

WEST MERCIA WOMEN'S AID

England & Wales · Charity number 1078496

Details

Other names	HEREFORDSHIRE WOMEN'S AID
Status	Registered
Legal form	Charitable company
Company number	03837084
Registered	1999-12-08
Register	View on the Charity Commission register

Contact

Address	West Mercia Womens Aid Berrows Business Centre Bath Street Hereford HR1 2HE
Phone	01432356146
Email	info@westmerciawomensaid.org
Website	www.westmerciawomensaid.org

Activities

Objects: The Charity is established for the benefit of abused women and their children and is working to end violence against women. The Charity believes that violence against women is an obstacle to the achievement of equality and development. The Charity understands that violence against women is both a cause and a consequence of women's unequal position in society. The Charity believes that violence against women both violates and impairs or nullifies the enjoyment by women of their human rights and fundamental freedoms.^{2.1} The Charity's objects are restricted specifically, in each case only for the public benefit to: (a) relieve the distress and increase the safety of women and children who have experienced or are exposed to domestic abuse by the provision of specialist support, advice, temporary accommodation, grants of money, items, facilities and any other services or activities that may relieve their circumstances and protect their mental and physical health; (b) relieve the distress and increase the safety of anyone who has experienced or is exposed to domestic abuse by the provision of specialist support, advice, temporary accommodation, grants of money, items, facilities and any other services or activities that may relieve their circumstances and protect their mental and physical health, on the basis that such activities ultimately benefit women and children by improved understanding and the reduction of domestic violence; (c) work in partnership with third sector, statutory and other relevant agencies to promote and facilitate effective responses to domestic abuse; and (d) inform and educate agencies, organisations and the general public through talks, training and publicity about the causes, effects and prevention of domestic abuse and about the services provided by the Charity and to undertake or contribute to research into such matters and to publish the useful results of such research.

Activities: West Mercia Women's Aid works with women and children affected by domestic violence. We provide: 24 hour helpline in Herefordshire, Shropshire & Worcestershire; Advice, advocacy and support; Refuge accommodation; Outreach & floating support services; Children's support work; Recruiting, training & support of volunteers; Provision of training & consultancy; Public awareness raising activities

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Accommodation/housing
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE HEREFORDSHIRE
- Herefordshire
- Shropshire
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,873,481	£3,872,657	£772,859	97
2024-03-31	£3,427,634	£3,366,338	£772,035	88
2023-03-31	£2,872,884	£3,141,490	£710,739	83
2022-03-31	£2,572,781	£2,400,790	£979,345	83
2021-03-31	£2,241,751	£2,116,290	£807,354	63

Trustees

Name	Role	Appointed
Andrea Lawson		2026-03-24
Helen Smith		2020-12-01
Jenny Louise Sawyer		2022-03-31
Kerry Jones		2026-03-24
LUCY PROCTOR		2025-06-24
Maddison Jade Walker		2025-09-30
Margaret Ann Linington-Payne		2024-11-01
Rachael Sanders		2025-03-25
Rebecca Brown		2024-03-19
Sara Louise Turner		2025-09-30
Sarah Lea Radley		2025-03-25
Tracey Dawn Boxall		2024-03-19

WEST MERCIA WOMEN'S AID

England & Wales - Charity number 1078496

Accounts



ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 MARCH 2025

REGISTERED COMPANY NUMBER: 3837084 (England and Wales)
REGISTERED CHARITY NUMBER: 1078496

Cooper Parry
Cubo Birmingham
Two Chamberlain Square
Birmingham
B3 3AX

WEST MERCIA WOMEN’S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 14
Report of the Independent Auditors	15 to 18
Statement of Financial Activities	19
Statement of Financial Position	20
Statement of Cash Flows	21
Notes to the Financial Statements	22 to 33

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Trustees	M Linington-Payne (Chair) C Chima-Okereke H Smith J Sawyer E Copsey-Brandon T Boxall R Brown S Radley R Sanders L Proctor
Key management personnel	S Coleman (Chief Executive Officer) T Ashton-Jones H Richardson J Midgley C Ovel L Peplow P Brown E Simpson S Langston C Collis
Registered office	Berrows Business Centre Bath Street Hereford HR1 2HE
Registered charity number	1078496
Auditors	Cooper Parry Cubo Birmingham Two Chamberlain Square Birmingham B3 3AX
Bankers	Unity Trust Bank plc Nine Brindley Place Birmingham B1 2HB

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Chair's Summary

It is my pleasure to present the Chair's summary for the Annual Report for 2024-2025 on behalf of the Board of Trustees.

I was appointed as Chair on November 1st 2024 and have been welcomed and supported by my fellow Trustees and staff, and for that I am extremely grateful. Since taking up the role my number one impression is the dedication and passion of everybody involved with the organisation be they staff, my fellow Trustees, volunteers or supporters. Our mission to reduce the incidence and impact of domestic abuse and violence against women and girls in the West Mercia region could not happen without the commitment of all those involved. Everybody at WMWA works to fulfil our mission by providing support, protection and prevention services to empower those affected by violence and abuse to rebuild their lives and those of their children.

Since being in post, we have appointed four new Trustees to the Board and we now have a full quorate of twelve. The recruitment process was highly successful with the largest number of applications ever, all very high quality. The selection process was comprehensive and as well as having members who have lived experience of domestic abuse, we also have members who have increased the variety of skills and experience that will support the organisation going forward.

Although our resources are limited, we were able to give all staff a pay rise in April 2024. The staff at WMWA are the lifeblood of the organisation and we see their welfare as high priority. They are on the front line and deal with numerous problems and difficulties on a daily basis and always do their best to put our service users at the front of everything they do.

During this year WMWA has reached out to a variety of organisations to mutually work for the benefit of our service users. This collaborative working is positive for staff and service users, but has led to the profile of the organisation being raised, consequently leading to more work for the staff.

As Chair of Trustees, I would like to take a moment to thank the volunteers and supporters who work tirelessly to support the organisation. Just before Christmas I was visiting one of the refuges and was overwhelmed by the number of people who donated gifts to be passed on to service users and their children. It was so heartwarming to see that the work undertaken by WMWA is appreciated and that there are others who wish to support and try to make women's and children's lives better.

There are always funding constraints, but all staff are to be commended for their tireless work to achieve the best they can and other ways of fundraising are constantly being explored.

I had the pleasure of listening to a concert by the WMWA Choir, a group of staff and volunteers who come together to perform to raise the profile of the organisation. A song written specifically for them will bring tears to the eyes of all who listen. It is to be hoped that they will expand and make even more impact through the forthcoming year, helping to further raise the profile of WMWA.

I would just like to once again thank all at WMWA, the staff, volunteers, supporters and fellow Trustees for their hard work and dedication to the organisation and the service users. As a feminist organisation in West Mercia we will continue to work for the benefit of women and children in the area who have been physically and mentally abused and support them to move forward to a better future where they can be safe.



Margaret Linington-Payne
Chair of the Board of Trustees

WEST MERCIA WOMEN'S AID

CONTENTS OF THE ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 MARCH 2025

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and the financial statements for the year ended 31 March 2025. In preparing the annual report and financial statements of the charity the Trustees have adopted the requirements of the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effected 1 January 2019. The financial statements also comply with the Charities Act 2011 and the Companies Act 2006.

Structure, governance and management

The charity is constituted as a company limited by guarantee, and is therefore governed by the articles of association.

The Trustees/Directors shown below have held office during the period and up to the date of signing this report.

M Linington-Payne (Chair) (appointed 1/11/2024)
 C Chima-Okereke (reappointed 28/5/2025)
 H Smith
 J Sawyer (reappointed 31/3/2025)
 E Copsey-Brandon
 T Boxall
 R Brown
 S Radley (appointed 25/3/2025)
 R Sanders (appointed 25/3/2025)
 L Proctor (appointed 24/6/2025)
 V Barraclough (resigned 11/12/2024)
 C de Groot (resigned 31/10/2024)
 A Dover (resigned 24/9/2024)
 K Welsh (resigned 25/6/2024)
 R Neilson (reappointed 19/2/2025, resigned 25/4/2025)
 S Bennett (appointed 25/3/2025, resigned 23/6/2025)
 C Hadley (reappointed 31/3/2025, resigned 28/8/2025)

Trustees are appointed in accordance with West Mercia Women's Aid (WMWA) 'Trustees and Board Handbook', which includes procedure for elections and co-options. Responses to advertisements for Trustees and/or individual expressions of interest are forwarded to the Clerk to the Board, who sends the applicant information about the organisation and an application form. Two references are taken on applicants together with a DBS check. Applicants are shortlisted by several Trustees at stage one, and interviewed by a panel of two Trustees and assessed against the Trustee role description at stage two. Any applicant recommended to the Board for appointment also attends the next Board meeting as an observer. The Board of Trustees makes a decision at the end of its Board meeting. Induction for new trustees takes place over the first 12 months following their appointment. There is a full induction and training programme for new Trustees.

The Board of Trustees governs the charity and aims for 12 members. The Board meets quarterly and is quorate with 3 members. Committee meetings also take place quarterly, covering employment, governance and risk, finance, and health and safety. Committees are working groups and relevant staff are invited to attend. Day to day responsibility for running the charity is executed by a team of paid staff, led by the Chief Executive Officer. The Chief Executive Officer has delegated authority, approved by the Trustees and detailed in the 'Financial Controls, Risk Assessment and Business Planning' policy, for operational matters including finance, employment and service delivery activities.

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Structure, governance and management (*continued*)

The Board of Trustees has adopted the Good Governance Code and is working toward meeting all standards. WMWA evaluates its board performance every three years by conducting a Board Performance Survey and holding a Trustee only session after every Board meeting for Trustees to discuss its performance and effectiveness.

WMWA maintains a Risk Register which is reviewed every 6 months at its Governance and Risk Committee and yearly by the full Board of Trustees. WMWA also conducts a 'deep dive' review of the identified risks. Risks are scored against likelihood and impact.

In relation to financial management, WMWA Trustees believe that maintaining reserves at a sufficient level to ensure business continuation and delivery of current services, combined with an annual review of the potential sources of funding and the controls over the key financial systems will provide sufficient reserves in the event of adverse conditions.

WMWA is an autonomous member of the Women's Aid Federation of England (WAFE), the national domestic abuse charity that supports the England-wide network of over 500 local projects. WAFE has a campaigning role, providing an 'expert view' to government on laws, policy and practice affecting abused women and children. It provides vital briefings, information, training and resources to its members, but has no impact on governance or operating policies, including those of WMWA. However, as an accredited member of WAFE, WMWA are committed to their national quality standards which are integrated in, and used to guide, the work we do as a charity.

Staff & Trustee Remuneration

Remuneration is the compensation an individual receives in exchange for work or services performed. Typically, this consists of monetary rewards in the form of a wage or salary.

WMWA Trustees are volunteers and do not receive any remuneration or receive any other benefits from employment with the charity or a related entity. Expenses incurred in fulfilling their duties are not deemed remuneration and are fully reimbursed by the charity.

WMWA Trustees acknowledge that the proper functioning of the charity requires a variety of staffed roles. It is the Trustees' intention that all remuneration levels are set fairly across all roles and that pay thresholds for each post are set after researching posts with similar requirements within the public and third sector. The remuneration of staff will be reviewed annually by the Board of Trustees.

All staff members, regardless of their position within the organisation, receive the same percentage of employer's pension contribution.

Objectives and activities

WMWA adopted new articles of association which were approved on 12 November 2019. The new articles of association brought the charity into line with the provisions of the Companies Act 2006, and expanded the charity's objects to reflect its current operational activity. The objects and principal activity are:

- (a) relieve the distress and increase the safety of women and children who have experienced or are exposed to domestic abuse by the provision of specialist support, advice, temporary accommodation, grants of money, items, facilities and any other services or activities that may relieve their circumstances;

WEST MERCIA WOMEN'S AID

CONTENTS OF THE ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 MARCH 2025

Objectives and activities (*Continued*)

- (b) relieve the distress and increase the safety of anyone who has experienced or is exposed to domestic abuse, on the basis that such activities ultimately benefit women and children by improved understanding and the reduction of domestic violence;
- (c) work in partnership with third sector, statutory and other relevant agencies to promote and facilitate effective responses to domestic abuse; and
- (d) inform and educate agencies, organisations and the general public through talks, training and publicity about the causes, effects and prevention of domestic abuse and about the services provided by the Charity and to undertake or contribute to research into such matters.

Public Benefit

The Trustees confirm that they have had regard to the Charity Commission's guidance on public benefit, and that its significant activities described below, undertaken to further the organisation's charitable purpose, contribute to the public benefit.

WMWA aims to work strategically with other agencies in order to:

- Improve responses to domestic abuse
- Increase perpetrator accountability
- Take preventative action to reduce tolerance of the effects of domestic abuse

WMWA strives to provide comprehensive services to women and children affected by domestic abuse throughout the counties of Herefordshire, Worcestershire, and Shropshire in order to meet their immediate needs and empower them towards a safer future.

WMWA aims to review and, when necessary, update and revise systems, structures and policies, in order to support the delivery of high quality and sustainable services, both preventative and responsive.

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Achievements and Performance

Introduction by the Chief Executive Officer

This short summary of our achievements does only limited justice to the hard work and dedication of the Board and staff at West Mercia Women's Aid (WMWA). West Mercia Women's Aid maintains a strong commitment to working both for and with women whose choices have been stolen and whose lives have been infected by the insidious and brutal reality of domestic abuse.

West Mercia Women's Aid continues to be the 'first port of call' for many reaching out for advice and support, and calls to our Helpline continue to increase to an average of nearly 1000 a month. An increasing proportion of those calls are from survivors sharing their experience for the first time, and also include those who access no other specialist service. Callers are confident in relying on the advice and support of our expert Helpline staff to give them the information and reassurance that they need at that point in time.

We provided refuge from domestic abuse for over 106 women and 152 children during the year across West Mercia. Our refuges and satellite safe houses remain full most of the time.

Positive outcomes were recorded for 90% of women who stayed in refuge during the period. Service users and practitioners agreed that improvement has been achieved in:

- Personal safety
- Health and well-being
- Stability and resilience
- Resourcefulness to parent

Our Recovery Pathway groups for women have been delivered both in person and online, at weekends and evenings as well as on weekdays. Those who live in isolated communities or whose caring responsibilities are hard to juggle now have a greater opportunity to benefit from the programmes, and from the sisterhood that our groups can promote amongst the women who participate.

Our specialist Independent Domestic Violence Advisers have provided advocacy and support to over 1400 people assessed at high risk of significant harm or homicide – acting as the independent voice of the victim with partner agencies in the Multi-Agency Risk Assessment Conference (MARAC) process. Sadly, referrals for support from this service continue to increase, year on year. The service also provides ongoing support to women partners of perpetrators that have been identified for the DRIVE and 'Men and Masculinity' Perpetrator programmes across the region.

WMWA has worked to increase its capacity wherever possible to support children and young people. WMWA works across West Mercia to provide specific support to young people at risk of harm and/or poor outcomes as a consequence of their experience of living with domestic abuse at home, or because they have been the victim of abuse in their own intimate partner relationships. We have explored ways in which to expand and increase our offer of therapeutic play for younger children, and strengthened our partnership working with both primary and secondary schools to build capacity for providing support to children of all ages.

WEST MERCIA WOMEN'S AID**CONTENTS OF THE ANNUAL REPORT & ACCOUNTS****YEAR ENDED 31 MARCH 2025**

Achievements and Performance (*Continued*)

Partnership working with Cranstoun, Rooftop Housing Group and Worcester Community Trust has continued to be a priority, and in 2024/25 we also established formal working relationships with The Right Path and Everyone's Invited as collaborators in our preventive work with young people. Through Cranstoun and Rooftop we have been able to continue to respond to contacts from men who experience domestic with immediate advice and support, and help them to engage with their specialist services. Worcester Community Trust's DAWN project has enabled us to reach women in communities that are less often heard. Their local networks and champions ensure that information about domestic abuse services is shared through communities.

We continue to work with former service users, survivors and local supporters and partners to further develop the therapeutic offer for WMWA, and our counselling provision has now extended into Telford and Wrekin. The placement opportunities offered to counsellors is now highly valued by local universities and colleges, and at any one time we will have at least 10 counsellors offering talking therapies to WMWA service users.

