688,932	717,675

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	127,509	72,044
Grant payable	-	643,318
Social security and other taxes	71,691	(296)
VAT	4,024	3,517
Other creditors	394	4,000
Deferred income	406,411	38,555
Accrued expenses	255,459	92,563
	<u>865,488</u>	<u>853,701</u>

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	81,588	93,950
Between one and five years	309,032	4,072
In more than five years	-	4,072
	<u>390,620</u>	<u>102,094</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	710,234	3,280,602	(2,276,989)	1,713,847
Designated Fund - Membership development and sustainability	-	-	1,600,000	1,600,000
Designated Fund - Sector wide initiatives	-	-	350,000	350,000
Designated Fund - Internal Investments	-	-	400,000	400,000
	<u>710,234</u>	<u>3,280,602</u>	<u>73,011</u>	<u>4,063,847</u>
Restricted funds				
Home Office	-	3	-	3
London Councils	140	28,565	(25,716)	2,989
Lloyds Bank Foundation for England and Wales	6,250	(6,250)	-	-
Comic Relief	-	11,003	-	11,003
Other Small Grants	4,246	-	(4,246)	-
The National Lottery Community Fund	283,649	(64,853)	(20,000)	198,796
The City Bridge Trust	49,000	(46,647)	-	2,353
MHCLG	-	13,504	(13,504)	-
Avon Cosmetics Uk Ltd	20,158	66,842	(2,610)	84,390
Waltham Fores tCouncil	22,403	(16,999)	-	5,404
Department for Digital, Culture, Media & Sport	12,109	(12,109)	-	-
Oak Foundation & Others	154,041	(91,684)	(18,333)	44,024
Legal Education Foundation	2,656	(2,627)	-	29
RTS & Membership	32,959	19,637	-	52,596
Big Potential Social Investment	2,668	-	-	2,668
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	15,900	(1,800)	-	14,100
Restricted donations	43,798	434,934	4,246	482,978
Kering	-	26,869	-	26,869
House of CB	30,000	-	(30,000)	-
Tesco	23,333	(2,801)	-	20,532
YSL	39,825	(37,329)	-	2,496
Black Rock	-	39,776	-	39,776
Barclays	-	96,974	-	96,974
Bank of America	-	53,099	-	53,099
Refinitiv	-	54,862	-	54,862
Ask Me Fundraising	-	23,578	-	23,578
Restricted Campaigns & Policy	-	2,252	-	2,252
Barbet	-	42,000	-	42,000
Bristol University Justice	-	9,519	-	9,519
Gamesys	-	275,204	-	275,204
Hiscox	-	50,000	-	50,000
JJ Charitable Trust	-	20,000	-	20,000
Olwyn Foundation	-	2,575	-	2,575
Ricard Foundation	-	200,000	-	200,000
Tableau	-	8,068	-	8,068
The Sisters Trust	-	62,333	-	62,333
World Gold Council	-	43,640	-	43,640
Love Respect (Rest)	-	(2,106)	37,152	35,046
	<u>744,975</u>	<u>1,300,032</u>	<u>(73,011)</u>	<u>1,971,996</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS - continued

