

Company Number: 03136727
Charity Number: 1054622

**Venus Working Creatively with
Young Women**
(A Company Limited by Guarantee)
**Annual Report
&
Financial Statements
For the year ended
31 March 2021**

Venus Working Creatively with Young Women

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Venus Working Creatively with Young Women Trustees' Annual Report For the year ended 31 March 2021

The Venus Trustees (who are also Directors for the purposes of the Companies Act) herein present their annual report and financial statements for the year ended 31 March 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2016, the Companies Act 2006, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 applicable in the UK and Republic of Ireland (effective 1st January 2019).

Objectives and Activities

Our aims, objective and overall purpose are set out in our Memorandum and Articles. They are:

To promote such charitable purposes as the trustees shall, in their absolute discretion, think fit, including in particular but not so as to limit the generality of the foregoing:

- i. The advancement of education and the preservation and protection of health of those young women residing in the area of Sefton, particularly, but not exclusively, in matters relating to sexual health,
- ii. The provision of facilities in the interests of social welfare for recreation and leisure time occupation with the object of improving the condition of life for the said women.

Over the past 5 years we have realised that our services have the potential to expand and we now find ourselves at the point of needing to review our Memorandum and Articles to reflect the impacts and public benefit we predict we can make. We are awaiting a Special Resolution from our Trustees to make the following changes with the Charity Commission.

- i. The advancement of equality, opportunity and education and the preservation, protection and improvement of mental and physical health and well being of those residing in the United Kingdom.
- ii. The provision of facilities in the interests of social welfare with the object of improving and advocating for the conditions of life, housing and economic security, independence and enjoyment for the said people and communities.
- iii. The supply of non-judgemental services that are unreservedly and universally accessible, dedicated, safe, inclusive and respectful to all.

Our vision is for our community to have fulfilling lives and to be resilient.

Mission Statement

To work with women, children, young people and families in our community, recognising their choices, voices and opportunities to develop their potential

Venus Working Creatively with Young Women

Trustees' Annual Report

For the year ended 31 March 2021

We are a value led organisation and our work is delivered through our Value Framework:

Accessibility - We have an open door policy

Respect - Consideration and respect for the people we support and for each other

Integrity - Our community is at the heart of what we do, and we work to our values at all times

Trust - We respect confidentiality and the trust people place in us

Fairness - We work for a fair deal for everyone

Our Beneficiaries

Our target beneficiaries are women and families and young people from Sefton and Halton who: are living with persistent poverty; have multiple and complex needs; are lone parents not working or receiving support from mainstream services; young and unemployed or economically inactive women, including our work with care leavers; asylum seekers and refugees; women and families at risk of homelessness in our supported living accommodation living with specific health needs including depression and/or anxiety and other disabilities; carers of others.

Our beneficiaries live in Wards recognised as having the lowest household incomes in England (working age and young people). Wards closest to our Bootle base include: Linacre in which 55% of families are in the top 5% of households in Sefton with a below average income, and 77% of households are in the top 10%. Derby Ward has 21% of households in the top 5% of low-income households and 33% are in the top 10%.

Delivering our aims, objectives, and legal purposes

Each year our Trustees review our aims, objectives and how we have achieved our legal purpose through the services and activities that have taken place. Our review scrutinises our achievements and outcomes in relation to each of our service pillars and the activities delivered by each strand. It considers successes, areas for improvement and the impact on our beneficiaries. The review ensures that we remain focussed on our legal purpose and are achieving the correct levels of public benefit. To assist our Trustees, we often present our work within the Outcome Star framework, some Routine Outcome Measures such as Score 15 and the Warwick/Edinburgh Scale, and the Graded Scale Profile. We were fortunate this year to receive funding from The Steve Morgan Foundation to assist us to improve the way we gather, analyse and utilise our data. We've invested this funding in a new client management tool which upgrades our current system and provides us with more insight into impacts of our work. This work is underway and to accompany we will be developing a new website which better explains our work to a wider range of stakeholders and clients.

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We are small, grassroots charity who are valued in our community for engaging with people who would not readily access a statutory service. In the past year we have worked with 5,471 individuals. Our work contributes to what is known as 'early help'. We triage problems before they can spiral and through our holistic, non-judgemental approach work with individuals to empower them to make informed life choices which assist to better their circumstances, build resilience and their confidence. Our work improves access to psychological therapies reducing the financial burdens on public services, such as NHS A&E services. We've continued to secure funding and community assets to expand our services, benefitting the local community through service provision and utilising otherwise dormant buildings. We are proud that the leadership of our founder and CEO Lorraine Webb was recognised through two awards The Kings Leadership Programme and Weston Charity Awards - Pilotlight. Venus has benefitted throughout the last year from input by business experts outside of our usual professional circle. This has assisted us to continue with our aspiration to move to the Kings Centre, offered to us on a 125-year lease by Sefton Council and with our succession planning.

Impact of Covid 19

Covid 19 and the lockdowns of 2020-2021 had a devastating impact on our service users. Many faced significant hardship and we experienced an influx of need from vulnerable women and families and young people. The experience of lockdown stretched our organisation but also allowed us to play to our strengths. Venus has always pivoted and flexed to respond to the lived experience of our service users and emerging local need. We deployed a raid to delivery of service and with the safety of staff as the utmost importance. We adopted an effective hybrid working model for staff adhering to all government guidelines. We remained fully operational throughout each lockdown and fully delivered all our aims, objectives and outcomes.

The Venus Centre swiftly became the agent for delivering emergency food provision, supporting the work of other agencies and statutory services. We recruited a team of temporary volunteers in partnership with Sefton Carers Association and our local CVS. Volunteers who worked alongside us throughout the pandemic have given testimony to the lasting impact the experience had on themselves and how it heightened their awareness of significant poverty and need within their neighbourhood. Secured funding to deliver food and activities three times a week for three weeks in the summer holidays to 30 families consisting of 89 individuals.

Prior to Covid 19 almost 90% of our work was delivered face to face. We very quickly turned to different platforms to keep in touch with our clients and to deliver our information and advice service, support programmes and adult counselling. Our Star Centre saw a steep rise in referrals and we were fortunate to receive an additional investment from Children In Need to help us to maintain our level of service. Counselling and therapies were delivered via telephone and video to current and new children/young people. Our open access service increased to being open 5 days a week up to 7pm.