The Board and staff team worked tirelessly together to ensure that services were sustained and that the best possible value was gained from every resource at our disposal. With the help of local groups and of national organisations like the Vicar's Relief Fund and Women's Aid Federation England, we were able to help women to flee to safety even when they had little or no money for the taxi fare. In 2024/25 staff raised over £28,000 for individual service users to enable them to find safety and re-build their lives. Our network of supporters has responded with immeasurable generosity when the call went out for clothing, furniture, bedlinen and toys for families who we knew had very little and who needed our support. Our partnership with local food banks offers an important lifeline important for all too many women and children.

All this was against a backdrop of increased violence against women and girls, as the misogynist narrative that has been popularised through hidden media channels has continued to grow and increasingly found ways to garner mainstream endorsement. Our work has never been more important.

The summary below charts some of our achievements in 2024/25, but we already have our sights very firmly set on the future. Ahead we see continued challenge but – hopefully – yet more opportunities to make a difference for women and children for whom 'home' is not a safe place to be. We could not do this without the support of so many people across West Mercia, and for this yet again - we thank each and every one.

Sue Coleman
Chief Executive Officer

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Achievements and Performance (*Continued*)

Strategic Priorities for 2024 – 2027

In April 2024 we published our Strategic Plan for 2024 – 2027 which built on the work we did in 2022/23 to mark our 40th year and re-affirmed our identity as a woman-led and empowering organisation.

Our Plan sets out our priorities for the three year period, and our Business Plan for the 2024/25 focussed on the key projects identified by the Board and staff team together, that would enable us to 'hit the ground running' in each of these priority areas.

1. Advocating for Trauma-informed Support and a better understanding of the trauma of domestic abuse for women and children.

We have done this by:

Using the evidence drawn from our work to build a narrative for the traumatic impact of domestic abuse to share with the wider public sector. Partnering with West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) to deliver an in-depth programme of training to professionals and communities in Herefordshire that specifically includes the development of the knowledge and understanding essential for working in a trauma-informed way with survivors.

Reviewing our Helpline and out-of-hours support - making sure that every contact counts. Survivors continue to remind us of the importance of an accessible and reliable Helpline for those living in rural communities and with the isolation that comes with control and coercion. More and more are using Helpline as a source of support in its own right – not just as a way to access other services. Our Helpline is central, but the capacity to sustain and enhance this crucial service is limited. We have reviewed the way that we offer Helpline and re-shaped our staffing to make sure that we have the greatest staff cover at the busiest times. We are also using new technology to maximise the caller experience, and deploying AI to record the text of calls and thus free up Helpline staff to enable them to spend more time answering the 'phone lines.

2. Prioritising Positive Outcomes for Children and Young People

We have done this by:

Developing an 'Outcomes Framework' for our work with Children and Young People

Limited dedicated funding for this vital work has meant that a number of our services and projects are funded by small grants and fund-raising projects. Having a single, over-arching 'Outcomes Framework' draws all of this work together in a consistent and common reminder of the changes that we want our work to achieve in outcomes for children.

Building our capacity to deliver therapeutic work with children of all ages.

We secured small but significant grant funding to enable us to extend our offer of play therapy to young children in Herefordshire.

Created an online resource for children, young people and their parents/carers. This is then made available for parents/carers to use as and when there is a delay in being able to offer them a service.

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Achievements and Performance (*Continued*)

3. Coming Together to Change the Narrative - Championing prevention and shifting the emphasis from that of asking the victim to change, to one of challenging male violence against women and girls.

We have done this by:

Encouraging and supporting men to call out misogyny and male violence against women. Calling for, and supporting the active engagement of men and men's organisations in prevention projects that expose and confront misogyny and male violence against, and abuse of women and girls. From bikers to businessmen, MPs to ex-footballers – we have helped make it possible for men to stand up against domestic abuse.

Championing the rights of women from all communities to live with respect, dignity and freedom from abuse – ensuring that the women that we work with understand their rights.

Walking the walk in our own services – ensuring that the women that we work with understand their rights and are supported in exercising them as they build a future free from abuse. Enabling women to feel safe and supported by other women, knowing that their support as peers comes from a place of understanding through lived experience.

Confronting the attitudes that legitimise violence against women and girls in partnership with other organisations that share our values.

Working alongside other organisations also committed to promoting positive attitudes and a good understanding of healthy relationships, and leading a partnership to deliver the West Mercia Young People's Prevention programmes in schools and communities across the region.

4. Assertive and Persuasive Partnership Working - Supporting and challenging public services, commissioners, employers and communities to be outcome-focussed and empowering

We have done this by:

Shaping local strategy. We continue to provide data to inform the domestic abuse statutory needs assessments of West Mercia local authorities, and to assist the Police and Crime Commissioner with auditing the impact of services. We are pro-active representatives on each of the four local Domestic Abuse Partnership Boards, and on their sub-groups.

Lobbying for improved recognition of the impact of domestic abuse by the Family Courts.

Working as part of a local forum to ensure that survivors are treated fairly by the Family Courts, and that survivors feel informed and supported through this, and other formal Justice System processes.

Training and supporting GP practice staff to better recognise and respond to patients who disclose.

Working with those in General Practice using the national IRIS model of training and support for GPs and their staff with training and support staff to better recognise and respond to patients who disclose domestic abuse, or about whom there is a concern that they are being controlled and abused.

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Achievements and Performance (*Continued*)

Building on our relationship with the garrison in Hereford and the opportunity to engage with women whose partners are serving in the Armed Forces. We now offer a comprehensive service for those affected by domestic abuse who live or work at the garrison in Hereford, and at the base in Ternhill in Shropshire. This work is funded by the Armed Forces Covenant Fund Trust.

5. Amplifying the Voice of those with Lived Experience of domestic abuse - ensuring that their views are listened to and influence local plans and strategies, and that they shape service responses that best meet the needs of survivors from all communities.

We have done this by:

Enabling those with Lived Experience of domestic abuse to influence local decision-making

Expanding the participation of those with Lived Experience of domestic abuse in engagement and consultation with local Domestic Abuse Partnership Boards – making sure that their views inform local strategies and priorities. This has included in-depth work to inform the development of local Domestic Abuse strategies.

Working with survivors to develop therapeutic projects based on evidence of impact

Victim/survivors have approached us with a range of ideas on how they can work with us to assist others in their recovery journey. They have written advice in our newsletter, organised well-being workshops, and composed poems and prose for sharing at events with professionals and the wider public.

Using the evidence drawn from our work to build a narrative for the traumatic impact of domestic abuse to share with the wider public sector. Our monthly newsletter includes an article based on the real experience of one of our service users, and uses her own words to describe that experience and its impact upon her and her family. This feature is entitled 'One in 12' – reminding us that the National Police Chief's Report published on 23rd July 2024 predicted that one in twelve women or girls in the UK would experience violence and abuse over the coming year.

6. Co-production with Survivors and Communities for the continued delivery of services that make a real difference for the survivors of domestic abuse

We have done this by:

Embedded a targeted approach to the recruitment of volunteers from local communities which has seen a doubling of the number of volunteers joining WMWA and working as part of our team in a range of roles that have been specifically advertised to those who register an interest in supporting us through volunteering.

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Achievements and Performance (*Continued*)

Strengthening effective partnership with a range of groups and organisations so that survivors with protected characteristics can shape their own domestic abuse responses.

Working closely with community-based agencies like AGE UK and Action for Deafness to empower those who are felt to be under-represented in the groups that approach WMWA for advice and support in dealing with domestic abuse. By engaging with and through 'trusted professionals', we have learnt more about the service responses that would make the most difference to survivors with protected characteristics and explored how we can change to be more effective in helping them. Or indeed, how we can help and empower them to develop their own service responses.

Learning from the experience of victim/survivors and working with experts from the IT sector to better understand 'cyber-enabled' abuse and to tackle the use of online technology to harass and abuse women and girls.

Online technology is developing faster – and with greater impact – all the time and it is impossible for an organisation like WMWA to keep pace with advances in the functionality of apps, trackers and spyware which can be used as tools by abusers. We will seek to establish a partnership with those from the world of technology itself who can alert and advise us – so that we in turn can advise and support our service users and help them to protect themselves.

7. Securing the sustainability of WMWA.

We have done this by:

Exploring the potential for social investment to enhance our current safe accommodation and other services and enable us to develop new services that can self-sustain and safeguard the future of support for the survivors of domestic abuse in a climate of pressure and uncertainty for public sector funding. We are developing a strong business case for the social investment to enable us to expand our offer of safe accommodation and extend shelter to those from more marginalised communities.

Raising awareness and show-casing the social value of our work. Being pro-active in demonstrating the value of WMWA's work for local communities – for the economy, for education and skills, and for the well-being of local people. In 2024/2025 our website had 165,730 from 24,115 users and the video content produced of our choir singing 'Still Strong' which was commissioned for our anniversary has been seen by over 3,000 people and earned us 'runner-up' spot in the national 'Smiley Awards' competition for creative videos produced by charities.

Building a strong network of supporters who will promote and invest in our work to confront and defeat domestic abuse. Every year, more and more people ask us how they can help WMWA in its work. We have built a growing network of supporters who each receive a copy of our monthly newsletter and have become a part of our organisation. On average, one person a day signs up to join our supporters' network. We know that we can reach out to them when we have a specific need and they will come through for us if they can. Our future sustainability will become healthier as this network continues to grow.

WEST MERCIA WOMEN'S AID

CONTENTS OF THE ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 MARCH 2025

Financial Review

WMWA has achieved a net surplus of £824 (2024: £61,296). This breaks down to a net deficit of £14,108 on unrestricted funds and a net surplus of £14,932 on restricted funds.

West Mercia Women's Aid was successful in securing contracts during the year to deliver additional services. These included the development and co-ordination of a prevention programme with young people across West Mercia, and a new project offering support for those that work in the military, or are the partners of serving military personnel. Funding for the delivery of the IRIS programme in Hereford was due to conclude in 2024/25 but the local authority and the Integrated Care Board found the resources to enable this vital work with GPS to continue.

Delays in decision-making by central government departments about key areas of public expenditure meant that the latter part of 2024/25 was a time of significant uncertainty as local commissioners were uncertain about their budgets and contract discussions were held at the very last minute. However, performance in terms of the out-turn for the year gave us a sound base on which to develop plans for 2025/26.

Fundraising

This year we have continued to grow our mailing list providing those who are interested in supporting our work to sign up and receive – and then share with others - a monthly bulletin of news and articles about the work that we do. This allows us the opportunity to promote various ways to support our work including fundraising events, online donations, requests for needed items and our regular giving programme. Our regular giving programme has continued to grow and provides a means of promoting our financial sustainability at a time when public funding is under considerable pressure.

In 2024/25 23.6 % of our donations from fundraising were made by individual donors making one-off or regular donations or supporting us through their own fundraising activities: their generous support has made an enormous difference to the work that we do.

Legacies from those who wanted to support our work from their estate made up 20.1% of our total income from community-based fundraising.

Local groups that have supported us through the year include Worcester Musical Theatre Company, St Oswald Parish Church, Upton Warren Community Group, Evesham Rotary and Mitton, Wellington, Apperley and Marden Women's institutes. 14.6% of this year's income was achieved through community organised events including events where a representative from WMWA attended and spoke about our services. Donations from local businesses accounted for 9.7% of our income.

Our thanks to others who donated to support our work: these include:

- £500 was granted from Hereford City Rotary towards training for our therapy dog, Bear.
- The Eveson Trust funded play therapy and STAR training for our Children and Young People's Service.
- A grant from UK Shared Prosperity Fund (UKSPF) from the Department of Levelling Up Housing and Communities for activities in refuge.

Reserves Policy

West Mercia Women's Aid have set a target level for reserves to reflect the closure costs at the end of each year. Calculations have taken into account the financial implications of staff redundancies, where roles are unlikely to be subject to TUPE transfer in the event of the loss of contract(s) to deliver services. Calculations have also included detailed analysis of contractual obligations in relation to premises and service contracts.

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Reserves Policy (*Continued*)

Refuge expenditure is excluded on the basis that should the organisation need to be wound up, responsibility for the refuges would be transferred to another provider and therefore continue but at no further expense to WMWA.

The amount held in free reserves at 31 March 2025, being total unrestricted funds less the net book value of fixed assets held in unrestricted funds is £757,642 (2024: £700,936). Included within free reserves are designated funds of £420,000 (2024: £420,000). The designated funds (contingency funds) represent WMWA's minimum reserves level, which is set aside to meet the closure costs of the company. The Trustees regularly review the appropriateness of the reserves policy with regard to the current environment that

WMWA operates in and are satisfied that the current level of free reserves are appropriate for the charity.

Therefore a minimum reserves level of £420,000 has been set for the 2024/2025 financial year.

Investment Policy

WMWA receives funding throughout the year from a variety of sources and most of the funding is expendable within a twelve-month period. Ease of access to liquid funds is necessary to maintain cash flow and therefore the Board of Trustees does not consider long term investments to be appropriate. Surplus funds are currently placed on deposit in accordance with the Charity Commission's Guidance on Investment.

Going concern

The Trustees have a reasonable expectation that the charitable company has adequate resources to continue its operational activities for the foreseeable future, being a period of twelve months after the date on which the report and financial statements were signed. For this reason, it continues to adopt the going concern basis in the financial statements.

Tangible fixed assets

Details of the movements in the fixed assets are set out in the notes to the accounts.

Directors and Trustees

All the Directors of the company are also Trustees of the charity, and there are no other Trustees.

Trustees' responsibilities

The Trustees (who are also Directors of West Mercia Women's Aid for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2025

Trustees' Responsibilities (*Continued*)

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the Auditors

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps they ought to have taken to make themselves aware of any relevant information and to establish that the auditor is aware of that information.

Auditors

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

This report was approved by the Board of Trustees on 30 September 2025 and signed on its behalf by:



Margaret Linington-Payne
Chair of Trustees

WEST MERCIA WOMEN'S AID
REPORT OF THE INDEPENDENT AUDITORS
YEAR ENDED 31 MARCH 2025

Opinion

We have audited the financial statements of West Mercia Women's Aid (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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), 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 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 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.

WEST MERCIA WOMEN'S AID
REPORT OF THE INDEPENDENT AUDITORS
YEAR ENDED 31 MARCH 2025

Other information

The other information comprises the information included in the Report of the Trustees, other than the financial statements and our Auditor's Report thereon. The Trustees are responsible for the other information. 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. 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.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

WEST MERCIA WOMEN'S AID**REPORT OF THE INDEPENDENT AUDITORS****YEAR ENDED 31 MARCH 2025**

Responsibilities of the trustees (continued)

In preparing the financial statements, the Trustees are responsible for assessing the entity'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 entity 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 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.

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:

Our assessment focussed on key laws and regulations the charitable company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, taxation legislation, data protection and anti-bribery legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the charitable company's control environment and how the charitable company has applied relevant control procedures, through discussions with management and by performing walkthrough testing over key areas;
- obtaining an understanding of the charitable company's risk assessment process, including the risk of fraud; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

WEST MERCIA WOMEN'S AID
REPORT OF THE INDEPENDENT AUDITORS
YEAR ENDED 31 MARCH 2025

Our responsibilities for the audit of the financial statements (continued)

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of 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 auditor's 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.

Signed by:

A9A4E4D5295D40E...

Nichola Hodgetts (Senior Statutory Auditor)

For and on behalf of **Cooper Parry Group Limited**
Statutory Auditors
Cubo Birmingham
Two Chamberlain Square
Birmingham
B3 3AX

22 October 2025

WEST MERCIA WOMEN'S AID**STATEMENT OF FINANCIAL ACTIVITIES****YEAR ENDED 31 MARCH 2025**

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
INCOME FROM					
Donations and legacies	2	32,435	9,748	42,183	81,538
Charitable activities	3	3,791,324	29,949	3,821,273	3,336,489
Trading activities	4	-	-	-	50
Investments	5	10,025	-	10,025	9,557
TOTAL INCOME		3,833,784	39,697	3,873,481	3,427,634
EXPENDITURE ON					
Raising funds	6	1,215	-	1,215	66
Charitable activities					
- Refuge, support and advisory	7	3,846,677	24,765	3,871,442	3,366,272
TOTAL EXPENDITURE		3,847,892	24,765	3,872,657	3,366,338
NET (EXPENDITURE)/ INCOME		(14,108)	14,932	824	61,296
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(14,108)	14,932	824	61,296
FUNDS BROUGHT FORWARD	21	771,750	285	772,035	710,739
FUNDS CARRIED FORWARD	21	757,642	15,217	772,859	772,035

Continuing operations

All income and expenditure has arisen from continuing activities.