TOTAL FUNDS	<u>1,455,209</u>	<u>4,580,634</u>	<u>-</u>	<u>6,035,843</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	4,645,139	(1,364,537)	3,280,602
Restricted funds			
Home Office	488,902	(488,899)	3
London Councils	314,923	(286,358)	28,565
Lloyds Bank Foundation for England and Wales	54,760	(61,010)	(6,250)
Comic Relief	879,995	(868,992)	11,003
The National Lottery Community Fund	1,147,778	(1,212,631)	(64,853)
The City Bridge Trust	-	(46,647)	(46,647)
MHCLG	340,001	(326,497)	13,504
Avon Cosmetics Uk Ltd	131,488	(64,646)	66,842
Waltham Forest Council	-	(16,999)	(16,999)
Department for Digital, Culture, Media & Sport	-	(12,109)	(12,109)
Oak Foundation & Others	-	(91,684)	(91,684)
Legal Education Foundation	15,000	(17,627)	(2,627)
RTS & Membership	20,054	(417)	19,637
Women's Aid Members Contribution to Apprenticeship	-	(1,800)	(1,800)
Restricted donations	596,106	(161,172)	434,934
Kering	82,765	(55,896)	26,869
Tesco	-	(2,801)	(2,801)
YSL	250	(37,579)	(37,329)
Black Rock	39,776	-	39,776
Barclays	100,000	(3,026)	96,974
Bank of America	53,099	-	53,099
Julia and Hans Rausing Trust	150,000	(150,000)	-
BLF	100,600	(100,600)	-
Refinitiv	54,862	-	54,862
Ask Me Fundraising	27,450	(3,872)	23,578
Restricted Campaigns & Policy	58,178	(55,926)	2,252
Barbet	42,000	-	42,000
Bristol University Justice	9,774	(255)	9,519
Gamesys	317,917	(42,713)	275,204
Hiscox	50,000	-	50,000
JJ Charitable Trust	20,000	-	20,000
Olwyn Foundation	30,000	(27,425)	2,575
Ricard Foundation	200,000	-	200,000
Tableau	8,068	-	8,068
The Sisters Trust	68,000	(5,667)	62,333
World Gold Council	45,000	(1,360)	43,640
Love Respect (Rest)	-	(2,106)	(2,106)
	<u>5,446,746</u>	<u>(4,146,714)</u>	<u>1,300,032</u>
TOTAL FUNDS	<u>10,091,885</u>	<u>(5,511,251)</u>	<u>4,580,634</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	338,839	386,673	(15,278)	710,234
Restricted funds				
Home Office	165,787	(168,708)	2,921	-
London Councils	-	140	-	140
Lloyds Bank Foundation for England and Wales	3,993	2,257	-	6,250
Other Small Grants	1,987	2,259	-	4,246
The National Lottery Community Fund	313,877	(30,228)	-	283,649
The City Bridge Trust	49,000	-	-	49,000
Avon Cosmetics Uk Ltd	20,839	(681)	-	20,158
Waltham Fores tCouncil	14,943	7,460	-	22,403
The Sylvia Adams Charitable Trust	33,167	(30,466)	(2,701)	-
Other Activities	33,973	(23,973)	(10,000)	-
Department for Digital, Culture, Media & Sport	8,324	3,785	-	12,109
Oak Foundation & Others	124,253	6,475	23,313	154,041
Department of Health	21,988	(21,988)	-	-
Legal Education Foundation	10,740	(8,084)	-	2,656
RTS & Membership	29,102	3,857	-	32,959
Big Potential Social Investment	6,000	(3,332)	-	2,668
People's Postcode Trust	8,579	(6,739)	-	1,840
Campaign: Two Child Tax Credit Limit Policy	376	(376)	-	-
Women's Aid Members Contribution to Apprenticeship	25,900	-	(10,000)	15,900
Restricted donations	-	43,798	-	43,798
House of CB	-	30,000	-	30,000
Business Development	-	(11,745)	11,745	-
Tesco	-	23,333	-	23,333
YSL	-	39,825	-	39,825
	<u>872,828</u>	<u>(143,131)</u>	<u>15,278</u>	<u>744,975</u>
TOTAL FUNDS	<u>1,211,667</u>	<u>243,542</u>	<u>-</u>	<u>1,455,209</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,627,424	(1,240,751)	386,673
Restricted funds			
Home Office	291,837	(460,545)	(168,708)
London Councils	314,922	(314,782)	140
Lloyds Bank Foundation for England and Wales	15,000	(12,743)	2,257
Comic Relief	74,995	(74,995)	-
Other Small Grants	39,766	(37,507)	2,259
The National Lottery Community Fund	1,376,763	(1,406,991)	(30,228)
MHCLG	177,065	(177,065)	-
Avon Cosmetics Uk Ltd	108,558	(109,239)	(681)
Waltham Forest Council	16,999	(9,539)	7,460
The Sylvia Adams Charitable Trust	-	(30,466)	(30,466)
Other Activities	-	(23,973)	(23,973)
Department for Digital, Culture, Media & Sport	660,530	(656,745)	3,785
Oak Foundation & Others	184,050	(177,575)	6,475
Department of Health	-	(21,988)	(21,988)
Legal Education Foundation	50,000	(58,084)	(8,084)
RTS & Membership	178,777	(174,920)	3,857
Big Potential Social Investment	-	(3,332)	(3,332)
People's Postcode Trust	-	(6,739)	(6,739)
Campaign: Two Child Tax Credit Limit Policy	-	(376)	(376)
Restricted donations	196,834	(153,036)	43,798
House of CB	30,000	-	30,000
Business Development	-	(11,745)	(11,745)
Tesco	70,000	(46,667)	23,333
YSL	70,000	(30,175)	39,825
	<u>3,856,096</u>	<u>(3,999,227)</u>	<u>(143,131)</u>
TOTAL FUNDS	<u><u>5,483,520</u></u>	<u><u>(5,239,978)</u></u>	<u><u>243,542</u></u>