Venus Working Creatively with Young Women Trustees' Annual Report For the year ended 31 March 2021

Midway into the first lockdown we were invited by Sefton Council to deliver the largest homelessness covid response provision in the borough. Venus rose to the occasion, taking over the Stables Hotel at Aintree Racecourse and transforming it to a 40 bedroom hostel. We are extremely proud to report that we managed to secure follow on accommodation for all our hostel residents. This is one of the largest projects we've ever delivered, and we are proud of the achievements of our staff team and volunteers who rose to this occasion, making a transformational impact on men and women who experienced homelessness across the borough.

Covid 19 provided several opportunities to apply for grants to support our services. We are thankful that the grants existed and the thoughtfulness of particularly local funders who recognised our work and the impact we could make with their funds. We received emergency funds from LCR Cares, The Steve Morgan Foundation, Merseyside Police, Children in Need and others. These funds had a direct impact on local people in our care throughout the worst months of the pandemic. Our accounts this year reflect this influx of additional funding. They take our turnover for the first time in our history to over £1m. We were invited to feature in a video made by Liverpool Combined Authority about how our service has negated the impact of Covid 19. We were also interviewed by Radio Merseyside about our mental health work with young people supported by Children In Need.

Our Work and achieving public benefit

We achieve our aims, objectives and legal purposes by delivering services through 4 pillars:

- Housing and Resettlement
- Family Support
- Mental Health and Wellbeing
- Hub Services.

Our achievements this year in each pillar are described below:

Housing and Resettlement

Housing and Resettlement

We are a member organisation of Sefton Supported Housing Group, a consortium delivering supported accommodation throughout Sefton for homeless women and men with multiple and complex needs. We currently manage 26 units of accommodation an increase of 36% from last year. We have a mix of shared and dispersed properties, offering short term housing with support, such as pre tenancy training, help to secure and maintain a tenancy, money management advice, emotional and practical support. This project contributes to the achievement of our stated aims and objectives through providing support, information, advice and guidance to single homeless men and women with multiple and complex needs to enable them to develop coping mechanisms, life skills, address issues such as substance misuse and improve their life chances.

As reported above, under this pillar of support we delivered the Covid Response project in the Stables Hotel. This was the largest homelessness project in the borough.

Through Sefton Supported Housing Group's contract with the Home Office, we deliver support to Syrian Families who are resettled in Sefton through outreach support and a weekly open access drop in for all refugees and asylum seekers across the borough. This project contributes to the achievement of our stated aims and objectives through providing support, information, advice and guidance to refugee and asylum-seeking families to enable them to develop English Language skills, adjust to life in the UK, recover from trauma and improve their lives.

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Hub Services

Our Hub Services are the range of services offered via our Venus Centre.

Open Access

We offer a daily open access service for women and families who can call in for advice and guidance on any issue. Open Access is our early warning system, it alerts us to emerging need in the community, it provides early help - ensuring that problems don't spiral out of control and enables us to provide a holistic service. For example, women often ask for practical support, such as help with benefits or housing issues. But when we get talking, we can see that there are other issues we can assist with, we might invite her to one of our coffee mornings or groups, or refer to money management or refer to our adult counselling service. Open Access is often our first point of contact and is vital in our community as it doesn't need a referral. In the last year over 1000 people accessed Open Access, we managed to keep the service going via the telephone during lockdowns.

* Weekly open access service offered in Runcorn and Widnes for refugees and asylum seekers

* Created video content with actor and yoga teacher to share on all social media platforms to engage and provide activities for the community during lockdown

Money Management

We offer two support programmes linked to money management, one that is openly accessible, funded via Energy Redress Fund which is based on advice for energy efficiency and fuel poverty. We also refer into the programme via Sefton Turnaround Families programme. Our money management worker meets one to one at our Centres or through outreach to address debt, budgeting, finance and energy efficiency issues in order to manage money better. She can make applications for welfare benefits like Personal Independence Payment and to various Grants or Trusts for specific items or funds. Individuals may access Food Bank vouchers through this project. We are members of the Institute of Money Advisors. This project contributes to the achievement of our stated aims and objectives through providing specialist support, information, advice and guidance to individuals, families and young people to enable them to develop coping mechanisms, budgeting and money management skills, address debt issues and improve their life chances.

Volunteering

Venus has an exemplary history in supporting volunteers to achieve their goals whilst helping us to deliver our aims and objectives. We are particularly proud that our 4 service leads began their careers at Venus as volunteers. Volunteers work across all our programmes. Most begin their journey at the Venus Centre and undertake our volunteer training programme. All volunteers, like staff, are subject to enhanced DBS disclosure and we take up references before they are able to start volunteering with us. In the financial year from April 2020 to March 2021, 49 volunteers have contributed their support to the organisation.

Placements

During this financial year we were happy to support Social Work student placements for 3 universities, Liverpool Hope, Liverpool John Moores University and Edge Hill.

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Christmas Appeal

Each year Venus staff and volunteers pull out all the stops out to give all our families a smashing Christmas. This year it was vital that we kept this tradition alive with many of our clients facing Christmas under Covid 19 restrictions. Our appeal supported the distribution of 85 food hampers, 103 toy hampers and 146 pairs of pyjamas.

Family Support

Step Together

Supported by the National Lottery Community Fund - Women and Girls fund, Step Together provides support to women and young women who have had one or more child permanently removed into care. Support is intensive and aims to enable women to stabilise their lives whilst working towards addressing their previous trauma to overcome the complex range of issues and barriers they face. Support plans are co-designed and the holistic nature of support is enhanced by aspects such as sexual health, substance misuse treatment and support, evidence based parenting training, counselling, life skills training, home management, homelessness prevention and tenancy sustainment, mental health and financial resilience. Support is delivered through outreach work, counselling sessions and a weekly support group. We are coming to the end of this fund and we sought ways to tell the story of the women we support. We were thankful to local company Periscope Productions who secured funding to work with the women to create a video which described the impact of the project to date. The video is extremely powerful, and demonstrates the power of our work in changing life chances for those most in need of support.

Over the lifespan of the programme we engaged with 196 women with 155 completing up to 12 months support. During 2019-2021 this service directly contributed to avoiding 10 instances of care/removal proceedings and 12 further instances where 12 looked after children were able to return to their mother's care.