The notes on pages 22 to 33 form part of these financial statements

WEST MERCIA WOMEN'S AID**BALANCE SHEET****YEAR ENDED 31 MARCH 2025**

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
FIXED ASSETS					
Tangible fixed assets	15	60,565	-	60,565	68,107
Intangible fixed assets	16	1,655	-	1,655	2,707
		<u>62,220</u>	<u>-</u>	<u>62,220</u>	<u>70,814</u>
CURRENT ASSETS					
Debtors	17	347,062	-	347,062	242,360
Bank and cash	18	704,368	15,217	719,585	693,787
		<u>1,051,430</u>	<u>15,217</u>	<u>1,066,647</u>	<u>936,147</u>
CURRENT LIABILITIES					
Creditors	19	(356,008)	-	(356,008)	(234,926)
NET CURRENT LIABILITIES		<u>695,422</u>	<u>15,217</u>	<u>710,639</u>	<u>701,221</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>757,642</u>	<u>15,217</u>	<u>772,859</u>	<u>772,035</u>
FUNDS					
Unrestricted funds	21	757,642	-	757,642	771,750
Restricted funds	21 & 22	-	15,217	15,217	285
		<u>757,642</u>	<u>15,217</u>	<u>772,859</u>	<u>772,035</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 30 September 2025 and were signed on its behalf by:



.....
Margaret Linington-Payne
Chair of Trustees

The notes on pages 22 to 33 form part of these financial statements

WEST MERCIA WOMEN'S AID**STATEMENT OF CASH FLOWS****YEAR ENDED 31 MARCH 2025**

	Note	2025 £	2024 £
CASH FLOW FROM OPERATING ACTIVITIES:			
Cash generated from operations	24	53,279	(41,756)
NET CASH GENERATED BY/(USED IN) OPERATING ACTIVITIES		53,279	(41,756)
CASH FLOW FROM INVESTING ACTIVITIES:			
Interest received		10,025	9,557
Purchase of tangible fixed assets		(37,506)	(25,925)
Purchase on intangible fixed assets		-	(2,410)
NET CASH USED IN INVESTING ACTIVITIES		(27,481)	(18,778)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		25,798	(60,534)
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE REPORTING PERIOD		693,787	754,321
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		719,585	693,787

The notes on pages 22 to 33 form part of these financial statements

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS****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', the Charities Act 2011 and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The trustees continue to adopt the going concern assumption as the basis of preparation of the charity's financial statements. In doing so, the trustees confirm they believe that no material uncertainties exist in the foreseeable future regarding the charity's ability to continue as a going concern. In forming this conclusion, the trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from the date of authorising these financial statements.

Income

All income is recognised when the charity has entitlement to the funds or is probable that the income will be received and the amount can be identified and measured reliably.

Income generated via legacies is recognised before receipt. The income is recognised once it has become probable and the value can be identified, this will usually be at point of confirmation that probate has been granted or when intention to distribute has been received.

Donated income is recognised upon receipt unless the charity has prior knowledge of the donation and is able to identify the amount reliably. West Mercia Women's Aid is supported by the involvement of several appreciated and passionate volunteers in addition to the board of trustees. Volunteer time is not recognised as donated income as per the Charities SORP (FRS 102).

Income received through contracts and grants is recognised from the point in which the charity has entitlement to the funds, contract/ grant conditions has been fully met or it is probable that the income will be received.

Interest receivable

The charity does not have any investments apart from bank deposit accounts. Interest is paid in relation to funds held in these accounts. Interest is recognised when received as up until this point it is not possible for the charity to identify and measure the income reliably. The interest received is highlighted though bank statement reconciliation.

Taxation

The charity is exempt from corporation tax on its charitable activities.

WEST MERCIA WOMEN'S AID
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31 MARCH 2025

1 ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- > Costs of raising funds
- > Expenditure on charitable activities

Expenditure is accounted for on an accruals basis. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Allocation of support costs

Support costs are the cost of the functions that are essential to assist and support the work of the charity but do not directly undertake in the charitable activities. Support costs include salary cost for employees covering a range of back office costs including payroll, finance, human resources and governance. Non salary costs are also included again covering a range of expenditure for example rent, ICT, legal fees and audit cost.

The support costs have been allocated according to project location, where the function is shared across projects the costs have been allocated according to the number of direct hours per project.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the costs of the fixed assets, less their residual value, over their expected useful lives on the following basis:

Office equipment	25% straight line method
Furniture and fixtures	25% straight line method

It is the Charity's policy to capitalise individual items over £500.

Intangible assets

Intangible assets acquired are recognised at cost and are subsequently measured at cost less accumulated amortisation and impairment losses.

Amortisation is recognised so as it write off the cost of the assets less their residual values over their useful lives on the following basis:

Website	25% straight line method
---------	--------------------------

Pensions

The pension scheme offered to all employees is a defined contribution scheme with Royal London. The scheme is auto-enrolment compliant and West Mercia Women's Aid staged during 2015-16. The current contributions are 5% employee and 3% employer. The total employer's contribution of £63,041 and employee's contribution of £91,774 were paid in this financial year.

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2025**

1 ACCOUNTING POLICIES (CONTINUED)**Fund accounting**

The charity's funds are split into 3 categories, unrestricted, designated and restricted.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Debtors

Debtors include amounts owed to the charity for the provision of services, this includes amounts receivable relating to grants or contract funding. Debtors also include the amounts that the charity has paid in advance for goods or services they will receive past the year end date. All debtors are measured using their anticipated recoverable amounts.

Cash at bank and in hand

Cash at bank and in hand is primarily held to meet short term cash commitments as they fall due rather than for investment purposes. Currently the charity does not have any investment accounts.

Provisions and creditors

Provision for liabilities are made where the charity has a present obligation at the end of year date as a result of a past event that will probably result in the transfer of funds to a third party and the value due to settle the obligation can be measured or estimated reliably. The provision is recognised at the fairest settlement value.

Creditors include expenditure that has a legal or constructive obligation that commits the charity to make payment to a third party or it is probable that settlement will be required. This expenditure will relate to good or services provided in the past however the settlement has not taken place before the year end reporting date. Creditors also include any deferred income the charity has received for services not yet provided.

Critical accounting estimates and areas of judgement

Preparation of the financial statements has not required the Trustees to make significant judgements or estimates.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Leasing commitments

Rentals payable and receivable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2025****2 DONATIONS AND LEGACIES**

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Herefordshire Project Donations	- 607	2,189	1,582	2,240
Worcestershire Project Donations	- 1,861	4,695	2,834	9,775
Regional Project Donations	25,547	2,864	28,411	22,445
Telford and Wrekin Donations	-	-	-	325
Legacies	9,356	-	9,356	46,753
	32,435	9,748	42,183	81,538

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Refuge, support and advisory				
Herefordshire Projects	806,094	877	806,971	667,049
Gloucestershire Projects	-	-	-	-
IDVA Projects	1,370,232	325	1,370,557	1,325,983
Worcestershire Projects	1,091,344	-	1,091,344	1,041,840
Telford and Wrekin Projects	111,253	-	111,253	87,895
Regional Projects	412,401	28,747	441,148	213,722
	3,791,324	29,949	3,821,273	3,336,489

4 OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Fundraising	-	-	-	50
	-	-	-	50

West Mercia Women's Aid do not have a trading subsidiary or a charity shop however do participate in fundraising events such as local stalls and the sale of domestic abuse related literature.

5 INVESTMENT INCOME

	Unrestricted funds £	Restricted funds	Total 2025 £	Total 2024 £
Unity Trust bank interest	10,025	-	10,025	9,557

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2025

6 EXPENDITURE ON RAISING FUNDS

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
Fundraising expenditure	1,215	-	1,215	66

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct costs	Support costs	Total 2024	Total 2023
	£	£	£	£
Total project activities costs:				
Refuge, support and advisory	3,305,063	566,379	3,871,442	3,366,272

8 DIRECT COSTS

	Total 2025	Total 2024
	£	£
Project delivery:		
Staff costs	2,378,921	2,068,338
Other costs	926,142	667,669
	3,305,063	2,736,007

9 SUPPORT COSTS

	Total 2025	Total 2024
	£	£
Staff costs	304,057	321,377
Other staff costs	1,296	2,267
Rent	36,238	45,553
ICT costs	91,262	124,392
HR and recruitment	11,645	11,277
Health & safety	4,652	461
Subscriptions	13,818	15,194
Legal & Professional fees	7,708	7,604
Insurance	10,540	4,428
Telephone and mobile charges	12,292	19,998
Marketing costs	4,466	1,798
Depreciation	46,101	50,322
Other support costs	6,650	12,784
Governance costs (note 10)	15,654	12,810
	566,379	630,265

WEST MERCIA WOMEN'S AID
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31 MARCH 2025

10 GOVERNANCE COSTS

	Total 2025 £	Total 2024 £
Audit and accountancy fees	13,495	<i>11,000</i>
Bank charges	468	<i>462</i>
Trustee travel & meeting expenses	1,691	<i>1,348</i>
	<u>15,654</u>	<i><u>12,810</u></i>

11 STAFF COSTS

	Total 2025 £	Total 2024 £
Gross wages	2,429,345	<i>2,136,082</i>
National insurance costs	195,761	<i>195,761</i>
Pension costs	57,873	<i>57,873</i>
	<u>2,682,978</u>	<i><u>2,389,715</u></i>

The number of employees who received total employee benefits (excluding employer pension costs of more than £60,000 is as follows:

	2025 No.	2024 No.
£60,001 - £70,000	1	<i>1</i>
	<u>1</u>	<i><u>1</u></i>

Staff Numbers

	2025	2024
Average monthly head count	97	<i>88</i>
FTE	83	<i>76</i>

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2025****12 TRUSTEES' AND KEY MANAGEMENT REMUNERATION AND EXPENSES**

The trustees neither received nor waived any remuneration or any other benefits from employment during the year (2023: £Nil).

Trustee expenses	2025	2024
Travel expenses	1,348	1,348
Number of trustees	4	4
Key Management Personnel	2024	2024
	£	£
Gross wages	452,848	421,767
National insurance costs	48,696	44,501
Pension costs	13,481	12,079
	515,025	478,347

The Charity's key management personnel comprise the management team listed on page 1.

13 NET INCOME/(EXPENDITURE)

	Total	Total
	2025	2024
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation - owned assets	45,048	49,269
Amortisation - owned assets	1,052	1,053
Auditors remuneration	9,495	7,250
Auditors remuneration - non-audit work	4,000	3,750

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2025****14 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES - YEAR ENDED 31 MARCH 2024**

	Unrestricted funds £	Restricted funds £	Total 2023 £
INCOME FROM			
Donations and legacies	80,443	1,095	81,538
Charitable activities	3,336,489	-	3,336,489
Trading activities	50	-	50
Investments	9,557	-	9,557
Other activities	-	-	-
TOTAL INCOME	3,426,539	1,095	3,427,634
EXPENDITURE ON			
Raising funds	66	-	66
Charitable activities			
- Refuge, support and advisory	3,364,484	1,788	3,366,272
TOTAL EXPENDITURE	3,364,550	1,788	3,366,338
NET INCOME/(EXPENDITURE)	61,989	(693)	61,296
Transfers between funds	-	-	-
NET MOVEMENT IN FUNDS	61,989	(693)	61,296
FUNDS BROUGHT FORWARD	709,761	978	710,739
FUNDS CARRIED FORWARD	771,750	285	772,035

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2025****15 TANGIBLE FIXED ASSETS**

	Office Equipment £	Furniture & Fittings £	Total £
COST			
At 1 April 2024	156,960	135,426	292,386
Additions	31,581	5,925	37,506
Disposals	-	-	-
At 31 March 2025	<u>188,541</u>	<u>141,351</u>	<u>329,892</u>
DEPRECIATION			
At 1 April 2024	118,143	106,136	224,279
Charge for the year	29,724	15,324	45,048
Disposals	-	-	-
At 31 March 2025	<u>147,867</u>	<u>121,460</u>	<u>269,327</u>
At 31 March 2025	<u>40,674</u>	<u>19,891</u>	<u>60,565</u>
At 31 March 2024	<u>38,817</u>	<u>29,290</u>	<u>68,107</u>

16 INTANGIBLE FIXED ASSETS

	Website £	Total £
COST		
At 1 April 2024	4,210	4,210
Additions	-	-
At 31 March 2025	<u>4,210</u>	<u>4,210</u>
AMORTISATION		
At 1 April 2023	1,503	1,503
Charge for the year	1,052	1,052
At 31 March 2025	<u>2,555</u>	<u>2,555</u>
NET BOOK VALUE		
At 31 March 2025	<u>1,655</u>	<u>1,655</u>
At 31 March 2024	<u>2,707</u>	<u>2,707</u>

17 DEBTORS

	2025 £	2024 £
	322,292	226,007
Rents receivable	1,192	-
Prepayments	23,578	16,353
	<u>347,062</u>	<u>242,360</u>

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2025****18 BANK AND CASH**

	2025	2024
	£	£
Current account	338,960	323,187
Deposit account	380,625	370,600
	<u>719,585</u>	<u>693,787</u>

19 CREDITORS

	2025	2024
	£	£
Suppliers payable	177,750	85,283
Accruals	40,044	40,963
Deferred income	75,445	47,674
Taxation, social security and pensions	62,769	61,006
	<u>356,008</u>	<u>234,926</u>
Deferred income:		
At 1 April	47,674	98,420
Provided during the year	75,445	33,447
Released during the year	(47,674)	(84,193)
At 31 March	<u>75,445</u>	<u>47,674</u>

Deferred income relates to grant received in advance of service delivery. Where performance related conditions have not been fulfilled as at the year end, amounts are deferred to future periods.

20 LEASING AGREEMENTS

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

	2025	2024
	£	£
Within one year	4,790	19,160
Between one and five years	20,310	4,790
	<u>25,100</u>	<u>23,950</u>

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2025****21 FUNDS**

	2025	2024
	£	£
Unrestricted - general	351,750	351,750
Unrestricted - contingency fund	420,000	420,000
Total unrestricted funds	771,750	771,750
Restricted funds	15,217	285
	786,967	772,035

Contingency fund

The contingency funds represent WMWA's minimum reserves level, which is set aside to meet the closure costs of the company.

22 RESTRICTED FUNDS

	Balance b/f £	Incoming resources £	Resources expended £	Transfers £	Balance c/f £
Davenport	285	-	(285)	-	-
Natwest-Circle Fund	-	4,000	(2,644)	-	1,356
Bewdley Civic Society Donation	-	3,250	(1,779)	-	1,471
The Eveson Trust	-	10,000	(8,656)	-	1,344
NRPF	-	13,747	(4,525)	-	9,222
Herefordshire Council White Ribbon	-	2,000	(2,000)	-	-
First Give Grant	-	1,000	-	-	1,000
Donations <£1,000	-	5,699	(4,875)	-	824
Total	285	39,696	(24,765)	-	15,216

Purpose of restricted fundsGlasspool, League of the Helping Hand and Davenport

Donations received to be used for repairs and renewals.

Natwest-Circle Fund

To provide financial support through grants to victims of economic abuse and to help survivors move forward and promote recovery and resilience.

Bewdley Civic Society Donation

For Kidderminster Refuges.

The Eveson Trust

Children and Young Persons' services in Herefordshire and Worcestershire.

WEST MERCIA WOMEN'S AID
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31 MARCH 2025

22 RESTRICTED FUNDS (continued)

Purpose of restricted funds

NRPF (no recourse to public funds)

Fund to support victims needing refuge who are ineligible for public funding.

Herefordshire Council White Ribbon

Funding towards White Ribbon Day event.

First Give Grant

Children and Young Persons' services.

23 RELATED PARTY TRANSACTIONS

There were no related party transactions other than those disclosed in Note 12.