Designated Funds

Fund	Description
Membership Development & Sustainability	This money has been set aside to support members in the challenges associated with local commissioning.
Sector wide initiatives	This designated fund is for work across a number of key projects which will have sector wide impact
Internal Investment	An internal investment pot for investment in our infrastructure that will ensure the long term viability of the organisation

Restricted Funds

Further description of each material fund which includes the source of funding and nature of restriction:

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS - continued

Project	Description	Funders
Direct Services	The Women's Aid digital direct services include our Live Chat Helpline, the Survivors' Forum and our email support service. These services help thousands of women every year. These services ensure that women get the right response to domestic abuse and can find support in the way that best suits them. Our Live Chat Helpline is an online instant messenger service where women can access emotional support and guidance from trained and experienced support workers. Our email service, operated by specialist support workers, offers guidance and advice to survivors who contact us in need of support. The Survivors' Forum provides a safe, anonymous environment for women affected by domestic violence to speak out about their experiences and seek help and support, and has dedicated moderators to provide professional support and advice	Bank of America, Barbet, Blackrock, Comic Relief, Various, Gamesys, London Councils, Ricard Foundation, Tesco, Julia & Hans Rausing Trust
CYP	YSL supported the Safer Futures project, which will enable us to relaunch our nationwide network of Schools Advocates, consisting of domestic abuse professionals who champion prevention work in their region and support schools to address domestic abuse. encourage widespread engagement with schools across England to improve education for children and young people about domestic violence. The project aims to ensure that healthy relationships education is delivered responsibly and effectively across the country.	YSL
Change That Lasts	Change That Lasts (CTL) is a strategic programme piloting our strengths and needs-led approach within different settings with a range of funding and operational partners. Projects include BLF funded pilots of CTL, Home office funding of 'Sooner The Better' and its 'Trusted Professional' scheme, and piloting the 'Ask Me' scheme with Welsh Women's Aid funded by Comic Relief and the Home Office	Home Office, The National Lottery Community Fund (formerly BLF), Waltham ForestDCMS

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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS - continued