Turnaround Families

Venus is a commissioned service provider from Sefton Council to deliver the Turnaround Families Initiative. This project is for families who are stepped down from a social care order but are still in need of support and care. We offer support and guidance to improve confidence and skills progressing to employment, focused on removing barriers to progression, e.g. school attendance, substance misuse, domestic abuse, address worklessness, crime and other multiple and complex needs that may cause anti-social behaviour and other disruptions to communities. This year we supported 70 local families.

Parent to Parent Volunteer Support Project

Across the Borough of Halton we recruit and train parent volunteers to offer parents and families tailored emotional and practical support to make positive changes, take control of their lives and address any barriers. Families referred to this project may be subject to the Common Assessment Framework and not engaging or be assessed as stepping down from Level 3 of the Halton Levels of Need Framework to Level 2 and in need of support to maintain their progress.

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Intensive Cleaning Education

We also offer support through our Intensive Cleaning Education worker in Halton to families experiencing issues with home and family management, such as de-cluttering, applying cleaning and family routines, home cleanliness, health and safety. Our support worker visits families intensively, an average of 3 times a week to teach new skills and improve conditions.

This year we have worked with 22 families including 25 adults and 62 children. During restrictions and lockdown periods we worked with families via phone and zoom and Cleaning resources, routines and storage items were delivered to the doorstep. Usual support resumed when lockdowns/restrictions eased.

Mental Health and Wellbeing

Adult Counselling

We offer counselling at our centres for women, children and young people from age 5. Sessions can take place at various times through the week and the counselling can be person-centred, Cognitive Behavioural Therapy (CBT), psychodynamic or integrative. Individuals can self-refer or referrals can be made through other agencies or organisations. In 2017 we opened our Star Centre, directly opposite our main centre on Linacre Lane. All of our counselling, emotional health and wellbeing services are based here and are accessed via appointments, weekly drop in sessions or group support.

- * Delivered 40 hours per week of adult counselling
- * Adult counselling referrals increased by 50%
- * Adult counselling service adopted hybrid approach introducing zoom and telephone counselling. We remained to see our most vulnerable clients face to face
- * Continued to facilitate the weekly coffee morning due to the vulnerabilities of the clients. 10 families per week in attendance
- * Participated in 30 days of Sefton in Mind, providing 30 days of online video's with self-help advice for improving wellbeing

Systemic Family Practice

Our systemic family practitioners work with families who are facing difficulties, like disrupted communication, strained relationships and problems coping with everyday life that are having a negative impact on family functioning.

The family will come together and be encouraged to recognise their strengths, build coping strategies and support one another to create more effective ways of being and interacting with each other and those around them.

This project contributes to the achievement of our stated aims and objectives through providing support, information, advice and guidance to families with multiple and complex needs to enable them to develop coping mechanisms, communication skills, life skills, address issues within the family and improve their life chances.

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Star Centre

The Star Centre provides access to psychological therapies for children and young people. We are supported to deliver this work by Sefton CCG, Alder Hey Children's Hospital and Children In Need. During October 2020 - March 2021 the centre experienced a 60% rise in referrals both from families and via Sefton CAHMS equating to 679 referrals. To tackle this incredible need we adopted a hybrid approach through zoom and telephone counselling. However, due to the nature of the work and to assist our very young clients, we continued with a face to face service.

At the Star Centre we are part of NHS England's partnership service transformation programme that aims to improve existing Child and Adolescent Mental Health Services (CAMHS) working in the community. Through this programme, staff in the voluntary and community sector are trained to deliver psychological therapies in community settings, thus improving access to services whilst relieving pressure on NHS services such as Child and Adolescent Mental Health Services (CAMHS). Through this initiative, we have trained and qualified staff in CBT, Systemic Family Practice, Incredible Years parenting training and Enhanced Evidence Based Practice (EEB), IPT-A and Youth Justice Programme. In the past year we recruited 8 trainee posts in partnership with CAMHS as part of IAPT services. The programme works to transform services provided by the NHS and partners from Local Authorities.

We are also part of a successful consortium, Sefton Emotional Achievement Service (SEAs) that helps children, young people and families to aspire and achieve through bespoke emotional wellbeing support.

Our consortium partners are, Sefton CVS; Sefton Women's and Children's Aid Parenting 2000; Personal Support Solutions (PSS) Merseyside Youth Association

Our work within consortia contributes to the achievement of our stated aims and objectives through working in partnership to provide emotional health and wellbeing therapeutic support, information, advice and guidance to individuals and young people to enable them to develop coping mechanisms, address issues they are facing and improve their life chances.

Future Plans

Co-delivered Services.

Our experience with the Star Centre has increased our understanding of developing co-delivery with statutory services. We wish to extend this development to enhance our work with families, particularly in Early Help. In this year we began work with Sefton Council to transform Thornton Family Wellbeing centre to progress to a co-working space for Venus and Sefton Council family, children and wellbeing services. This offers a collaborative approach to delivering Children and Young People mental health and wellbeing services as well as facilitating Mental Health Skills Training (MHST).

The Kings Centre

Our major undertaking over next 2 years is the Kings Centre capital project which will provide us with a fit for purpose space. Acquiring this property on a 125-year lease provides Venus with the security we need to sustain and galvanise our core offer and to broaden our services for women and families.

The Kings Centre, offered to us by Sefton Metropolitan Council is in a central location in Bootle. It is part of the council's Town Hall cluster, affording us greater opportunity to co-locate and co-deliver services for and with Sefton Council staff. A move to this location will support the development of new partnerships with other organisations in the voluntary sector and also within arts, culture, heritage and enterprise - providing us with the opportunity to expand and enrich the experience of women and families

Venus Working Creatively with Young Women

Trustees' Annual Report

For the year ended 31 March 2021

The need for a bigger, fit for purpose space has been urgent for several years. The current Venus Centre was originally planned as temporary accommodation after our previous centre was subject to compulsory purchase. Although much loved, the current centre is extremely limited in space and flexibility. We have windowless, cramped office conditions for our team, a small workshop room, only 2 confidential counselling spaces and our Open Access offer is almost unmanageable within the tiny reception area. Our growth over the last 5 years has seen services expand, increases in public sector contract successes and demand from the local community has rapidly increased. We do not envision that demand will subside, particularly in the aftermath of the Covid 19 Pandemic. Not only will a larger building be renovated to our needs and suitable for our activities it will also enable us to do more and better work. It has been a long-term aim for Venus to expand to provide more than crisis intervention. In a much larger and flexible space we will move beyond levelling up activity and create new services which bring about a tipping point that empowers women to transform their circumstances in the longer term.