24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net income/(expenditure) for the year	824	61,296
Depreciation	45,048	49,269
Amortisation	1,052	1,053
Interest income	(10,025)	(9,557)
Decrease/(increase) in debtors	(104,702)	(75,726)
Increase/ (decrease) in creditors	121,082	(68,091)
	<u>53,279</u>	<u>(41,756)</u>

25 COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up during the time that he or she is a member or within one year afterwards for payment of debts and liabilities of the company contracted before he or she ceases to be a member, and of the costs, charges and expense of winding up the same and for the adjustment of the rights of contributors amongst themselves, such amount as may be required not exceeding, in the case of any member, the sum of £10.

26 CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2025, nor at 31 March 2024.

27 ULTIMATE CONTROLLING PARTY

The charitable company is under the control of the board of trustees.

Accounts



ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 MARCH 2024

REGISTERED COMPANY NUMBER: 03837084 (England and Wales)
REGISTERED CHARITY NUMBER: 1078496

Cooper Parry Group Limited
Cubo Birmingham
Two Chamberlain Square
Birmingham
B3 3AX

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2024

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 15
Report of the Independent Auditors	16 to 19
Statement of Financial Activities	20
Statement of Financial Position	21
Statement of Cash Flows	22
Notes to the Financial Statements	23 to 34

WEST MERCIA WOMEN'S AID

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2024

Trustees	C de Groot (Chair) V Barraclough C Chima-Okereke R Neilson H Smith A Dover C Hadley J Sawyer E Copsey-Brandon T Boxall R Brown
Key management personnel	S Coleman (Chief Executive Officer) T Ashton-Jones (Data & admin manager) H Richardson (County manager) J Midgley (County manager) C Ovel (Access to services manager) L Peplow (IDVA team manager) O Kovacs (Head of Finance) E Simpson (HR manager) K Annison (Children and young people's service manager) S Langston (Communications manager) C Collis (County manager, from May 2023)
Registered office	Berrows Business Centre Bath Street Hereford HR1 2HE
Registered company number	03837084
Registered charity number	1078496
Auditors	Cooper Parry Group Limited Sky View Argosy Road East Midlands Airport Castle Donington Derby DE74 2SA
Bankers	Unity Trust Bank plc Nine Brindley Place Birmingham B1 2HB

WEST MERCIA WOMEN'S AID

CHAIR'S SUMMARY

YEAR ENDED 31 MARCH 2024

Chair's Summary for Annual Report West Mercia Women's Aid 2023-2024

It is with great pleasure that I present the Chair's summary for the Annual Report for 2023-2024 on behalf of the Board of Trustees. Now in my second year as Chair, I am deeply grateful for the unwavering support of my fellow Board Members and Trustees, our dedicated staff, volunteers, and supporters, all of whom have contributed to another impactful year in the journey of West Mercia Women's Aid. As an organisation we are steadfast in our commitment to our mission which is to reduce the incidence and impact of domestic abuse and violence against women and girls in the West Mercia region. We do this by providing support, protection and prevention services that empower those affected by violence and abuse to rebuild their lives and those of their children.

Over the past two years, there have been significant changes to our Board, with nearly two-thirds of our current Trustees joining during this period. Where other organisations face challenges, we have been fortunate to attract a diverse range of new Trustees via successful Board recruitment campaigns and, during the last year, we have recruited and welcomed three new Trustees to our Board. Importantly, at least 50% of our Trustees bring valuable lived experience of domestic abuse, ensuring that our leadership reflects the realities and needs of those we serve. The experiences, diversity, expertise, and dedication of all Trustees continues to enrich our strategic discussions and decision-making processes. Additionally, during the past year, our new Clerk to the Board has seamlessly integrated into our operations, enhancing our governance and administrative functions.

Our commitment to strategic planning remains steadfast. Early in 2023, we embarked on the development of a comprehensive plan for 2024-2027. Our strategic roadmap aligns with the rigorous quality standards set by the Women's Aid Federation of England (WAFE) to whom we are accredited, guiding our efforts to deliver impactful services and support to survivors of domestic abuse. Updating our strategic plan provided us all with an opportunity to reflect, reassess, and reboot our approach and we are grateful to all staff, volunteers, and service users for collaborating alongside us in the process.

Making use of some of our limited resources, we were pleased to be able to agree a fair and equitable pay increase for all staff from April 2023. Staff wellbeing is a high priority, an extra day of birthday leave has been introduced, and we are keen to explore ways of providing more support where possible. We are so grateful for the contributions of all staff and volunteers who are not only essential, but add so much value, to the work that we do. Throughout the year, their dedication has fuelled and supported our tireless efforts to end domestic abuse for women and children in our communities. The essential services we provide including our Helpline, our collaborative partnerships, and engagement with specialist organisations have enabled us to continue to reach those in need and provide comprehensive support.

However, we acknowledge the continued challenges posed by ongoing funding constraints and the enduring cost of living crisis. In response, we are actively exploring avenues to enhance our financial and organisational sustainability, ensuring the longevity of our vital services. As we are all very aware, despite these challenges, the demand for our services increases day by day, underscoring the continuing and urgent need for our work.

WEST MERCIA WOMEN'S AID

CHAIR'S SUMMARY

YEAR ENDED 31 MARCH 2024

Chair's Summary for Annual Report West Mercia Women's Aid 2023-2024 *(continued)*

Over the last year, raising awareness of West Mercia Women's Aid and our mission has been heightened. We continually strive to make contact with more difficult to reach service users as well as increase our engagement and visibility with essential and valuable supporters, both new and existing. Alongside tried and tested communication methods which includes using our social media channels and website, the introduction of a monthly newsletter has given us a wonderful vehicle for sharing information about our activities and achievements far and wide. Always working to improve our consistency in branding across all communication channels helps us to continue to strengthen our identity and ensures that our message and details of the services we provide are clear for all. Amongst other things, we know that cohesiveness in branding fosters trust and reliability, and we are grateful to all our staff, volunteers, service users, and supporters who have willingly embraced and supported this work.

Finally, I would like to extend my heartfelt gratitude to all staff, volunteers, and supporters, many of whom have had their own lived experience of domestic abuse and who have contributed to the continued development and ongoing high standards provided by West Mercia Women's Aid over the last year. As a feminist organisation, we stand united, and together we continue to forge ahead, empowered by our collective strength and determination, making a tangible difference in the lives of those affected by domestic abuse, striving towards a future of safety, dignity, and in pursuit of a future free from domestic abuse.



Clair de Groot

Chair of the Board of Trustees

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2024

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and the financial statements for the year ended 31 March 2024. In preparing the annual report and financial statements of the charity the Trustees have adopted the requirements of the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effected 1 January 2019. The financial statements also comply with the Charities Act 2011 and the Companies Act 2006.

Structure, governance and management

The charity is constituted as a company limited by guarantee, and is therefore governed by the articles of association.

The Trustees/Directors shown below have held office during the period and up to the date of signing this report.

C de Groot (Chair)
V Barraclough
C Chima-Okereke
R Neilson
L Pedrick (resigned 31/12/2023)
H Smith
A Dover
C Hadley
J Sawyer
K Welsh (resigned 25/06/2024)
E Copsey-Brandon
T Boxall (appointed 19/03/2024)
R Brown (appointed 19/03/2024)

Trustees are appointed in accordance with West Mercia Women's Aid (WMWA) 'Trustees and Board Handbook', which includes procedure for elections and co-options. Responses to advertisements for Trustees and/or individual expressions of interest are forwarded to the Clerk to the Board, who sends the applicant information about the organisation and an application form. Two references are taken on applicants together with a DBS check. Applicants are shortlisted by several Trustees at stage one, and interviewed by a panel of two Trustees and assessed against the Trustee role description at stage two. Any applicant recommended to the Board for appointment also attends the next Board meeting as an observer. The Board of Trustees makes a decision at the end of its Board meeting. Induction for new trustees takes place over the first 12 months following their appointment. There is a full induction and training programme for new Trustees.

The Board of Trustees governs the charity and aims for 12 members. The Board meets quarterly and is quorate with 3 members. Committee meetings also take place quarterly, covering employment, governance & risk, finance, and health & safety. Committees are working groups and relevant staff are invited to attend. Day to day responsibility for running the charity is executed by a team of paid staff, led by the Chief Executive. The Chief Executive has delegated authority, approved by the Trustees and detailed in the 'Financial Controls, Risk Assessment and Business Planning' policy, for operational matters including finance, employment and service delivery activities.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Structure, governance and management (*continued*)

WMWA is committed to upholding the highest standards of governance. The Board of Trustees has adopted the Charity Good Governance Code as a guiding framework. To ensure effective implementation of the code's principles and standards, the Board conducts regular self-evaluations. In addition, a Trustee only session is held after every Board meeting for Trustees to discuss its performance and effectiveness, and this helps identify any areas for improvement. The next comprehensive review of the code is scheduled for 2025. This review will provide a thorough assessment of WMWA's adherence to the code's principles, identify any areas for improvement, and help the organisation maintain the highest governance standards.

WMWA maintains a Risk Register which is reviewed every 6 months at its Governance and Risk Committee and yearly by the full Board of Trustees. WMWA also conducts a 'deep dive' review of the identified risks. Risks are scored against likelihood and impact.

In relation to financial management, WMWA Trustees believe that maintaining reserves at a sufficient level to ensure business continuation and delivery of current services, combined with an annual review of the potential sources of funding and the controls over the key financial systems will provide sufficient reserves in the event of adverse conditions.

WMWA is an autonomous member of the Women's Aid Federation of England (WAFE), the national domestic abuse charity that supports the England-wide network of over 500 local projects. WAFE has a campaigning role, providing an 'expert view' to government on laws, policy and practice affecting abused women and children. It provides vital briefings, information, training and resources to its members, but has no impact on governance or operating policies, including those of WMWA. However, as an accredited member of WAFE, WMWA are committed to their national quality standards which are integrated in, and used to guide, the work we do as a charity.

Staff & Trustee Remuneration

Remuneration is the compensation an individual receives in exchange for work or services performed. Typically, this consists of monetary rewards in the form of a wage or salary.

WMWA Trustees are volunteers and do not receive any remuneration or receive any other benefits from employment with the charity or a related entity. Expenses incurred in fulfilling their duties are not deemed remuneration and are fully reimbursed by the charity.

WMWA Trustees acknowledge that the proper functioning of the charity requires a variety of staffed roles. It is the Trustees' intention that all remuneration levels are set fairly across all roles and that pay thresholds for each post are set after researching posts with similar requirements within the public and third sector. The remuneration of staff will be reviewed annually by the Board of Trustees.

All staff members, regardless of their position within the organisation, receive the same percentage of employer's pension contribution.

Objectives and Activities

WMWA adopted new articles of association which were approved on 12 November 2019. The new articles of association brought the charity into line with the provisions of the Companies Act 2006, and expanded the charity's objects to reflect its current operational activity.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Objectives and Activities *(Continued)*

The objects and principal activity are:

- (a) relieve the distress and increase the safety women and children who have experienced or are exposed to domestic abuse by the provision of specialist support, advice, temporary accommodation, grants of money, items, facilities and any other services or activities that may relieve their circumstances;
- (b) relieve the distress and increase the safety of anyone who has experienced or is exposed to domestic abuse, on the basis that such activities ultimately benefit women and children by improved understanding and the reduction of domestic violence;
- (c) work in partnership with third sector, statutory and other relevant agencies to promote and facilitate effective responses to domestic abuse; and
- (d) inform and educate agencies, organisations and the general public through talks, training and publicity about the causes, effects and prevention of domestic abuse and about the services provided by the Charity and to undertake or contribute to research into such matters.

Public Benefit

The Trustees confirm that they have had regard to the Charity Commission's guidance on public benefit, and that its significant activities described below, undertaken to further the organisation's charitable purpose, contribute to the public benefit.

WMWA aims to work strategically with other agencies in order to:

- Improve responses to domestic abuse
- Increase perpetrator accountability
- Take preventative action to reduce tolerance of the effects of domestic abuse

WMWA strives to provide comprehensive services to women and children affected by domestic abuse throughout the counties of Herefordshire, Worcestershire, and Shropshire in order to meet their immediate needs and empower them towards a safer future.

WMWA aims to review and, when necessary, update and revise systems, structures and policies, in order to support the delivery of high quality and sustainable services, both preventative and responsive.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Achievements and Performance

Introduction by the Chief Executive Officer

This short summary of our achievements does only limited justice to the hard work and dedication of the Board and staff at West Mercia Women's Aid (WMWA).

In July 2023 we formally received our award for meeting the Women's Aid Federation England (WAFE) Quality Standards. WMWA has proudly held this recognition since the Standards were originally launched, and every three years we re-submit a portfolio of evidence to demonstrate the impact and integrity of our work. Affirmation from the Federation and from our peers of the quality of the services that we provide is a very important benchmark for us as an organisation. WAFE Quality Standards also challenge organisations like ours to clearly show how our work is under-pinned by the values of respect, inclusion, choice and empowerment. We are not just a service provider: we are also part of a movement

The scale of the challenges that we face did not diminish in 2023/24, but the pressures on the organisation, and on survivors and their families, were compounded by the economic uncertainty caused by the cost-of-living crisis.

The Board and staff team worked tirelessly together to ensure that services were sustained and that the best possible value was gained from every resource at our disposal. With the help of local groups and of national organisations like the Vicar's Relief Fund and NatWest Bank, we were able to help women to flee to safety even when they had little or no money for the taxi fare. And our network of supporters responded with immeasurable generosity when the call went out for clothing, furniture, bedlinen and toys for families who we knew had very little and who needed our support. Our partnership with local food banks became all the more important.

All this was against a backdrop of increased violence against women and girls, and a narrative amongst some 'influencers' of young people that encouraged abuse and misogyny. Our work has never been more important.

One of our main achievements for the year has been the production of our Strategic Plan for 2024-27. The Plan includes a strong focus on who we are, and why we do what we do – as much as it does on our priorities for the coming three years. We have built on the work that we did in 2022/23 to mark our 40th year and re-affirmed our identity as a woman-led and empowering organisation – dedicated to working both for and with women whose choices have been stolen and whose lives have been infected by the insidious and brutal reality of domestic abuse.

The summary below charts some of our achievements in 2023/24, but we already have our sights very firmly set on the future. Ahead we see continued challenge but – hopefully – opportunities to continue to make a difference for women and children for whom 'home' is not a safe place to be. We could not do this without the support of so many people across West Mercia, and for this we thank each and every one.

Sue Coleman
Chief Executive Officer

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Achievements and Performance (*continued*)

Maintaining and further developing high quality domestic abuse specialist services

West Mercia Women's Aid continues to be the 'first port of call' for many reaching out for advice and support, and calls to our Helpline continue to increase to an average of nearly 1000 a month. An increasing proportion of those calls are from survivors sharing their experience for the first time, and also include those who access no other specialist service. Callers are confident in relying on the advice and support of our expert Helpline staff to give them the information and reassurance that they need at that point in time.

We provided refuge from domestic abuse for over 100 women and 165 children during the year across West Mercia.

Positive outcomes were recorded for 95% of women who stayed in refuge during the period. Service users and practitioners agreed that improvement has been achieved in the following outcome areas:

- Personal safety
- Health and well-being
- Stability and resilience
- Resourcefulness to parent

We have been conscious of the risk that the specific needs of those from small but distinct communities of heritage, sexuality and physical/sensory ability can go unrecognised. Our Inclusion IDVAs have engaged with local charities, networks and community groups across the region – including for example 'Talk Community' in Herefordshire. We have attended drop-ins and local events to meet with women who may otherwise not have known that support was available to them. A particular success for this approach has been the relationship developed with the garrison in Hereford and the opportunity to engage with women whose partners are serving in the Armed Forces.

With our partner AGE UK we have created opportunities for older women to talk for the first time about the abuse they have lived with for years – even decades. This innovative and ambitious outreach programme has fostered new partnerships which we will work hard to sustain and grow.

Strong collaboration with local and regional groups has been complemented by the production of online content to raise awareness and advertise WMWA services as relevant for anyone, and our 'Recite Me' facility has been regularly used by an increasing number of visitors to the website over the year. Our information has been translated online into 10 different languages during the period, including Azerbaijani, Armenian, Polish, Arabic, Portuguese and Welsh.