Increasing research capacity	The aim of this project is to increase our Research team capacity, with additional hours for two members of staff. This will enable Women's Aid to produce more data and reports on Domestic Abuse in England and to ensure Women's Aid remains a leading authority on Domestic abuse, and continues to use evidence to support campaigns. A portion of this funding is also dedicated to updating 'The Power to Change' programme, the aim of the programme is to support survivors and their children in their journey of healing after experiencing domestic abuse. With this funding the team plan to expand and deepen the programme. We aim to address the gaps and weaknesses within the current version of the manual, in order to make it more suitable, better adapted and updated to the current climate in England.	Kering
Apprenticeships	Women's Aid are working with the Institute of Apprenticeship's to develop an Apprenticeship for Domestic Abuse Sector. The Apprenticeship will cover all roles currently operating within our membership organisations. The Institute have accepted the proposal put forward and allocated WA a relationship manager.	People's postcode
On Track	On Track, our outcomes monitoring and case management is used by nearly 80 organisations to facilitate their casework and evidence their impact. The national data it provides is used to inform and support our campaigning and advocacy work on behalf of members and survivors.	Avon Cosmetics, City Bridge Trust, Kering Foundation
Translation Project	The objective of this project is to ensure that our online resources are available to women for whom English is not a first language, or who face other accessibility barriers in accessing the information that we provide. We would do this by translating the key areas of our website into the most commonly spoken languages in the UK, including videos for those women who cannot read their mother tongue, and in BSL, as well as auditing our resources to be more accessible, e.g. for those who use screen readers. As a result of this project, more women will be able to access the information and support that they need.	Barclays, World Gold Council

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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS - continued

Domestic violence & abuse bill	This funding enables us to engage survivors in the development of the law, using the Domestic Abuse Bill as a 'live study' of the law-making process, equipping and empowering survivors with the confidence and opportunities to influence the legislation. Thanks to continuation funding we can ensure survivors continue to build on their influence at this crucial time as well as expanding the project by involving our member services to support survivors in influencing legislation; and develop our network of Campaign Champions to better support them and enhance their campaigning impact around the law.	Lloyds Foundation, Legal Education Fund
Mental Health Campaign	The objective of this project is to develop a flagship new public policy campaign that will shape debates around domestic abuse and mental health and use momentum of the Domestic Abuse Bill to drive change forward. The campaign will run for 3 years. This campaign will be: driven by the priorities and voices of survivors; rooted in the expertise and views of our members; and will not mean that we speak for marginalised groups, but will enable us to build partnerships to ensure the voices and experiences of marginalised survivors are central to the campaign. We will be building on the lessons and learning of engaging a diverse group of survivors as 'experts by experience' in our Law in the Making project during 2019-20.	Gamesys Foundation
Training Portal	The donation was made with specific reference to the current Covid-19 pandemic. It was decided to use these funds towards the training portal so that Women's Aid could continue to carry out training online during the Covid-19 restrictions and beyond.	Hiscox, JJ Charitable Trust, Refinitiv
Routes to Support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies	MHCLG, London Councils
Love Respect	For the Love Respect project we held consultation with a group of young women to see what services they felt they needed. The conclusion of our learnings has led to the development of an interactive online advice hub, which also includes an instant messaging service. This exciting service for girls aged 14-18 will raise awareness of what an abusive relationship looks like, answer their questions about relationships and signpost them to specialist support if they are experiencing domestic abuse.	Avon Cosmetics, House of CB corporate funding

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

19. MOVEMENT IN FUNDS - continued

Covid support	The COVID 19 pandemic has had far reaching impacts on survivors and the specialist domestic abuse services which support them. Emergency funding from Trusts and Statutory organisations has enabled Women's Aid to deliver effective support to the life-saving national network of services, and to reach many survivors who have experienced escalating domestic abuse and harm. WAFE services continued to be in extremely high demand during the pandemic and as restrictions have begun to ease. In order to try and meet this demand we received support from trusts and statutory organisations to fund crucial staff roles that are supporting survivors and services during this incredibly busy time. We also received counselling costs to support the health of our staff who are in need of additional care due to an increasing workload and exhaustion.	Comic relief, NLCF /DCMS, Home Office, Kering, Lloyds Banking Foundation
No woman turned away	The No Woman Turned Away (NWTa) project provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.	MHCLG
Procurement & Impact Programme	To provide support to domestic abuse services in the United Kingdom so that they become more sustainable and their organisational and financial stability are increased. This work involves working alongside member organisations to provide sustainability support, access to national quality standards and procurement services.	Oak Foundation
Member tech. needs	These funds were allocated to our smallest members to allow them to develop an online presence. This will enable our smallest members to create or update their websites and use them for marketing and fundraising purposes. This work is being centrally procured by the Membership Team, and has been really well received by our Band A members.	Olwyn Foundation, Tableau
Tech vs. Abuse	This project aims to redesign and update the Women's Aid Survivors' Handbook, by conducting user research with survivors to make it more accessible, user-friendly and help women get the information and support they need as easily as possible.	Comic Relief