Our new centre will have a wonderful, welcoming Open Access area with confidential and semi-confidential spaces to meet and support women and families. Within this area we will have an artist designed play pod to keep accompanying children happy and occupied. Also, on the ground floor we will have a community kitchen, open for women to try out new enterprise ideas, for the community to meet and have a cuppa and to provide a much needed area of calmness and stillness. We will have an outside garden and growing space and a suite of activities for all age groups. Our office accommodation will be on the second storey. We will have hot desk and office facilities which better meet our needs for co-located, outreach and office-based staff.

The Kings Centre Plans are being progressed with a development grant from the National Lottery Heritage which is supporting architectural plans, heritage activity planners, fundraising and business planning consultants and project management.

Financial Review

As stated in our Trustee Report, Covid 19 presented us with opportunities to apply for additional grants to support our community through this difficult time. The grants have increased our income to take us over £1m.

Principle Income/Funders

The majority of our funding comes from Sefton Council (for our Housing and Family services) and Clinical Commissioning Groups (for our Mental Health and Wellbeing services). This is for commissioned services and is applied within our accounts as unrestricted income. CCG funding supports our Star Centre and is expected to continue in part for the next 3 years. Part of this included a short-term "surge" grant to help provide additional services as a response to increased demand on our services during lockdown. The funding received from Sefton Council covers multiple programmes, including our Turnaround programme, our Rapid Resettlement programme, and our core family services. In 2020/2021 we also received £168,000 from Sefton Council to provide a one-off hostel service for those at risk of homelessness during the first lockdown.

We received over £450,000 in restricted grants, including grants to help us develop our IT systems to improve our monitoring and evaluation, grants to provide urgent Covid19 lockdown support (provision of food, money management services, counselling), and grants to continue our usual work to provide long term, holistic support for families.

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Trustees' Annual Report

For the year ended 31 March 2021

Venus Reserves Policy

Our reserves policy is reviewed on annual basis by our Trustees who agree the level of reserves Venus needs to accrue in the coming year. Trustees also agree the levels of designated funds (reserves we accrue for specific reasons, such as redundancies or special projects) and our unrestricted reserves (funds trustees can allocate within our charitable aims and objectives)

Our current reserves policy is set at 3 to 6 months running costs.

We have a designated fund 'Cessation' which covers the costs of redundancy should we need or decide to cease trading. Redundancy is set at the statutory minimum.

The operational surplus on the general fund during the year was £161,421 (2020: Surplus £69,338)

As at 31 March 2021 total funds of £643,636 (2020: £389,368) were held of which £106,167 (2020: £17,320) was held in restricted funds which is therefore not available for the general purposes of the charitable company.

We received £28,952.00 in donations, of which £14,429.15 came from Individual Giving.

Venus Working Creatively with Young Women Trustees' Annual Report For the year ended 31 March 2021

Reference and administrative details

Charity number:	1054622
Company number:	03136727
Registered Office:	215 Linacre Lane, Bootle, Liverpool. L20 6AD

Our advisors

Independent Auditor:	BWM, Suite 5.1, Tithebarn Street, Liverpool. L2 2DT
Bankers:	HSBC, 197 Stanley Road, Bootle, Liverpool. L20 3DX
Solicitors:	Appointed as required
Other advisors:	Ellis Whittam for HR and Health & Safety

Directors and trustees

The directors of the charitable company (the charity) are its trustees for the purposes of charity law. The trustees and officers serving during the year and since the year-end were as follows:

Trustees

Barbara Dutton MSc	Chair of Trustees
Helen Marshall	Safeguarding Trustee
Jacqueline Marsh	Treasurer
Patricia Reynolds LLB (Hons)	Vice Chair
Helen Condran MPH	
Emily Abbey	
Olubunmi Adefajo	
Emma Bush	
Clíodhna Judge	
Anne Mullan	Resigned 18 February 2021
Georgina Harvey	Appointed 01 August 2020 and Resigned 30 September 2021

Company Secretary	Lorraine Webb
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Other Key Management personnel:

Chief Executive	Lorraine Webb
Interim Chief Executive	Sue Potts
Family Support Lead	Clare Kavanagh
Independence Support Lead	Nicola Thomas
Housing and Resettlement Lead	Carlie Machell
Children and Young People Lead	Jean Hodgkinson
Finance Officer	Lyn Robinson MAAT
Finance Officer	Jenny Long

Venus Working Creatively with Young Women Trustees' Annual Report For the year ended 31 March 2021

Structure, Governance and Management

Governing Document

Venus Working Creatively with Young Women (Known as Venus) is a company limited by guarantee governed by its Memorandum and Articles of Association dated 13 November 1995. It is registered with the Charity Commission.

Appointment of trustees

As set out in the Articles of Association the trustees are elected by members of the charitable company attending the Annual General Meeting.

Trustee induction and training

New trustees undergo an induction to brief them on:

- * Their legal obligations under charity and company law,
- * The Charity Commission guidance on public benefit
- * The content of the Memorandum and Articles of Association
- * The committee and decision making processes
- * The business plan and recent financial performance of the charity

During the induction process, they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees administers the charity. The board normally meet every six weeks. When necessary and appropriate, we convene sub committees or task and finish groups to cover issues such as development, membership, finance and audit.

Our Chief Executive is appointed by trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and service delivery activity.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity and any client or supplier is disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such transactions were reported.

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Pay policy for senior staff

The Board of Trustees and the Senior Management Team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All trustees give of their time freely and no director received remuneration in the year. Details of trustees expenses and related party transactions are disclosed in note 7 to 8 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with at least inflation. In view of the nature of the charity, the trustees benchmark against pay levels in other organisations of a similar size run on a voluntary basis. The remuneration bench-mark is the mid-point of the range paid for similar roles adjusted for a weighting of up to 30% for any additional responsibilities.

Risk Management

The trustees have a risk management strategy that comprises of:

- * An annual review of the principal risks and uncertainties that the charity faces;
- * The establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- * The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank and active management of debtors and creditors balances to ensure sufficient working capital by the charity.