Our Recovery Pathway groups for women have been delivered both in person and online, at weekends and evenings as well as on weekdays. Those who live in isolated communities or whose caring responsibilities are hard to juggle now have a greater opportunity to benefit from the programmes, and from the sisterhood that our groups can promote amongst the women who participate.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Achievements and Performance (*continued*)

Our specialist Independent Domestic Violence Advisers have provided advocacy and support to over 1200 people assessed at high risk of significant harm or homicide – acting as the independent voice of the victim with partner agencies in the Multi-Agency Risk Assessment Conference (MARAC) process. Sadly, referrals for support from this service continue to increase, year on year. The service also provides ongoing support to women partners of perpetrators that have been identified for the DRIVE and 'Men and Masculinity' Perpetrator programmes across the region. These programmes expanded during the year and now cover the whole of West Mercia.

WMWA has worked to increase its capacity wherever possible to support children and young people. WMWA works across West Mercia to provide specific support to young people at risk of harm and/or poor outcomes as a consequence of their experience of living with domestic abuse at home, or because they have been the victim of abuse in their own intimate partner relationships. We have explored ways in which to expand and increase our offer of therapeutic play for younger children, and strengthened our partnership working with both primary and secondary schools to build capacity for providing support to children of all ages.

Our partnership working with local authority children's services has expanded, with five WMWA practitioners now working in multi professional teams with families in Herefordshire and Worcestershire.

We continue to work with former service users, survivors and local supporters and partners to further develop the therapeutic offer for WMWA, and our counselling provision has now extended into Telford and Wrekin. The placement opportunities offered to counsellors is now highly valued by local universities and colleges, and at any one time we will have at least 10 counsellors offering talking therapies to WMWA service users.

Amplifying the voice of those with lived experience of domestic abuse

The Domestic Abuse Act 2021 placed responsibility on all those who commission, plan or provide services that impact on the lives of those with lived experience of domestic abuse, to find ways to secure their meaningful participation in shaping services.

WMWA is governed by a multi-professional Board of Trustees whose members have senior experience in the housing, health, development, finance, legal and criminal justice sectors. Over half have direct personal experience of living with domestic abuse, as do those employed by WMWA, and the survivor voice shapes the DNA of our organisation. We were therefore pleased to be commissioned by Worcestershire and Herefordshire local authorities to deliver a programme that would facilitate and support that participation. This has generated a process whereby the newly established Domestic Abuse Local Partnership Boards in each authority receive regular reports that come directly from that engagement – in which the survivors of domestic abuse highlight the issues that matter to them and make clear their expectations of how services need to change and improve.

This work started in 2023/24, and by the end of the year 38 survivors were regular participants. Some engaged in consultations in person, whilst others responded through surveys or online focus groups. As a direct result of this, work was initiated by Worcestershire County Council commissioners to engage with the Family Courts and other partners to review the way that civil justice treated those living with domestic abuse. Herefordshire Council commissioned a process of co-production with survivors for the development of their new domestic abuse strategy.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Achievements and Performance (*continued*)

Speaking out against domestic abuse and violence against women and girls

Our work to promote this message through social media continues to reach new audiences. This year WMWA's website recorded an average increase on the 2022/23 monthly figure of just under 2,500 views (2,477) with an average of 271 new website users per month. There was an overall increase of 22.4% in views of our website from the previous year – with 74,345 views in total for the five month period November 2023 – March 2024 alone.

We continued to work with partners The Rural Media Company to further develop online resources and completed a short film charting the work to mark our 40th anniversary in 2022 with the recording of a song commissioned for WMWA entitled 'Still Strong'. The film was the runner up as the people's choice in the national 'Smiley Awards' in November 2023, which is determined by votes by the general public.

We continue to provide data to inform the domestic abuse statutory needs assessments of West Mercia local authorities, and to assist the Police and Crime Commissioner with auditing the impact of services. We are pro-active representatives on each of the four local Domestic Abuse Partnership Boards, and on their sub-groups. We have been particularly pleased to be involved in a multi-agency group to focus on the work of the Family Courts in Worcestershire and from that to be involved in a national project that is tracking the practice and decision-making of the Courts in a number of locations across England.

Working with our partners

Partnership working with Cranstoun and with Rooftop Housing Group has made it possible for bespoke support to be delivered to men who experience domestic abuse in a space that does not have the 'Women's Aid' label and is seen by men as more accessible. Men continue to contact our Helpline and we provide them with immediate advice and support, and help them to engage with these – or with national services for male victims.

We have continued to develop the work of the Domestic Abuse Panels in Worcestershire in partnership with the local Housing Officers in each of the districts. Panels meet regularly to ensure that the needs of all those fleeing from in temporary accommodation are provided with appropriate support, and that women in refuge are helped to secure 'move on' accommodation within reasonable timescales.

Our partnership working with local community groups such as the Worcester Community Trust's DAWN project has enabled us to reach women in communities that are less often heard. Their local networks and champions ensure that information about domestic abuse services is shared through communities.

Close partnership working with local schools has made a real difference in enabling WMWA to better engage with children and young people, and WMWA has continued to work alongside West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) in delivering programmes that promote respect and an understanding of the importance of choice and consent. Our work with WMRSASC to combat misogyny and violence against women and girls is critical to our mission.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Achievements and Performance (*continued*)

We have maintained our strong working arrangements with the NHS with a continued presence by our IDVA service in acute hospitals across the region. We provide training and advice to hospital staff as well as direct support for patients in the confidential and discrete setting that a healthcare consultation affords. In February 2024 we launched the nationally recognised IRIS programme in Herefordshire. The IRIS model provides training and advice to GP surgeries, and a bespoke referral pathway through to local domestic abuse services. GP surgeries across the county readily signed up for training and referrals to WMWA through this initiative began almost immediately as doctors and their colleagues were more confident in asking the question where they suspected that patients may be living with abuse. Other local authority areas in West Mercia are also keen to adopt this model, and work is underway to look for the resources with which to offer IRIS across the region.

Our partnership working with local providers of substance misuse, mental health and older people's services remains critical, but in 2023/24 we found that poverty had become an increasingly important factor for so many. WMWA drew down local and national resources to provide essential financial support for women and families for whom the cost of living has been a critical barrier in achieving safety and re-building their lives.

Securing our sustainability

In 2023/24 we continued to maximise all appropriate opportunities to increase the resources available to WMWA during the year. The national focus on domestic abuse in 2021/22 in the wake of the Domestic Abuse Act provided opportunities for WMWA to further develop and enhance its services. Our focus remains on ensuring that those services are understood, recognised and accessible to all who need them. Reaching out to those communities that are less frequently heard by public services, and to those living in rural isolation, has become an increasingly important part of our work.

We have had the opportunity to further build our capacity to support survivors in West Mercia as partner to Cranstoun in the delivery of the contract for the Domestic Abuse Service in Telford and Wrekin. We have also expanded our work to support those whose abusers are engaged in evidence-based perpetrator programmes to change their attitudes and behaviour. These developments have been made possible with the provision of funding from local authority commissioners, and from the West Mercia Police and Crime Commissioner's Office.

WMWA continued to focus on the pursuit of the resources to further develop services for women and children recovering from the impact of domestic abuse. In so doing, we have partnered with other local and national organisations to develop further services for those seeking safety and recovery from domestic abuse. An example of this approach locally has been the support from the Integrated Care Board for the implementation of the IRIS programme in Herefordshire.

Plans for future periods

The Board continued to drive the work of the organisation in line with the priorities in the 2019 – 24 Strategic Plan, whilst responding to challenges and opportunities which could not have been anticipated when it was approved. High inflation and the cost-of-living crisis had a significant impact upon both the victims of domestic abuse and on the organisation. We are grateful to our commissioners for their understanding of the pressures that this has placed on our work and for their assistance – where this has proved possible.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Achievements and Performance (*Continued*)

Throughout 2023/24 the Board, staff and volunteers worked together to develop our Strategic Plan for 2024 – 27. The new Plan is informed both by the views of survivors, by our detailed self-assessment against the Quality Standards of Women's Aid Federation England, and by the data that we collect on a daily basis as part of the work that we do. Our priorities for the next three years will be to:

- **Advocate for trauma-informed support** and a better understanding of the trauma of domestic abuse for women and children.
- **Assertive and persuasive partnership working** that supports and challenges services, commissioners, employers, and communities to be outcome-focussed and empowering.
- **Amplify the voice of those with lived experience** to influence local plans and strategies, and shape service responses.
- **Prioritise positive outcomes for children and young people** so that childhood experience of domestic abuse does not impact their adult lives.
- **Come together to change the narrative**, champion prevention and challenge men to end male violence and abuse against women.
- **Co-produce with survivors and communities** to develop services that make a real difference for the survivors of domestic abuse.
- **Secure the sustainability of WMWA** with a strong base of support and clear plans for our future.

Financial Review

WMWA has achieved a net surplus of £61,296 (2023: £268,606 deficit). This breaks down to a net surplus of £61,989 on unrestricted funds and a net deficit of £693 on restricted funds.

WMWA has been able to acquire additional funding from the Government through the Police and Crime Commissioner. This has contributed to the further development of the IDVA Service, and to our support for the victim-partners of those perpetrators of abuse who re engaged in behaviour-change programmes such as DRIVE.

The surplus achieved in 2023/24 is in part due to:

- 5 new projects won during the year
- Receipt of a £46,000 legacy payment as well as more donations than budgeted for
- Increased funding for internal and external training and therapy provision

The infra-structure of the organisation remains efficient but now has the capacity to support an organisation of the size and complexity that WMWA has become in recent years. Our organisation continues to strive for a stronger and more independent financial position.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Financial Review (*Continued*)

Fundraising

During the year we launched an online Newsletter and invited those who are interested in supporting our work to sign up and receive – and then share with others – a monthly bulletin of news and articles about the work that we do. This growing base of support for the organisation has enabled us to set up a 'direct regular giving' facility which we are promoting widely as a means of promoting our financial sustainability at a time when public funding is under considerable pressure. Local groups that have supported us through the year include the Parochial Church, Mitton WI, Worcester Royal Infirmary Nurses League, St Oswald Parish Church, Kimbolton Village Hall, Shrewsbury Triratna Buddhist, Kids Out and the women of the Inner Wheel in Hereford.

In 2023/24, 65% of our donations from fundraising were made by individual donors: their generous support has made an enormous difference to the work that we do. Legacies from those who wanted to support our work from their estate made up 54% of our total income from community-based fundraising: this was facilitated by our partnership with the will-writing agency KWILL. Our thanks to others who donated to support our work: these include:

- EF Bulmer Foundation funded further expansion of our therapeutic work and enabled us to continue to provide placements for qualified counsellors to volunteer and support survivors in processing the impact of domestic abuse.
- B&Q Foundation donated £8000 to enable us to renovate a playroom and communal spaces at one of our refuges.
- Herefordshire Community Foundation funded work to capture the stories of survivors in their own words, for use as part of our training offer for professionals.

Reserves Policy

West Mercia Women's Aid have set a target level for reserves to reflect the closure costs at the end of each year. Calculations have taken into account the financial implications of staff redundancies, where roles are unlikely to be subject to TUPE transfer in the event of the loss of contract(s) to deliver services. Calculations have also included detailed analysis of contractual obligations in relation to premises and service contracts.

Refuge expenditure is excluded on the basis that should the organisation need to be wound up, responsibility for the refuges would be transferred to another provider and therefore continue but at no further expense to WMWA.

Therefore, a minimum reserves level of £420,000 has been set for the 2023/2024 financial year.

The amount held in free reserves at 31 March 2024, being total unrestricted funds less the net book value of fixed assets held in unrestricted funds is £700,936 (2023: £616,960). Included within free reserves are designated funds of £420,000 (2023: £350,000). The designated funds (contingency funds) represent WMWA's minimum reserves level, which is set aside to meet the closure costs of the company. The Trustees regularly review the appropriateness of the reserves policy with regard to the current environment that WMWA operates in and are satisfied that the current level of free reserves are appropriate for the charity.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Investment Policy

WMWA receives funding throughout the year from a variety of sources and most of the funding is expendable within a twelve-month period. Ease of access to liquid funds is necessary to maintain cash flow and therefore the Board of Trustees does not consider long term investments to be appropriate. Surplus funds are currently placed on deposit in accordance with the Charity Commission's Guidance on Investment.

Going concern

The Trustees have a reasonable expectation that the charitable company has adequate resources to continue its operational activities for the foreseeable future, being a period of twelve months after the date on which the report and financial statements were signed. For this reason, it continues to adopt the going concern basis in the financial statements.

Tangible Fixed Assets

Details of the movements in the fixed assets are set out in the notes to the accounts.

Directors and Trustees

All the Directors of the company are also Trustees of the charity, and there are no other Trustees.

Trustees Responsibilities

The Trustees (who are also Directors of West Mercia Women's Aid for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2024

Disclosure of Information to the Auditors

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps they ought to have taken to make themselves aware of any relevant information and to establish that the auditor is aware of that information.

Auditors

The audit business of Haines Watts Birmingham LLP was acquired by Cooper Parry Group Limited on 14 November 2023. Haines Watts Birmingham LLP has resigned as auditor and Cooper Parry Group Limited has been appointed in its place.

The auditors, Cooper Parry Group Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

This report was approved by the Board of Trustees on 24 September 2024 and signed on its behalf by:



Clair de Groot
Chair of Trustees



Claire Hadley
Chair of Finance Committee

WEST MERCIA WOMEN'S AID

REPORT OF THE INDEPENDENT AUDITORS

YEAR ENDED 31 MARCH 2024

Opinion

We have audited the financial statements of West Mercia Women's Aid (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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), 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 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the 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.

WEST MERCIA WOMEN'S AID

REPORT OF THE INDEPENDENT AUDITORS

YEAR ENDED 31 MARCH 2024

Other information

The other information comprises the information included in the Report of the Trustees, other than the financial statements and our Auditor's Report thereon. The Trustees are responsible for the other information. 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. 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.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

WEST MERCIA WOMEN'S AID

REPORT OF THE INDEPENDENT AUDITORS

YEAR ENDED 31 MARCH 2024

Responsibilities of the trustees (continued)

In preparing the financial statements, the Trustees are responsible for assessing the entity'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 entity 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 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.

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:

Our assessment focussed on key laws and regulations the charitable company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, taxation legislation, data protection and anti-bribery legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the charitable company's control environment and how the charitable company has applied relevant control procedures, through discussions with management and by performing walkthrough testing over key areas;
- obtaining an understanding of the charitable company's risk assessment process, including the risk of fraud; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

WEST MERCIA WOMEN'S AID

REPORT OF THE INDEPENDENT AUDITORS

YEAR ENDED 31 MARCH 2024

Our responsibilities for the audit of the financial statements (continued)

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of 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 auditor's 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.



Simon Atkins FCA (Senior Statutory Auditor)

For and on behalf of **Cooper Parry Group Limited**

Statutory Auditors

Sky View

Argosy Road

East Midlands Airport

Castle Donington

Derby

DE74 2SA

DATE 1 October 2024

WEST MERCIA WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
INCOME FROM					
Donations and legacies	2	80,443	1,095	81,538	33,901
Charitable activities	3	3,336,489	-	3,336,489	2,834,139
Trading activities	4	50	-	50	1,147
Investments	5	9,557	-	9,557	3,697
TOTAL INCOME		3,426,539	1,095	3,427,634	2,872,884
EXPENDITURE ON					
Raising funds	6	66	-	66	32
Charitable activities					
- Refuge, support and advisory	7	3,364,484	1,788	3,366,272	3,141,458
TOTAL EXPENDITURE		3,364,550	1,788	3,366,338	3,141,490
NET (EXPENDITURE)/ INCOME		61,989	(693)	61,296	(268,606)
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		61,989	(693)	61,296	(268,606)
FUNDS BROUGHT FORWARD	21	709,761	978	710,739	979,345
FUNDS CARRIED FORWARD	21	771,750	285	772,035	710,739

Continuing operations

All income and expenditure has arisen from continuing activities.

