

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
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WOMENS AID FEDERATION OF ENGLAND

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

	Page
Report of the Trustees	1 to 12
Statement of Trustees' Responsibilities	13
Report of the Independent Auditors	14 to 16
Statement of Financial Activities	17
Balance Sheet	18
Cash Flow Statement	19
Notes to the Cash Flow Statement	20
Notes to the Financial Statements	21 to 40

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>2,152,992</u>	<u>488,843</u>	<u>2,641,835</u>	<u>4,065,200</u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

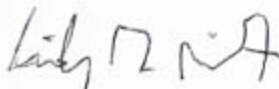
**BALANCE SHEET
31 MARCH 2025**

		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>
		<hr/>	<hr/>
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>