Attention has also been focused on non-financial risks arising from fire, health and safety of service users, staff and volunteers and each specific project and area of work. These risks are managed through regular assessment, with actions taken promptly to reduce any issues or "near misses", having robust policies and procedures in place and regular awareness training for staff working in operational areas. We work with Ellis Whittam, whom we have contracted to support us with Human Resources and Health and Safety functions.

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Trustees' Annual Report

For the year ended 31 March 2021

Trustees' Responsibilities

The trustees, who are also the directors of Venus for the purpose of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- 1) Select suitable accounting policies and then apply them consistently;
- 2) Observe the methods and principles on the Charities SORP;
- 3) Make judgements and estimates that are reasonable and prudent;
- 4) State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 5) Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- 1) there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charitable company's auditors is unaware, and
- 2) the trustees, having made enquiries of fellow directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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Trustees' Annual Report
For the year ended 31 March 2021**

Auditors

The auditors, BWM, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006

This report was approved by the board of trustees on 31 January 2022 and signed on their behalf.

Barbara Dutton
Chair of Trustees



Jacqueline Marsh
Treasurer



Independent Auditors' Report

To the Trustees of Venus Working Creatively with Young Women

For the year ended 31 March 2021

Opinion

We have audited the financial statements of Venus Working Creatively with Young Women (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditors' Report To the Trustees of Venus Working Creatively with Young Women For the year ended 31 March 2021

Opinions on other matters prescribed by the Companies Act 2006

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

the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which the audit was considered capable of detecting irregularities, including fraud.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Independent Auditors' Report

To the Trustees of Venus Working Creatively with Young Women

For the year ended 31 March 2021

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- * the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- * we identified the laws and regulations applicable to the company through discussions with directors and other management;
- * we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment and health and safety legislation;
- * we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- * identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- * making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
 - * considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.
- To address the risk of fraud through management bias and override of controls, we:
- * performed analytical procedures to identify any unusual or unexpected relationships;
 - * tested journal entries to identify unusual transactions;
 - * assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
 - * investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- * agreeing financial statement disclosures to underlying supporting of documentation;
- * reading the minutes of meetings of those charged with governance; and
- * enquiring management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Independent Auditors' Report

To the Trustees of Venus Working Creatively with Young Women

For the year ended 31 March 2021

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.



Peter Taafe FCA CTA DChA (Senior Statutory Auditor)
for and on behalf of BWM
Chartered Accountants
Statutory Auditor

Suite 5.1, Tithebarn Street, Liverpool. L2 2DT
12 Tithebarn Street
Liverpool
L2 2DT

31 January 2022

Venus Working Creatively with Young Women
Statement of Financial Activities
(Incorporating Income & Expenditure Account)
For the year ended 31 March 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income and endowments from:					
Donations and legacies	2	29,464	3,750	33,214	25,661
Charitable Activity Income	3	1,025,604	479,137	1,504,741	969,941
Other trading activities	4	-	-	-	3,790
Investments	5	148	-	148	427
Total income		1,055,216	482,887	1,538,103	999,819
Expenditure on:					
Charitable activities	6	893,795	390,040	1,283,835	903,464
Total expenditure		893,795	390,040	1,283,835	903,464
Net income/(expenditure)		161,421	92,847	254,268	96,355
Transfers between funds					
		4,000	(4,000)	-	-
Net movement in funds		165,421	88,847	254,268	96,355
Reconciliation of funds:					
Funds b/fwd		372,048	17,320	389,368	293,013
Funds c/fwd		537,469	106,167	643,636	389,368

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All income and expenditure derive from continuing activities.

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

The notes on pages 27 to 47 form part of these financial statements

Venus Working Creatively with Young Women
Balance Sheet
As at 31 March 2021

Company Number: 03136727

	Note	2021 £	2020 £
Fixed Assets			
Tangible assets	10	4,485	6,728
Current Assets			
Debtors	11	76,910	215,275
Cash at bank and in hand	12	680,593	218,968
		<u>757,503</u>	<u>434,243</u>
Creditors: Amounts falling due within one year	13	118,352	51,603
Net Current Assets		<u>639,151</u>	<u>382,640</u>
Total Assets Less Current Liabilities		<u>643,636</u>	<u>389,368</u>
Total Net Assets		<u>643,636</u>	<u>389,368</u>
Funds of the charity			
Designated Funds		114,101	26,728
General Fund		423,368	345,320
Total Unrestricted Funds	19	537,469	372,048
Restricted Funds	20	106,167	17,320
Total Funds		<u>643,636</u>	<u>389,368</u>

The notes on pages 27 to 47 form part of these financial statements

Venus Working Creatively with Young Women
Balance Sheet
As at 31 March 2021 (cont.)

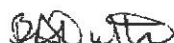
Company Number: 03136727

In approving these financial statements as trustees of the company we hereby confirm the following:

These accounts have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies' regime

The accounts were approved by the board of trustees on 31 January 2022 and in accordance with FRS102 Charities SORP

Barbara Dutton, Chair of Trustees



Jacqueline Marsh, Treasurer



The notes on pages 27 to 47 form part of these financial statements

Venus Working Creatively with Young Women

Cash Flow Statement

For the year ended 31 March 2021

	Note	2021 £	2020 £
Cash flows from operating activities:			
Net cash used in operating activities	15	461,477	1,457
Cash flows from investing activities:			
Dividends, interest and rents from investments	148		427
Purchase of property, plant and equipment	-		(8,971)
Net cash used in/(provided by) investing activities		148	(8,544)
Cash flows from financing activities:			
Net cash provided by financing activities		-	-
Change in cash and cash equivalents in the reporting period		461,625	(7,087)
Cash and cash equivalents as at 1 April 2020		218,968	226,055
Cash and cash equivalents as at 31 March 2021		680,593	218,968

The notes on pages 27 to 47 form part of these financial statements

Venus Working Creatively with Young Women

Notes to the Accounts

For the year ended 31 March 2021

1 Accounting Policies

Charity information:

Venus Working Creatively with Young Women is a private company limited by guarantee incorporated in England and Wales. The registered office is 215 Linacre Lane, Bootle, Liverpool, L20 6AD

1a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (as amended for accounts period commencing 1 January 2016) - (Charities SORP (FRS 102)), and the Companies Act 2006.