The notes on pages 23 to 34 form part of these financial statements

WEST MERCIA WOMEN'S AID

BALANCE SHEET

YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
FIXED ASSETS					
Tangible fixed assets	15	68,107	-	68,107	91,451
Intangible fixed assets	16	2,707	-	2,707	1,350
		70,814	-	70,814	92,801
CURRENT ASSETS					
Debtors	17	242,360	-	242,360	166,634
Bank and cash	18	693,502	285	693,787	754,321
		935,862	285	936,147	920,955
CURRENT LIABILITIES					
Creditors	19	(234,926)	-	(234,926)	(303,017)
NET CURRENT LIABILITIES		700,936	285	701,221	617,938
TOTAL ASSETS LESS CURRENT LIABILITIES					
		771,750	285	772,035	710,739
FUNDS					
Unrestricted funds	21	771,750	-	771,750	709,761
Restricted funds	21 & 22	-	285	285	978
		771,750	285	772,035	710,739

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 24 September 2024 and were signed on its behalf by:



.....
Clair de Groot
Chair of Trustees



.....
Claire Hadley
Chair of Finance Committee

The notes on pages 23 to 34 form part of these financial statements

WEST MERCIA WOMEN'S AID
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
CASH FLOW FROM OPERATING ACTIVITIES:			
Cash generated from operations	24	(41,756)	(412,691)
NET CASH GENERATED BY/(USED IN) OPERATING ACTIVITIES		(41,756)	(412,691)
CASH FLOW FROM INVESTING ACTIVITIES:			
Interest received		9,557	3,697
Purchase of tangible fixed assets		(25,925)	(77,890)
Purchase on intangible fixed assets		(2,410)	(1,800)
NET CASH USED IN INVESTING ACTIVITIES		(18,778)	(75,993)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		(60,534)	(488,684)
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE REPORTING PERIOD		754,321	1,243,005
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		693,787	754,321

The notes on pages 23 to 34 form part of these financial statements

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', the Charities Act 2011 and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The trustees continue to adopt the going concern assumption as the basis of preparation of the charity's financial statements. In doing so, the trustees confirm they believe that no material uncertainties exist in the foreseeable future regarding the charity's ability to continue as a going concern. In forming this conclusion, the trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from the date of authorising these financial statements.

Income

All income is recognised when the charity has entitlement to the funds or is probable that the income will be received and the amount can be identified and measured reliably.

Income generated via legacies is recognised before receipt. The income is recognised once it has become probable and the value can be identified, this will usually be at point of confirmation that probate has been granted or when intention to distribute has been received.

Donated income is recognised upon receipt unless the charity has prior knowledge of the donation and is able to identify the amount reliably. West Mercia Women's Aid is supported by the involvement of several appreciated and passionate volunteers in addition to the board of trustees. Volunteer time is not recognised as donated income as per the Charities SORP (FRS 102).

Income received through contracts and grants is recognised from the point in which the charity has entitlement to the funds, contract/ grant conditions have been fully met or it is probable that the income will be received.

Interest receivable

The charity does not have any investments apart from bank deposit accounts. Interest is paid in relation to funds held in these accounts. Interest is recognised when received as up until this point it is not possible for the charity to identify and measure the income reliably. The interest received is highlighted though bank statement reconciliation.

Taxation

The charity is exempt from corporation tax on its charitable activities.

1 ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- > Costs of raising funds
- > Expenditure on charitable activities

Expenditure is accounted for on an accruals basis. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Allocation of support costs

Support costs are the cost of the functions that are essential to assist and support the work of the charity but do not directly undertake in the charitable activities. Support costs include salary cost for employees covering a range of back office costs including payroll, finance, human resources and governance. Non salary costs are also included again covering a range of expenditure for example rent, ICT, legal fees and audit cost.

The support costs have been allocated according to project location, where the function is shared across projects the costs have been allocated according to the number of direct hours per project.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the costs of the fixed assets, less their residual value, over their expected useful lives on the following basis:

Office equipment	25% straight line method
Furniture and fixtures	25% straight line method

Charity's policy to capitalise individual items over £500.

Intangible assets

Intangible assets acquired are recognised at cost and are subsequently measured at cost less accumulated amortisation and impairment losses.

Amortisation is recognised so as it write off the cost of the assets less their residual values over their useful lives on the following basis:

Website	25% straight line method
---------	--------------------------

Pensions

The pension scheme offered to all employees is a defined contribution scheme with Royal London. The scheme is auto-enrolment compliant and West Mercia Women's Aid staged during 2015-16. The current contributions are 5% employee and 3% employer. The total employer's contribution of £57,873 and employee's contribution of £83,517 were paid in this financial year.

1 ACCOUNTING POLICIES (CONTINUED)

Fund accounting

The charity's funds are split into 3 categories, unrestricted, designated and restricted.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Debtors

Debtors include amounts owed to the charity for the provision of services, this includes amounts receivable relating to grants or contract funding. Debtors also include the amounts that the charity has paid in advance for goods or services they will receive past the year end date. All debtors are measured using their anticipated recoverable amounts.

Cash at bank and in hand

Cash at bank and in hand is primarily held to meet short term cash commitments as they fall due rather than for investment purposes. Currently the charity does not have any investment accounts.

Provisions and creditors

Provision for liabilities are made where the charity has a present obligation at the end of year date as a result of a past event that will probably result in the transfer of funds to a third party and the value due to settle the obligation can be measured or estimated reliably. The provision is recognised at the fairest settlement value.

Creditors include expenditure that has a legal or constructive obligation that commits the charity to make payment to a third party or it is probable that settlement will be required. This expenditure will relate to good or services provided in the past however the settlement has not taken place before the year end reporting date. Creditors also include any deferred income the charity has received for services not yet provided.

Critical accounting estimates and areas of judgement

Preparation of the financial statements has not required the Trustees to make significant judgements or estimates.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Leasing commitments

Rentals payable and receivable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2024

2 DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Herefordshire Project Donations	1,145	1,095	2,240	7,303
Worcestershire Project Donations	9,775	-	9,775	7,302
Regional Project Donations	22,445	-	22,445	19,296
Telford and Wrekin Donations	325	-	325	-
Legacies	46,753	-	46,753	-
	80,443	1,095	81,538	33,901

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Refuge, support and advisory				
Herefordshire Projects	667,049	-	667,049	674,761
Gloucestershire Projects	-	-	-	34,293
IDVA Projects	1,325,983	-	1,325,983	1,105,295
Worcestershire Projects	1,041,840	-	1,041,840	886,396
Telford and Wrekin Projects	87,895	-	87,895	-
Regional Projects	213,722	-	213,722	133,394
	3,336,489	-	3,336,489	2,834,139

4 OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Fundraising	50	-	50	1,147
	50	-	50	1,147

West Mercia Women's Aid do not have a trading subsidiary or a charity shop however do participate in fundraising events such as local stalls and the sale of domestic abuse related literature.

5 INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Unity Trust bank interest	9,557	-	9,557	3,697

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2024

6 EXPENDITURE ON RAISING FUNDS

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Fundraising expenditure	66	-	66	32

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct costs	Support costs	Total 2024	Total 2023
	£	£	£	£
Total project activities costs:				
Refuge, support and advisory	2,736,007	630,265	3,366,272	3,141,458

8 DIRECT COSTS

	Total 2024	Total 2023
	£	£
Project delivery:		
Staff costs	2,068,338	1,859,073
Other costs	667,669	712,952
	2,736,007	2,572,025

9 SUPPORT COSTS

	Total 2024	Total 2023
	£	£
Staff costs	321,377	215,338
Other staff costs	2,267	6,153
Rent	45,553	41,744
ICT costs	124,392	98,461
HR and recruitment	11,277	11,262
Health & safety	95	30
Subscriptions	15,560	5,871
Professional fees	7,604	27,197
Insurance	4,428	12,027
Telephone and mobile charges	19,998	25,135
Marketing costs	1,798	46,852
Depreciation	50,322	59,416
Other support costs	12,784	5,947
Governance costs (note 10)	12,810	14,000
	630,265	569,433

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2024

10 GOVERNANCE COSTS

	Total 2024 £	Total 2023 £
Audit and accountancy fees	11,000	12,049
Bank charges	462	659
Governance costs	-	853
Trustee travel & parking expenses	1,348	439
	<u>12,810</u>	<u>14,000</u>

11 STAFF COSTS

	Total 2024 £	Total 2023 £
Gross wages	2,136,082	1,856,687
National insurance costs	195,761	166,922
Pension costs	57,873	50,802
	<u>2,389,715</u>	<u>2,074,411</u>

The number of employees who received total employee benefits (excluding employer pension costs of more than £60,000 is as follows:

	2024 No.	2023 No.
£60,001 - £70,000	1	1
	<u>1</u>	<u>1</u>

Staff Numbers

	2024	2023
Average monthly head count	88	83
FTE	76	69

12 TRUSTEES' AND KEY MANAGEMENT REMUNERATION AND EXPENSES

The trustees neither received nor waived any remuneration or any other benefits from employment during the year (2023: £Nil).

Trustee expenses	2024	2023
Travel expenses	1,348	439
Number of trustees	4	2
Key Management Personnel	2024	2023
	£	£
Gross wages	421,767	353,229
National insurance costs	44,501	71,817
Pension costs	12,079	10,246
	478,347	435,292

The Charity's key management personnel comprise the management team listed on page 1.

13 NET INCOME/(EXPENDITURE)

	Total	Total
	2024	2023
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation - owned assets	49,269	58,966
Amortisation - owned assets	1,053	450
Auditors remuneration	7,250	7,224
Auditors remuneration - non-audit work	3,750	4,825

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2024

14 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES - YEAR ENDED 31 MARCH 2023

	Unrestricted funds £	Restricted funds £	Total 2023 £
INCOME FROM			
Donations and legacies	32,691	1,210	33,901
Charitable activities	2,830,096	4,043	2,834,139
Trading activities	1,147	-	1,147
Investments	3,697	-	3,697
Other activities	-	-	-
TOTAL INCOME	2,867,631	5,253	2,872,884
EXPENDITURE ON			
Raising funds	32	-	32
Charitable activities			
- Refuge, support and advisory	3,129,671	11,787	3,141,458
TOTAL EXPENDITURE	3,129,703	11,787	3,141,490
NET INCOME/(EXPENDITURE)	(262,072)	(6,534)	(268,606)
Transfers between funds	-	-	-
NET MOVEMENT IN FUNDS	(262,072)	(6,534)	(268,606)
FUNDS BROUGHT FORWARD	971,833	7,512	979,345
FUNDS CARRIED FORWARD	709,761	978	710,739

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2024

15 TANGIBLE FIXED ASSETS

	Office Equipment £	Furniture & Fittings £	Total £
COST			
At 1 April 2023	141,771	124,690	266,461
Additions	15,189	10,736	25,925
Disposals	-	-	-
Impairment	-	-	-
At 31 March 2024	156,960	135,426	292,386
DEPRECIATION			
At 1 April 2023	86,269	88,741	175,010
Charge for the year	31,874	17,395	49,269
Disposals	-	-	-
At 31 March 2024	118,143	106,136	224,279
At 31 March 2024	38,817	29,290	68,107
At 31 March 2023	55,502	35,949	91,451

16 INTANGIBLE FIXED ASSETS

	Website £	Total £
COST		
At 1 April 2023	1,800	1,800
Additions	2,410	2,410
At 31 March 2024	4,210	4,210
AMORTISATION		
At 1 April 2023	450	450
Charge for the year	1,053	1,053
At 31 March 2024	1,503	1,503
NET BOOK VALUE		
At 31 March 2024	2,707	2,707
At 31 March 2023	1,350	1,350

17 DEBTORS

	2024 £	2023 £
Grants and other income receivable	226,007	154,636
Rents receivable	-	35
Prepayments	16,353	11,963
	242,360	166,634

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2024

18 BANK AND CASH

	2024	2023
	£	£
Current account	323,187	393,278
Deposit account	370,600	361,043
	<u>693,787</u>	<u>754,321</u>

19 CREDITORS

	2024	2023
	£	£
Suppliers payable	85,283	139,687
Accruals	40,963	15,685
Deferred income	47,674	98,420
Taxation, social security and pensions	61,006	49,225
	<u>234,926</u>	<u>303,017</u>
Deferred income:		
At 1 April	98,420	337,768
Provided during the year	33,447	37,039
Released during the year	(84,193)	(276,387)
At 31 March	<u>47,674</u>	<u>98,420</u>

Deferred income relates to grant received in advance of service delivery. Where performance related conditions have not been fulfilled as at the year end, amounts are deferred to future periods.

20 LEASING AGREEMENTS

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

	2024	Restated 2023
	£	£
Within one year	19,160	20,200
Between one and five years	4,790	26,290
	<u>23,950</u>	<u>46,490</u>

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2024

21 FUNDS

	2024 £	2023 £
Unrestricted - general	351,750	359,761
Unrestricted - contingency fund	420,000	350,000
Total unrestricted funds	771,750	709,761
Restricted funds	285	978
	772,035	710,739

Contingency fund

The contingency funds represent WMWA's minimum reserves level, which is set aside to meet the closure costs of the company.

22 RESTRICTED FUNDS

	Balance b/f £	Incoming resources £	Resources expended £	Transfers £	Balance c/f £
Glasspool	-	500	(500)	-	-
League of the Helping Hand	-	310	(310)	-	-
Davenport	-	285	-	-	285
CYP	978	-	(978)	-	-
Total	978	1,095	(1,788)	-	285

Purpose of restricted funds

Glasspool, League of the Helping Hand and Davenport

Donations received to be used for repairs and renewals.

CYP

Donation for sources for Children and Young People's Team.

23 RELATED PARTY TRANSACTIONS

There were no related party transactions other than those disclosed in Note 12.

24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income/(expenditure) for the year	61,296	(268,606)
Depreciation	49,269	59,416
Impairment charge	1,053	24,398
Interest income	(9,557)	(3,697)
Decrease/(increase) in debtors	(75,726)	29,034
(Decrease)/increase in creditors	(68,091)	(253,236)
	<u>(41,756)</u>	<u>(412,691)</u>

25 COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up during the time that he or she is a member or within one year afterwards for payment of debts and liabilities of the company contracted before he or she ceases to be a member, and of the costs, charges and expense of winding up the same and for the adjustment of the rights of contributors amongst themselves, such amount as may be required not exceeding, in the case of any member, the sum of £10.

26 CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2024, nor at 31 March 2023.

27 ULTIMATE CONTROLLING PARTY

The charitable company is under the control of its board of trustees.

Accounts



ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 MARCH 2023

REGISTERED COMPANY NUMBER: 3837084 (England and Wales)
REGISTERED CHARITY NUMBER: 1078496

Haines Watts Birmingham LLP
5-6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2023

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 14
Report of the Independent Auditors	15 to 18
Statement of Financial Activities	19
Statement of Financial Position	20
Statement of Cash Flows	21
Notes to the Financial Statements	22 to 33

WEST MERCIA WOMEN'S AID

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2023

Trustees	C de Groot (Chair) V Barraclough C Chima-Okereke R Neilson L Pedrick H Smith A Dover C Hadley J Sawyer K Welsh E Copsey-Brandon
Key management personnel	S Coleman (Chief Executive Officer) T Ashton-Jones H Richardson J Midgley C Ovel L Peplow O Kovacs E Simpson (appointed 30/5/2022) K Annison (appointed 27/2/2023) S Langston (appointed 1/4/2022) C Collis (appointed 2/5/2023)
Registered office	Berrows Business Centre Bath Street Hereford HR1 2HE
Registered charity number	1078496
Auditors	Haines Watts Birmingham LLP 5-6 Greenfield Crescent Edgbaston Birmingham B15 3BE
Bankers	Unity Trust Bank plc Nine Brindley Place Birmingham B1 2HB

WEST MERCIA WOMEN'S AID
CHAIR'S SUMMARY
YEAR ENDED 31 MARCH 2023

Chair's Summary for Annual Report West Mercia Women's Aid 2022-23

It is with great pleasure that I present the Chair's summary for the Annual Report for 2022-23 on behalf of the Board of Trustees. This has been an eventful year for West Mercia Women's Aid, marked by significant changes, achievements, and a renewed commitment to our mission to reduce the incidence and impact of domestic abuse and violence against women and girls in West Mercia by providing support, protection and prevention services that empower those affected by violence and abuse to rebuild their lives and those of their children.