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

19. MOVEMENT IN FUNDS - continued

Leadership	We were awarded a donation towards the salary costs of our Chief Executive for 3 years. As this is such a pivotal role in the domestic abuse sector it is crucial that our new Chief Executive is given time to develop and nurture relationships with funders, both statutory and trusts, as well as supporters, sister organisations, sector partners and government members. By the end of the 3 year funding period our new Chief Executive will have led the development and implementation of our new organisational strategy.	Sister's Trust
Audience mapping	Small amount of funding to be used for audience mapping.	Big Potential Social Investment

Transfers between funds

The transfers between funds between 1st April 2020 and 31st March 2021 were as follows:

£	Description	From fund	To fund
25,716	To cover staff time that supported the project	London Councils	General fund
20,000	To cover staff time that supported the project	The National Lottery Community Fund	General fund
13,504	To cover staff time that supported the project	MHCLG	General fund
4,542	To support the project	General fund	Avon Cosmetics
18,333	To cover staff time that supported the project	Oak Foundation & Others	General fund

During the year a several projects had funding reallocated, these are noted below

£	Description	From fund	To fund
4,246	Reallocation of funding	Other Small Grants	Restricted Donations
30,000	Reallocation of funding	House of CB	Love Respect (Rest)
7,152	Reallocation of funding	Avon Cosmetics Uk	Love Respect (Rest)

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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

20. RELATED PARTY DISCLOSURES

Women's Aid worked with Refuge, the Rape and Sexual Abuse Support Centre, and the Women and Girls Network to deliver Domestic and Sexual Violence Helpline Services to London.

Five Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest" and to avoid this the Board ensures the Women's Aid Conflict of Interest Policy is followed at all times.

The Board of Trustees were drawn from member organisations running services to address violence against women and children. These organisations received a small honorarium in recognition of their support for the work of the Board of Trustees. Payments were made to the following organisations:

	2021	2020
	£	£
Harv Domestic Abuse	1,300	-
Cambridge Women's Aid	400	-
Staffordshire Women's Aid	400	-
IDAS	900	-
Staying Put	-	750
Apna Haq	1,050	200
Rise	1,350	400
Solace Women's Aid	-	450
Jewish Women's Aid	550	450
	<u>5,950</u>	<u>2,250</u>

Reimbursement of expenses was made to the following organisations/individuals on behalf of Board Members:

	2021	2020
	£	£
Rise	592	-
IDAS	-	2,807
Apna Haq	-	1,497
Staffordshire Women's Aid	-	105
Wearside Women In Need	-	464
	<u>592</u>	<u>4,873</u>

Sales relating to conference places, publications, training courses and job adverts on the charity website were made to the following organisations:

	2021	2020
	£	£
Rise	-	1,606
Staying Put	-	992
Solace Women's Aid	-	9,672
My Sister's Place	-	1,957
Apna Haq	320	220
Jewish Women's Aid	620	1,480
IDAS	2,495	32,781
Staffordshire Women's Aid	5,900	660
Harv Domestic Abuse	440	-
Cambridge Women's Aid	5,240	-
	<u>15,015</u>	<u>49,369</u>