Venus Working Creatively with Young Women meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The functional currency used by Venus Working Creatively with Young Women is the £ Sterling.

1b. Preparation of the accounts on a going concern basis

The trustees have prepared a detailed cash flow forecast for 2021/22 which show a small surplus due for the year. Thereafter the funding landscape looks uncertain, however the trustees believe that if sufficient funding is not available, then the trustees will reconfigure the organisation to ensure that the charitable company can continue to meet its day to day liabilities as they fall due. As such the trustees believe that it is appropriate to prepare these accounts on the going concern basis.

1c. Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Venus Working Creatively with Young Women

Notes to the Accounts (cont.)

For the year ended 31 March 2021

1 Accounting Policies (cont.)

1d. Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Family Support - Unrestricted

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

1e. Funds Accounting

All income and expenditure together with gains and losses are allocated to a specific charitable fund.

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

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Further details of designated funds together with their purpose are set out in note 19.

Restricted funds are donations which the donor has specified are to be used solely for particular areas of the charity's work or for specific projects being undertaken by the charity. Further details of restricted funds together with their purposes are set out in note 20.

Venus Working Creatively with Young Women

Notes to the Accounts (cont.)

For the year ended 31 March 2021

1 Accounting Policies (cont.)

1f. Tangible fixed assets and depreciation

Tangible assets are stated at cost less accumulated depreciation and accumulated impairment losses. cost includes the original purchase price, costs directly attributable to bringing the asset into its working condition for its intended use, dismantling and restoration costs and borrowing costs capitalised.

Plant and machinery and fixtures, fitting, tools, and equipment are stated at cost less accumulated depreciation and accumulated impairment losses.

Depreciation is provided at the following annual rates in order to write each asset off over its anticipated useful economic life. A full year's depreciation charge is charged in the year of acquisition and no depreciation is charged in the year of disposal.

Short leasehold properties	straight line basis over 5 years
Motor vehicles	straight line basis over 4 years
Fixtures and fittings	straight line basis over 4 years

Subsequent costs are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the charitable company and the cost can be measured reliably.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the Statement of Financial Activities.

1g. Debtors

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

1h. Cash at bank and in hand

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

Venus Working Creatively with Young Women

Notes to the Accounts (cont.)

For the year ended 31 March 2021

1 Accounting Policies (cont.)

1i Creditors and provisions

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

1j Taxation

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

1k Critical accounting estimates and judgements

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

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

1l Employee benefit

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

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

The charity operates a defined contribution benefit scheme for all qualifying employees. The assets of the scheme are held separately to those of the charity and are administered independently. Contributions in the year 2021 £15,884 (2020 £12,771)

Venus Working Creatively with Young Women

Notes to the Accounts (cont.)

For the year ended 31 March 2021

1 Accounting Policies (cont.)

1m. Leasing and HP contracts

Assets that are held by the charity under leases which transfer to the charity substantially all the risks and rewards of ownership are classified as being held under finance leases. Leases which do not transfer substantially all the risks and rewards of ownership to the charitable company are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charitable company at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. the corresponding liability to the lessor is included in the balance sheet as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately in the Statement of Financial Activities. Contingent rentals are recognised as expenses in the periods in which they are incurred.

Operating lease payments are recognised as an expenses on a straight line basis over the lease term, except where another systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed. Contingent rentals arising under operating leases are recognised as an expense in the period in which they are incurred.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expenses on a straight line basis, except where another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

Venus Working Creatively with Young Women

Notes to the Accounts (cont.)

For the year ended 31 March 2021

1 Accounting Policies (cont.)

1n Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

2. Donations and Legacies

	2021 £	2020 £
John Moores Foundation	100	80
Donations	28,964	8,869
Neighbourly	400	-
* Sefton MBC - 150 Winter Packs	3,750	-
Other Grants and Donations	-	16,712
	<u>33,214</u>	<u>25,661</u>
* Restricted	3,750	-
Unrestricted	29,064	25,661
	<u>33,214</u>	<u>25,661</u>

The trustees have re-analysed the prior year figures and reclassified grant income as Charitable activity income in line with SORP guidance.

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

3. Charitable Activity Income

	2021	2020
	£	£
* Community Foundation	9,772	5,467
* Big Lottery Fund	116,056	94,160
* Tudor Trust	31,000	31,000
* Social Investment Fund	(780)	8,000
* Heritage Grant	43,568	9,963
* Children In Need	66,067	44,526
* Police Commissioner	41,000	13,411
* Smallwood	40,000	-
Recruit To Train	28,865	94,632
Coronavirus Job Retention scheme	40,353	-
* Arts Council	13,500	13,491
Comic Relief		3,097
* The Steve Morgan Foundation	82,900	-
* Battersea Arts Centre	1,500	-
* Covid 19 Grants	4,123	-
* Edisential CIC3	5,825	-
* Energy Saving Grant	24,606	-
New Start		68,500
Sefton MBC	273,594	212,820
Sefton MBC HB	129,120	57,593
Sefton Council for Voluntary Service	1,328	3,435
Halton Metropolitan Borough Council	164,404	99,225
Clinical Commissioning Groups	247,680	201,902
Income From Charitable Activities	7,132	2,323
Merseyside Police	45,128	-
Lloyds Foundation	88,000	-
Student Placement Fees		6,396
	<u>1,504,741</u>	<u>969,941</u>

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

*	Restricted	479,137	105,000
	Unrestricted	1,025,604	864,941
		<u>1,504,741</u>	<u>969,941</u>

The trustees have re-analysed the prior year figures and reclassified grant income as Charitable activity income in line with SORP guidance.

4. Other trading activity income - unrestricted

	2021 £	2020 £
Fundraising	-	3,790
	<u>-</u>	<u>3,790</u>

5. Investment Income - unrestricted

	2021 £	2020 £
Interest Receivable	148	427
	<u>148</u>	<u>427</u>

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

6. Charitable Activities Expenditure

	Activities Undertaken Directly £	Support Costs £	Total 2021 £	Total 2020 £
Family Support - Unrestricted	1,048,990	-	1,048,990	825,481
Family Support - Restricted	234,845	-	234,845	77,983
	<u>1,283,835</u>	<u>-</u>	<u>1,283,835</u>	<u>903,464</u>

6a. Auditor's remuneration

The analysis of auditor's remuneration is as follows:

	2021 £	2020 £
Fees payable to the charity's auditor for the audit of the charity's annual accounts	3,250	-

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

7. Staff Costs

	2021 £	2020 £
Wages and Salaries	725,744	573,456
Social Security costs	46,257	39,874
Pension costs	15,884	12,771
	<u>787,885</u>	<u>626,101</u>

The average number of employees during the year was: 42

	2021 Number	2020 Number
Administration and finance	5	4
Management	5	5
Support	32	18
	<u>42</u>	<u>27</u>

There were no employees who had total remuneration benefits in excess of £60,000 per annum (2020: none).