Firstly, I would like to express my gratitude at being appointed as the Chair of Trustees. It is an honour to serve in this role and contribute to the important work we do. During the year, we experienced a significant transition in our Board of Trustees. We bid farewell to several long-standing trustees who retired after years of dedicated service. Their commitment and expertise have been vital to our growth and success, and we extend our deepest appreciation to them for their invaluable contributions, in particular our previous Chair, Nikki Griffiths, and Vice Chair, Sue Goring, and Chair of Finance Committee, Carol Dover. I would also like to express my gratitude for the tremendous support I have received from all Trustees, and in particular our new Vice Chair, Vivian Barraclough. Her dedication and expertise have been invaluable in guiding and supporting me through this transitional phase. I am also grateful to Sue Coleman, our Chief Executive Officer, for her patience, support and understanding as we develop our working relationship.

Despite Trustee departures, I am proud to highlight that over the past year, we have recruited half of our current Trustees, bringing new perspectives and fresh energy and expertise to our organisation. It is important for me to be able to report that at least 50% of our Trustees have lived experience of domestic abuse, and this ensures that our decision-making is rooted in the real-life challenges faced by the women and girls we serve. As a diverse Board, who are based across the West Mercia region, it is our passion, expertise, and commitment to our mission that enables us to make informed decisions and drive positive change.

As well as changes to Trustees, our longstanding Clerk to the Board also retired, and we are grateful for the commitment and passion she provided which supported Trustees and the organisation as a whole, particularly at times of significant growth. As we have grown as an organisation so has our governance activities. So I am thankful that I can report that we successfully appointed a replacement Clerk to the Board which allows us to ensure the high standards, smooth-running and management of our governance operations continues.

One of the highlights of this year was the creation and performance of the song 'Still Strong' which was sung by the West Mercia Women's Aid choir, brought together in our fortieth year. This powerful and moving composition showcased the resilience and determination of the women we serve, reminding us of their strength and inspiring us to continue our mission. And in further commemoration of our 40-year anniversary, we planted a symbolic oak tree, kindly donated by Wyevalle Nurseries. The oak tree is a common symbol of strength and endurance, something which is characterised by the women who started our work all those years ago, and which is continued now by our Board of Trustees, by staff, volunteers, and supporters. This act honours our history, it serves as a legacy, it is a tribute to the many survivors who we have helped to find hope and live a better life over the past 40 years, and it is a reminder of our commitment to support and empower survivors of domestic abuse in the years to come.

WEST MERCIA WOMEN'S AID
CHAIR'S SUMMARY
YEAR ENDED 31 MARCH 2023

Chair's Summary for Annual Report West Mercia Women's Aid 2022-23 (*continued*)

It is unfortunate, that over the years, we have seen an ever-increasing demand for our services, a clear indication that the work we do is more crucial than ever. Throughout the year, with the commitment of our dedicated team of staff and volunteers, whose numbers have grown significantly in recent times, we have continued to work tirelessly to end domestic abuse for women and girls. And this work has continued despite the challenges posed by a pandemic, funding limitations and the ongoing cost of living crisis. Our helpline services remain a vital lifeline, and we continue to foster strong partnerships with specialist organisations to ensure comprehensive support for all survivors. We are grateful for the passion, expertise, and unwavering dedication of all staff and volunteers which is instrumental in positively impacting the lives of countless survivors.

We are proud that we achieved reaccreditation from Women's Aid Federation of England (WAFE) during the year as we are dedicated to upholding the associated quality standards in all aspects of our work. These standards will continue to be integrated into every facet of our organisation, ensuring the highest level of support and care for those affected by domestic abuse.

Following the many significant changes and challenges faced in recent years, it is very timely that we are now in the process of updating our strategic plan, as this presents us with an excellent opportunity to review, re-evaluate, and reboot. Through this process, however, we remain steadfast in our pursuit of our vision to see a world free from abuse for all.

Finally, I would like to express heartfelt appreciation to all staff, volunteers, and supporters, many of whom have had their own lived experience of domestic abuse and who have contributed to the continued development and ongoing high standards provided by WMWA. As a feminist organisation, we stand united, and together we will continue to forge ahead, empowered by our collective strength and determination, all in pursuit of a future free from domestic abuse.



Clair de Groot
Chair of Trustees

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their annual report and the financial statements for the year ended 31 March 2023. In preparing the annual report and financial statements of the charity the Trustees have adopted the requirements of the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effected 1 January 2019. The financial statements also comply with the Charities Act 2011 and the Companies Act 2006.

Structure, governance and management

The charity is constituted as a company limited by guarantee, and is therefore governed by the articles of association.

The Trustees/Directors shown below have held office during the period and up to the date of signing this report.

C de Groot (Chair)
V Barraclough
C Chima-Okereke
R Neilson
L Pedrick
H Smith
A Dover
C Hadley
J Sawyer
K Welsh, appointed 20/07/2022
E Copsey-Brandon, appointed 28/03/2023
J Jones, resigned 08/05/2022
C Dover, resigned 13/12/2022
R Dugdale, resigned 01/10/2022
N Griffiths, resigned 14/11/2022
S Gorbing, resigned 13/12/2022
S Stanesby, appointed 01/10/2022, resigned 19/04/2023

Trustees are appointed in accordance with West Mercia Women's Aid (WMWA) 'Trustees and Board Handbook', which includes procedure for elections and co-options. Responses to advertisements for Trustees and/or individual expressions of interest are forwarded to the Clerk to the Board, who sends the applicant information about the organisation and an application form. Two references are taken on applicants together with a DBS check. Applicants are shortlisted by several Trustees at stage one, and interviewed by a panel of two Trustees and assessed against the Trustee role description at stage two. Any applicant recommended to the Board for appointment also attends the next Board meeting as an observer. The Board of Trustees makes a decision at the end of its Board meeting. Induction for new trustees takes place over the first 12 months following their appointment. There is a full induction and training programme for new Trustees.

The Board of Trustees governs the charity and aims for 12 members. The Board meets quarterly and is quorate with 3 members. Committee meetings also take place quarterly, covering employment, governance & risk, finance, and health & safety. Committees are working groups and relevant staff are invited to attend. Day to day responsibility for running the charity is executed by a team of paid staff, led by the Chief Executive. The Chief Executive has delegated authority, approved by the Trustees and detailed in the 'Financial Controls, Risk Assessment and Business Planning' policy, for operational matters including finance, employment and service delivery activities.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Structure, governance and management (*continued*)

The Board of Trustees has adopted the Good Governance Code and is working toward meeting all standards. WMWA evaluates its board performance every three years by conducting a Board Performance Survey and holding a Trustee only session after every Board meeting for Trustees to discuss its performance and effectiveness.

WMWA maintains a Risk Register which is reviewed every 6 months at its Governance and Risk Committee and yearly by the full Board of Trustees. WMWA also conducts a 'deep dive' review of the identified risks. Risks are scored against likelihood and impact.

In relation to financial management, WMWA Trustees believe that maintaining reserves at a sufficient level to ensure business continuation and delivery of current services, combined with an annual review of the potential sources of funding and the controls over the key financial systems will provide sufficient reserves in the event of adverse conditions.

WMWA is an autonomous member of the Women's Aid Federation of England (WAFE), the national domestic abuse charity that supports the England-wide network of over 500 local projects. WAFE has a campaigning role, providing an 'expert view' to government on laws, policy and practice affecting abused women and children. It provides vital briefings, information, training and resources to its members, but has no impact on governance or operating policies, including those of WMWA. However, as an accredited member of WAFE, WMWA are committed to their national quality standards which are integrated in, and used to guide, the work we do as a charity.

Staff & Trustee Remuneration

Remuneration is the compensation an individual receives in exchange for work or services performed. Typically, this consists of monetary rewards in the form of a wage or salary.

WMWA Trustees are volunteers and do not receive any remuneration or receive any other benefits from employment with the charity or a related entity. Expenses incurred in fulfilling their duties are not deemed remuneration and are fully reimbursed by the charity.

WMWA Trustees acknowledge that the proper functioning of the charity requires a variety of staffed roles. It is the Trustees' intention that all remuneration levels are set fairly across all roles and that pay thresholds for each post are set after researching posts with similar requirements within the public and third sector. The remuneration of staff will be reviewed annually by the Board of Trustees.

All staff members, regardless of their position within the organisation, receive the same percentage of employer's pension contribution.

Objectives and Activities

WMWA adopted new articles of association which were approved on the 12 November 2019. The new articles of association brought the charity into line with the provisions of the Companies Act 2006, and expanded the charity's objects to reflect its current operational activity. The objects and principal activity are:

- (a) relieve the distress and increase the safety of women and children who have experienced or are exposed to domestic abuse by the provision of specialist support, advice, temporary accommodation, grants of money, items, facilities and any other services or activities that may relieve their circumstances;
- (b) relieve the distress and increase the safety of anyone who has experienced or is exposed to

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Objectives and Activities (*Continued*)

- domestic abuse, on the basis that such activities ultimately benefit women and children by improved understanding and the reduction of domestic violence;
- (c) work in partnership with third sector, statutory and other relevant agencies to promote and facilitate effective responses to domestic abuse; and
 - (d) inform and educate agencies, organisations and the general public through talks, training and publicity about the causes, effects and prevention of domestic abuse and about the services provided by the Charity and to undertake or contribute to research into such matters.

Public Benefit

The Trustees confirm that they have had regard to the Charity Commission's guidance on public benefit, and that its significant activities described below, undertaken to further the organisation's charitable purpose, contribute to the public benefit.

WMWA aims to work strategically with other agencies in order to:

- Improve responses to domestic abuse
- Increase perpetrator accountability
- Take preventative action to reduce tolerance of the effects of domestic abuse

WMWA strives to provide comprehensive services to women and children affected by domestic abuse throughout the counties of Herefordshire, Worcestershire, and Shropshire in order to meet their immediate needs and empower them towards a safer future.

WMWA aims to review and, when necessary, update and revise systems, structures and policies, in order to support the delivery of high quality and sustainable services, both preventative and responsive.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Achievements and Performance

Introduction by the Chief Executive

Two of the most significant areas of service for West Mercia Women's Aid – the delivery of domestic abuse services across Worcestershire and of support and advocacy for victims at high risk of significant harm through the work of specialist IDVA staff – started new contracts in April 2022. In addition, some residual funding from Barclays Bank enabled us to continue to explore ways of engaging survivors in the development of therapeutic activities and services. These opportunities and others - have enabled us to do some valuable work to extend our reach over the past year – to seek out those who may not know about our services. We have been able to further cement existing partnerships with housing providers, sister-VAWG organisations and other community-based organisations. And we have had a stronger focus on prevention – on challenging the attitudes that underpin violence against women and girls, and promoting a greater understanding of domestic abuse amongst both communities and professionals – using training and social media and drawing on the creativity of Trustees, colleagues, survivors and supporters. We marked our 40th anniversary in 2022 – not with celebration: we would rather that our services were no longer needed, but they are. We planted an oak tree – a symbol of strength - and shared our story as a reminder to all that we are part of a movement of women supporting women and that it has ever been thus, from humble yet determined beginnings.

This short summary of our achievements does only limited justice to the hard work and dedication of the Board and staff at WMWA. The challenge has become no less critical, nor has it diminished in size and scale. But we are 'Still Strong'.

Sue Coleman
Chief Executive Officer

SECURING THE SUSTAINABILITY OF WEST MERCIA WOMEN'S AID (WMWA)

In 2022/23 we continued to maximise all appropriate opportunities to increase the resources available to WMWA during the year. The national focus on domestic abuse in 2021/22 in the wake of the Domestic Abuse Act provided opportunities for WMWA to further develop and enhance its services. The challenge has been for us to ensure that those services are understood, recognised and accessible to all who need them. This has meant that our strategic engagement, community outreach and communications resources have been stretched to their limit. There has been a concerted focus on ensuring that ground gained in recent years is not then lost and that we build on those developments that are delivering good outcomes for women and children – even when the resources feel precarious.

To enhance our capacity to deliver domestic abuse services, WMWA focussed on:

Continuing with the pursuit of the resources for developmental projects from a range of sources to reduce over-reliance on local public sector contracts to meet the costs of delivering services.

Establishing Hybrid Working as the norm for all staff where this is compatible with their roles. This has promoted staff retention and enabled us to keep premises costs down.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Achievements and Performance (*continued*)

Securing the support of the Office of the West Mercia Police and Crime Commissioner's (OPCC) to facilitate the appointment of a Children and Young People's Service Manager, to co-ordinate and further develop our support and our preventive work with this cohort.

Expanding our business support function to meet the needs of a larger organisation. This has included an increase in our financial management capacity and continued prioritisation of staff training and support.

SUSTAINING AND FURTHER DEVELOPING HIGH QUALITY DOMESTIC ABUSE SPECIALIST SERVICES
In 2022/23 we:

Worked to ensure a secure future for refuges, and sufficient services to meet local need for support for those that have experienced domestic abuse

Upgrading our safe refuge accommodation for women and children fleeing domestic abuse in Worcestershire - upgrading our more recent 5-bedded refuge and enhancing some of our older facilities with re-decoration and new furniture. We provided shelter for a total of 125 women and 226 children during the year across West Mercia.

Positive outcomes were recorded for 87% of women who used refuge during the period. Service users and practitioners agree that improvement has been achieved in the following outcome areas:

- Personal safety
- Health and wellbeing
- Stability and resilience
- Resourcefulness to parent

Further developed the capacity of WMWA to work effectively with those whose needs are multiple and complex

Prioritising the use of assertive outreach approaches to engage with diverse and vulnerable groups and communities, with IDVAs and local outreach practitioners working closely with Talk Community in Hereford, and with community groups and agencies across the region. We have risen to the challenge arising from the rurality of much of West Mercia, and been conscious of the risk that the specific needs of those from small but distinct communities of heritage, sexuality and physical/sensory ability can go unrecognised. Strong collaboration with groups like Action for Deafness and AGE UK has been complemented by the production online content to raise awareness and advertise WMWA services as relevant for anyone.

Maintaining our strong working arrangements with the NHS with a continued presence in acute hospitals across the region.

Strengthening our partnership working with key local providers of substance misuse and mental health services – including MIND, Cranstoun and Turning Point. We continued to work closely with colleagues providing services for those who need support with substance misuse, or whose mental health is poor.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Achievements and Performance (*continued*)

Continuing to provide safe refuge accommodation for women with No Recourse to Public Funds – drawing on funding support from West Mercia Police and Crime Commissioner, and working closely with local authority children's services to ensure that the most vulnerable are able to remain safe. WMWA are one of the few specialist organisations in the country who are able to provide support to these most vulnerable women and children.

Provided expert support services for high risk victims

Providing support to 1141 people assessed at high risk of significant harm or homicide, through the work of the WMWA IDVA Service.

Providing ongoing support to 228 women partners of perpetrators that have been identified for the DRIVE Perpetrator programme in Worcestershire and Herefordshire. WMWA also now supports the women whose partners are engaged in the 'Men and Masculinity' programme delivered by Cranstoun in Worcestershire in 2022/23.

Further developing our work to support those needing protective orders from the Court who are unable to access legal assistance. The numbers of women victims obtaining 'DIY' Non-Molestation Orders continues to rise.

Maintained a continuous focus on addressing the impact of domestic abuse upon children and young people

Providing specific support across the region to young people at risk of harm and/or poor outcomes as a consequence of their experience of living with domestic abuse at home, or because they have been the victim of abuse in their own intimate partner relationships.

Working closely in partnership with local authority children's services, with four WMWA practitioners now seconded to work in multi professional teams with families in Herefordshire and Worcestershire.

Promoted the view that domestic abuse is everyone's business through effective partnership working

Working with The Rural Media Company to further develop online resources for use in a range of settings and on social media to raise awareness of domestic abuse and our services to those under-represented in our client profile, including older women.

Further developing our website to ensure that it includes information about our services and opportunities for 'visitors' to increase their knowledge about violence against women and girls.

Providing data to inform the domestic abuse statutory needs assessments of West Mercia local authorities, and taking our place on each of the four local Domestic Abuse Partnership Boards.