The trustees received no remuneration during the year (2020: £nil).

The trustees did not receive any expenses during the year (2020: £nil).

Venus Working Creatively with Young Women

Notes to the Accounts (cont.)

For the year ended 31 March 2021

8. Key Management Personnel

The trustees consider that the key management personnel comprise the trustees listed on page 14 and the Senior Management Team as follows:-

Senior Management Team

Chief Executive - Lorraine Webb
 Interim Chief Executive - Sue Potts
 Family Support Lead - Clare Kavanagh
 Independence Support Lead - Nicola Thomas
 Housing and Resettlement Lead - Carlie Machell
 Children and Young People Lead - Jean Hodgkinson
 Finance Officer - Lyn Robinson MAAT
 Finance Officer - Jenny Long

	2021 £	2020 £
Total Remuneration	202,749	122,741

In accordance with Information sheet 1 issued by the Charity Commission, total remuneration for the purposes of this note only, includes both employer's national insurance and employer's pension contributions.

9. Net Income for the year

Net income is stated after charging:

	2021 £	2020 £
Operating leases - equipment	1,201	2,446
Auditors' remuneration Audit services	3,250	-
Depreciation	2,243	2,243
Bank interest payable	330	405

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

10. Tangible Fixed Assets

	Short Leasehold £	Motor Vehicles £	Fixtures & Equipment £	Total £
Cost / Valuation				
At 1 April 2020	51,774	10,418	25,541	87,733
At 31 March 2021	51,774	10,418	25,541	87,733
Depreciation				
At 1 April 2020	51,774	10,418	18,813	81,005
For the year	-	-	2,243	2,243
At 31 March 2021	51,774	10,418	21,056	83,248
Net Book Amounts				
At 31 March 2021	-	-	4,485	4,485
At 31 March 2020	-	-	6,728	6,728

11. Debtors

	2021 £	2020 £
Amounts falling due within one year		
Trade debtors	64,363	215,275
Prepayments and accrued income	12,547	-
	76,910	215,275

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

12. Cash at bank and in hand

	2021 £	2020 £
Cash at bank	679,644	218,625
Cash in hand	949	341
	<u>680,593</u>	<u>218,966</u>

13. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	50,362	18,597
Other taxes and social security	559	-
Other creditors	395	2,430
Accruals and deferred income	67,036	30,576
	<u>118,352</u>	<u>51,603</u>

14. Deferred Income

	2021 £	2020 £
Deferred income b/fwd as at 1 April 2020	28,576	-
Income released to SOFA	(28,576)	-
Income deferred in year	33,051	28,576
	<u>33,051</u>	<u>28,576</u>
Deferred income as at 31 March 2021	<u>33,051</u>	<u>28,576</u>

Income is deferred for funding received in advance.

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

15. Reconciliation of net (income)/expenditure to net cash flow from operating activities

	2021 £	2020 £
Net income for the reporting year	254,268	96,355
Adjustments for:		
Investment income	(148)	(427)
Depreciation and amortisation	2,243	2,243
Decrease in debtors	138,365	70,542
Increase/(Decrease) in creditors	66,749	(167,256)
Net cash outflow from operating activities	461,477	1,457

16. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash at bank	679,644	218,625
Cash in hand	949	341
	680,593	218,966

17. Lease Commitments

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

The minimum annual rentals under the leases are as follows:

	2021 £	2020 £
- within 1 year	5,858	1,094
- within 2-5 years	21,543	1,368
- after 5 years	238	-
	27,639	2,462

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

18. Financial Instruments

	2021 £	2020 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	744,956	434,541
Carrying amount of financial liabilities		
Measured at amortised cost	118,352	51,601

19. Unrestricted Funds

	Balance brought forward 2019 £	Income £	Expenditure £	Transfers between funds £	Balance carried forward 2020 £
<i>General Fund</i>	254,469	894,819	(825,481)	21,513	345,320
Designated Funds					
<i>Fixed Asset Fund</i>	-	-	-	6,728	6,728
<i>Cessation Contingency Fund</i>	20,000	-	-	-	20,000
Total Funds (previous year)	274,469	894,819	(825,481)	28,241	372,048

	Balance brought forward 2020 £	Income £	Expenditure £	Transfers between funds £	Balance carried forward 2021 £
<i>General Fund</i>	345,319	1,055,216	(893,794)	(83,373)	423,368
Designated Funds					
<i>Fixed Asset Fund</i>	6,728	-	-	(2,243)	4,485
<i>Cessation Contingency Fund</i>	20,000	-	-	89,616	109,616
Total Funds (current year)	372,047	1,055,216	(893,794)	4,000	537,469

Transfers

The trustees having reviewed the level of Designated Funds and designed to increase the balances where appropriate. An additional transfer of £4,000 was made from a Restricted to cover a contribution approved by the funder.

Venus Working Creatively with Young Women

Notes to the Accounts (cont.)

For the year ended 31 March 2021

20. Restricted Funds

	Balance brought forward 2019	Income	Expenditure	Transfers between funds	Balance carried forward 2020
	£	£	£	£	£
<i>Counselling</i>	2,988	-	(103)	(2,885)	-
<i>Star Centre</i>	3,216	-	-	(3,216)	-
<i>Sefton Care Leavers Project</i>	10,019	-	-	(10,019)	-
<i>Safer, Healthier & Empowered</i>	2,321	-	-	(2,321)	-
<i>IAPT Partnership Training</i>	-	-	-	10,520	10,520
<i>P2P</i>	-	90,000	(69,680)	(20,320)	-
<i>Other Restricted Funds</i>	-	15,000	(8,200)	-	6,800
Total Funds (previous year)	18,544	105,000	(77,983)	(28,241)	17,320
	Balance brought forward 2020	Income	Expenditure	Transfers between funds	Balance carried forward 2021
	£	£	£	£	£
<i>King Centre Development</i>	-	57,068	(94,263)	-	(37,195)
<i>Smallwood - Possibilities</i>	-	40,000	(32,475)	(4,000)	3,525
<i>The Steve Morgan Foundation</i>	-	82,900	(47,494)	-	35,406
<i>IAPT Partnership Training</i>	10,520	-	-	-	10,520
<i>Other Restricted Funds</i>	6,800	302,919	(215,808)	-	93,911
Total Funds (current year)	17,320	482,887	(390,040)	(4,000)	106,167
Other Funds					
<i>Halton Harmony Project</i>	6,800	-	(6,800)	-	-
<i>Community Foundation</i>	-	9,772	(9,772)	-	-
<i>Big Lottery Fund</i>	-	116,056	(59,687)	-	56,369
<i>Social Investment Fund</i>	-	(780)	780	-	-
<i>Tudor Trust</i>	-	31,000	(14,510)	-	16,490
<i>Children In Need</i>	-	66,067	(46,515)	-	19,552
<i>Police Commissioner</i>	-	41,000	(41,000)	-	-
<i>Battersea Arts Centre</i>	-	1,500	-	-	1,500
<i>Covid 19 Grants</i>	-	4,123	(4,123)	-	-
<i>Edisential CIC 3</i>	-	5,825	(5,825)	-	-
<i>Energy Saving Grants</i>	-	24,606	(24,606)	-	-
<i>Sefton MBC - 150 Winter Packs</i>	-	3,750	(3,750)	-	-
Total other funds (current year)	6,800	302,919	(215,808)	-	93,911

Venus Working Creatively with Young Women

Notes to the Accounts (cont.)

For the year ended 31 March 2021

20. Restricted Funds (cont.)

King Centre Development: funding received for work undertaken to assess the feasibility of renovating a listed building to become a new centre. This is an ongoing project which is claimed quarterly in arrears and managed by an external Project Manager. The next claim for expenses is due in April 2021.

Smallwood - Possibilities: 3 year project that started in September 2020. The project is to be used to distribute grants to women within the community to enhance their lives, the awards are based on the need financial stability and relief from hardship, assistance on employment pathway, housing needs, individuals who maybe be suffering with mental health issues and well being.

The Steve Morgan Foundation: funding received to help us undertake a web and systems rebuild.

IAPT Partnership Training: funding for training available specifically for our Child and young people counsellors in the star centre.

Halton Harmony Project: a grant awarded for a project which ended in July 2020 delivering counselling in Halton to families to help them manage parental conflict.

Community Foundation: We received 2 grants which both ended before March 2021. One was for urgent Covid support during the first lockdown, and the second was to support our Christmas gift programme in December 2020.

Big Lottery: funding was received for two grants. SHE programme which ended March 2021 and our Step Together programme which is due to end September 2021. The Step Together programme was delayed because of lockdown and has since recommenced

Social Investment Fund: This programme is on hold indefinitely. This fund is likely to be returned to the funder.

Tudor Trust : This grant supported our Vulnerable Families programme which is currently ongoing indefinitely and likely to expand. Although the grant was initially scheduled to end March 21, DCMS funding received allowed us to extend the provision of the project.

Children In Need : This amount included the final year of our Youth Support programme and the first 6 months of our Next Steps programme. The Youth Support programme finished in May 2021, and Next Steps is due to finish March 2022.

Police Commissioner: This project was originally for £26,000 with a further £15,000 at a later date to extend and continue the provision of domestic abuse support services, including counselling, for women during lockdown. This grant ended in March 2021

Battersea Arts Centre : This is the final installment of our "Womens Manifesto for Living Well with Debt" programme. This is an ongoing project which is due to end in March 2022

Covid 19 Grants : These are various donations and small grants received during the first lockdown to provide food, fuel and support for those most impacted by Covid. These were short term funds which ended before March 2021.

Edistential CIC3: This short-term grant ended in September 2020 and was to support the provision of summer holiday activities and meals for children in Halton.

Energy Savings Grant: This 2 year grant supports our Money Management programme, helping people to reduce fuel costs through efficiency. This is an ongoing project which is due to end in May 2022. The total value of the grant is approximately £88,000.

Sefton MBC - 150 Winter Packs: This was funding from Sefton Council for the provision of "warm home" kits to support people through the colder months. This funding ended in March 21. Over 150 kits were created using this fund.

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

21. Analysis of Net Assets

Previous year ended 31 March 2020

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Fixed Assets	6,728	-	-	6,728
Current Assets	390,195	26,728	17,320	434,243
Current Liabilities	(51,603)	-	-	(51,603)
	<u>345,320</u>	<u>26,728</u>	<u>17,320</u>	<u>389,368</u>

Current year ended 31 March 2021

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Totals Funds £
Fixed Assets	-	4,485	-	4,485
Current Assets	541,720	109,616	106,167	757,503
Current Liabilities	(118,352)	-	-	(118,352)
	<u>423,368</u>	<u>114,101</u>	<u>106,167</u>	<u>643,636</u>

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

22. Comparative Statement of Financial Activities Information

In order to comply with Financial Reporting Standard 102 which requires comparative information to be provided for all amounts, this note provides the necessary disclosure for comparative purposes of the Statement of Financial Activities for the year ended 31 March 2020.

	Unrestricted Fund £	Restricted Fund £	Total Funds £
Income			
Donations and legacies	343,408	-	343,408
Comparative activities	547,194	105,000	652,194
Other Trading Activities	3,790	-	3,790
Investments	427	-	427
Total income	894,819	105,000	999,819
Expenditure on			
Charitable activities	825,481	77,983	903,464
	825,481	77,983	903,464
Net income	69,338	27,017	96,355
Transfers between funds	28,241	(28,241)	-
Other Recognised gains:			
Net movement in funds	97,579	(1,224)	96,355

Venus Working Creatively with Young Women
Notes to the Accounts (cont.)
For the year ended 31 March 2021

23. Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2021	2020
	£	£
Aggregate compensation	202,749	122,741

No remuneration was paid to any trustee during the year (2020: None).

No guarantees were given or received.

There were no other disclosable related party transactions during the year (2020 - none).

24. Guarantees

There were 11 members at 31 March 2021 (2020 11), each of whom guaranteed to contribute up to £10 in the event of the charity being wound up.