Supported the development of a strong and diverse cohort of 'trusted professionals' through the provision of training and consultancy to partner agencies

Developing and delivering a suite of well-researched training modules designed so that they can be adjusted and packaged to meet the needs of a wide range of organisations and partnerships. Training has been delivered to professionals across the public sector, and also to employers with a concern for the welfare of their workforce.

**WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023**

Achievements and Performance (*continued*)

Developed, tested and shared the learning from outcome-focussed innovation in both preventing and tackling domestic abuse

Trialling and evaluating the delivery of a Men's Domestic Abuse Helpline, ensuring that men calling the Helpline experienced empathetic and informed support and signposting to other services. This was funded for 12 months by the Ministry of Justice.

Worked with former service users, survivors and local supporters and partners to further develop the therapeutic offer for WMWA. This included not only counselling but also sleep training, yoga and equine therapy.

Worked in partnership with other violence against women and girls (VAWG) providers and key stakeholder agencies that share WMWA objectives and values

Continuing to develop the work of the Domestic Abuse Panels in Worcestershire in partnership with the local Housing Officers. These meet regularly to ensure that the needs of all those fleeing from in temporary accommodation are provided with appropriate support, and that women in refuge are helped to secure 'move on' accommodation within reasonable timescales.

Partnering with West Mercia Rape and Sexual Assault Support Centre (WMRSASC) in delivering Round 4 of 'Safer Streets' – including a programme for young people in schools that raises awareness of violence against women and girls, promotes respect and works towards a comprehensive understanding of 'consent', and training for door staff in the night-time economy.

Working with Cranstoun to develop a model for the delivery of domestic abuse services in Telford and Wrekin. This has been commissioned for the authority for 2023 – 26.

PREVENTION - EDUCATE SOCIETY AND SPEAK OUT AGAINST DOMESTIC ABUSE AND VIOLENCE AGAINST WOMEN AND GIRLS

In 2022/23 we:

Prioritised early intervention and prevention with young people (as highlighted in the national VAWG strategy)

Partnering with West Mercia Rape and Sexual Assault Support Centre (WMRSASC) in delivering of Round 4 of 'Safer Streets' – a programme for young people in schools that raises awareness of violence against women, promotes respect and an appropriate understanding of 'consent'.

Employed an experienced Prevention Worker to work with young people who are demonstrating harmful behaviours in their teen relationships. This has been made possible with support from the Ministry of Justice and the West Mercia Police and Crime Commissioner.

Built the capacity in local communities to challenge domestic abuse and provide support and signposting to those experiencing domestic abuse

Working closely with Worcester Community Trust and supporting the expansion of their Community Champions programme, which trains and support local people to be the 'go-to' person in their communities for advice and information about domestic abuse.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Achievements and Performance (*continued*)

Working through local schools and community networks – including for example Talk Community in Herefordshire – to ensure that our services are publicised, understood and accessible.

Used local and national media – including social media - to raise awareness of the prevalence and impact of domestic abuse, and of the availability of local services

Our total annual reach on Facebook increased by 77% with a total reach of 105,382 for 2022/23. Visits to both our Facebook and Instagram pages have increased since last year. In 2021/22 our Facebook page was visited 2206 times: this trebled in 2022/23 to 6391 visits. In 21/22 our Instagram page was visited 345 times and in 2022/23 it was visited 755 times. Increased awareness of WMWA and our services has assisted with staff recruitment and with profiling our services.

Used the 40th anniversary of West Mercia Women's Aid in 2022 as an opportunity to raise awareness of our services and of the prevalence and impact of domestic abuse across the region. The high point of the year was the planting of an oak tree and the production of a song commemorating the achievements of the women who set up and shaped – and continue to shape and support – our work. The song, 'Still Strong', was sung by our own choir of trustees, supporters and staff, and documented by our partners The Rural Media Company.

Fundraising

In 2022/23 the fundraising activities against objectives delivered the following main outcomes:

- Funding from NatWest Bank and SafeLives enabled us to offer direct grants to service users to meet urgent need, through the Circle Fund
- Therapeutic counselling, befriending and coaching has been developed for service users - made possible by generous funding from both Barclays Bank and the Fred Bulmer Trust
- The Screwfix Foundation funded refurbishment at Hereford Refuge
- M&S Gifting Grants supported the 24/7 Helpline
- Additional generous funding from Parkinson Wight Solicitors, Waitrose, and Wrekin College, from Longtown and District WI, and from groups and individuals across the region, without whose generosity we would be unable to further develop our work to meet ever-increasing need

Local Community

West Mercia Women's Aid continued to benefit from the generosity of individuals in particular, and businesses in the local community. Our Community Fundraiser had fewer fundraising activities to support as it took time for people to organise events following a period of social distancing and lock down. Our focus has been to raise the profile of our work – marking the 40th anniversary of the origins of the charity. We follow the financial procedures for fundraising that are included in our finance policy to monitor fundraising income and ensure it is kept secure. We do not send unsolicited mail to individual members of the public and have received no complaints about fundraising activity on our behalf. We do not formally subscribe to any voluntary fundraising scheme or standards, although we are committed to the promotion of the highest possible standards and professional approach.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Financial Review

WMWA has incurred a net deficit of £268,606 (2022: 171,991 surplus). This breaks down to a net deficit of £262,072 (2022: £228,824 surplus) on unrestricted funds and a net deficit of £6,534 (2022: net deficit £56,833) on restricted funds.

WMWA has been able to acquire additional funding from the Government through the Police and Crime Commissioner. This has contributed to the further development of the IDVA Service, and to our support for the victim-partners of those perpetrators of abuse who re engaged in behaviour-change programmes such as DRIVE.

The deficit incurred in 2022/23 is in part due to the timing of receipt of funds to support activity in the year where the funds themselves were received in the previous financial year. In addition, the success of the organisation in further expanding frontline services has necessitated investment in additional financial and human resources support, and this has come as an unscheduled cost in 2022/23. The infrastructure of the organisation remains lean but now has the capacity to support an organisation of the size that WMWA has become.

Our organisation continues to strive for a stronger and more independent financial position.

Reserves Policy

West Mercia Women's Aid has reviewed its Reserves Policy to set a target level for reserves to reflect the closure costs at the end of each year. Calculations have also included detailed analysis of contractual obligations in relation to staffing costs, premises and service contracts. Due to the changing nature of West Mercia Women's Aid income streams the Reserves Policy will be reviewed on or before the start of each financial year, or as and when predictions for the income /expenditure of the organisation indicate a significant in year variation.

The Trustees consider it appropriate to seek to maintain a level of reserves in line with this policy to help:

- Meet the working capital requirements of the charity
- Act as contingency for any unforeseen day to day operational expenses outside of the agreed annual budget
- Match fund for any agreed contracts that are not running at full cost recovery
- Fund additional projects not funded through grants or contracts that meet West Mercia Women's Aid's charitable aims and objectives
- Provide short term continuation funding for contracts coming to an end where the assumption is that other funding is probable
- Provide for the risk of unforeseen emergencies, e.g. to meet immediate staffing costs, possible redundancy, committed costs, and close of organisation, should major contracts not be renewed

The Trustees had set a minimum reserves level for 2022-23 of £350,000.

Investment Policy

WMWA receives funding throughout the year from a variety of sources and most of the funding is expendable within a twelve-month period. Ease of access to liquid funds is necessary to maintain cash flow and therefore the Board of Trustees does not consider long term investments to be appropriate. Surplus funds are currently placed on deposit in accordance with the Charity Commission's Guidance on Investment.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Plans for Future Periods

The Board continue to drive the work of the organisation in line with the priorities in the 2019 – 24 Strategic Plan, whilst responding to challenges and opportunities which could not have been anticipated when it was approved. The COVID pandemic and the Domestic Abuse Act 2021 both had a substantial and lasting impact on both our service users and our organisation; this has now been compounded by the cost-of-living crisis. WMWA strives to maintain the agility needed to be able to respond to change, and will ensure that this is integral to the new Strategic Plan for the forthcoming three years, starting in April 2024.

During the forthcoming year the Board intends to:

- Expand work to improve the understanding of domestic abuse, through the use of remote, as well as face-to-face training and information-giving, for partners, employers and communities
- Amplify the voice of those who have personal experience of domestic abuse, ensuring that they are heard and can influence the development of legislation, education and service development
- Initiate and participate in both strategic and operational partnership work which informs effective responses to domestic abuse
- Initiate and/or support appropriate local and national campaigns that coincide with our ethos and values
- Promote and enhance our work with children and young people impacted upon by domestic abuse
- Continue to invest in the skills and knowledge of our staff and volunteers
- Maintain and improve existing specialist services, making sure that we do all we can to engage with those in need living across the whole region, including those in locations where access to transport and services is limited. This includes our work with partners Cranstoun in delivering the new Domestic Abuse Service in Telford and Wrekin
- Increase income generation to the organisation from sources of non-statutory funding to support the development of new projects and to underpin core work

Going concern

The Trustees have a reasonable expectation that the charitable company has adequate resources to continue its operational activities for the foreseeable future, being a period of twelve months after the date on which the report and financial statements were signed. For this reason, it continues to adopt the going concern basis in the financial statements.

Tangible Fixed Assets

Details of the movements in the fixed assets are set out in the notes to the accounts.

Directors and Trustees

All the Directors of the company are also Trustees of the charity, and there are no other Trustees.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2023

Trustees Responsibilities

The Trustees (who are also Directors of West Mercia Women's Aid for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to the Auditors

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps they ought to have taken to make themselves aware of any relevant information and to establish that the auditor is aware of that information.

Auditors

The auditors, Haines Watts Birmingham LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

This report was approved by the Board of Trustees on 5 September 2023 and signed on its behalf by:



Clair de Groot
Chair of Trustees



Claire Hadley
Chair of Finance Committee

WEST MERCIA WOMEN'S AID

REPORT OF THE INDEPENDENT AUDITORS

YEAR ENDED 31 MARCH 2023

Opinion

We have audited the financial statements of West Mercia Women's Aid (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the 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.

WEST MERCIA WOMEN'S AID

REPORT OF THE INDEPENDENT AUDITORS (CONTINUED)

YEAR ENDED 31 MARCH 2023

Other information

The Trustees are responsible for the other information. The other information comprises the information in the Report of the Trustees, but does not include the financial statements and our Report of the Auditors thereon.

Our opinion on the financial statements does not cover the other information and 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, 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.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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 the 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 entity'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 entity 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 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.

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:

We obtained an understanding of the legal and regulatory framework applicable to both the charitable company itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, the Charities Act 2011 and the Charities SORP (FRS102).

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the design effectiveness of the controls in place to prevent and detect fraud;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by trustees and management in their significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

WEST MERCIA WOMEN'S AID

REPORT OF THE INDEPENDENT AUDITORS (CONTINUED)

YEAR ENDED 31 MARCH 2023

Use of 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.



Nichola Venables (Senior Statutory Auditor)
for and on behalf of Haines Watts Birmingham LLP
Chartered Accountants & Statutory Auditors
5 - 6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

3 October 2023

WEST MERCIA WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
INCOME FROM					
Donations and legacies	2	32,691	1,210	33,901	150,904
Charitable activities	3	2,830,096	4,043	2,834,139	2,421,661
Trading activities	4	1,147	-	1,147	-
Investments	5	3,697	-	3,697	216
TOTAL INCOME		2,867,631	5,253	2,872,884	2,572,781
EXPENDITURE ON					
Raising funds	6	32	-	32	225
Charitable activities					
- Refuge, support and advisory	7	3,129,671	11,787	3,141,458	2,400,565
TOTAL EXPENDITURE		3,129,703	11,787	3,141,490	2,400,790
NET (EXPENDITURE)/ INCOME		(262,072)	(6,534)	(268,606)	171,991
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(262,072)	(6,534)	(268,606)	171,991
FUNDS BROUGHT FORWARD	20	971,833	7,512	979,345	807,354
FUNDS CARRIED FORWARD	20	709,761	978	710,739	979,345

Continuing operations

All income and expenditure has arisen from continuing activities.

The notes on pages 22 to 33 form part of these financial statements

WEST MERCIA WOMEN'S AID

BALANCE SHEET

YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
FIXED ASSETS					
Tangible fixed assets	15	91,451	-	91,451	96,925
Intangible fixed assets	16	1,350	-	1,350	-
		92,801	-	92,801	96,925
CURRENT ASSETS					
Debtors	17	166,634	-	166,634	195,668
Bank and cash	18	754,321	-	754,321	1,243,005
		920,955	-	920,955	1,438,673
CURRENT LIABILITIES					
Creditors	19	(303,017)	-	(303,017)	(556,253)
NET CURRENT ASSETS		617,938	-	617,938	882,420
TOTAL ASSETS LESS CURRENT LIABILITIES					
		710,739	-	710,739	979,345
FUNDS					
Unrestricted funds	21	709,761	-	709,761	971,833
Restricted funds	21 & 22	-	978	978	7,512
		709,761	978	710,739	979,345

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 5 September 2023 and were signed on its behalf by:



Clair de Groot
Chair of Trustees



Claire Hadley
Finance Director and Trustee

The notes on pages 22 to 33 form part of these financial statements

WEST MERCIA WOMEN'S AID
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
CASH FLOW FROM OPERATING ACTIVITIES:			
Cash generated from operations	23	(412,691)	679,200
NET CASH GENERATED BY/(USED IN) OPERATING ACTIVITIES		(412,691)	679,200
CASH FLOW FROM INVESTING ACTIVITIES:			
Interest received		3,697	216
Purchase of tangible fixed assets		(77,890)	(44,980)
Purchase on intangible fixed assets		(1,800)	-
NET CASH USED IN INVESTING ACTIVITIES		(75,993)	(44,764)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		(488,684)	634,436
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE REPORTING PERIOD		1,243,005	608,569
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		754,321	1,243,005

The notes on pages 22 to 33 form part of these financial statements

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', the Charities Act 2011 and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The trustees continue to adopt the going concern assumption as the basis of preparation of the charity's financial statements. In doing so, the trustees confirm they believe that no material uncertainties exist in the foreseeable future regarding the charity's ability to continue as a going concern. In forming this conclusion, the trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from the date of authorising these financial statements.

Income

All income is recognised when the charity has entitlement to the funds or is probable that the income will be received and the amount can be identified and measured reliably.

Income generated via legacies is recognised before receipt. The income is recognised once it has become probable and the value can be identified, this will usually be at point of confirmation that probate has been granted or when intention to distribute has been received.

Donated income is recognised upon receipt unless the charity has prior knowledge of the donation and is able to identify the amount reliably. West Mercia Women's Aid is supported by the involvement of several appreciated and passionate volunteers in addition to the board of trustees. Volunteer time is not recognised as donated income as per the Charities SORP (FRS 102).

Income received through contracts and grants is recognised from the point in which the charity has entitlement to the funds, contract/ grant conditions has been fully met or it is probable that the income will be received.

Interest receivable

The charity does not have any investments apart from bank deposit accounts. Interest is paid in relation to funds held in these accounts. Interest is recognised when received as up until this point it is not possible for the charity to identify and measure the income reliably. The interest received is highlighted through bank statement reconciliation.

Taxation

The charity is exempt from corporation tax on its charitable activities.

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2023

1 ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- > Costs of raising funds
- > Expenditure on charitable activities

Expenditure is accounted for on an accruals basis. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Allocation of support costs

Support costs are the cost of the functions that are essential to assist and support the work of the charity but do not directly undertake in the charitable activities. Support costs include salary cost for employees covering a range of back office costs including payroll, finance, human resources and governance. Non salary costs are also included again covering a range of expenditure for example rent, ICT, legal fees and audit cost.

The support costs have been allocated according to project location, where the function is shared across projects the costs have been allocated according to the number of direct hours per project.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the costs of the fixed assets, less their residual value, over their expected useful lives on the following basis:

Office equipment	25% straight line method
Furniture and fixtures	25% straight line method

Charity's policy to capitalise individual items over £500.

Pensions

The pension scheme offered to all employees is a defined contribution scheme with Royal London. The scheme is auto-enrolment compliant and West Mercia Women's Aid staged during 2015-16. The current contributions are 5% employee and 3% employer. The total employer's contribution of £50,802 and employee's contribution of £73,454 were paid in this financial year.

Leasing commitments

Rentals payable and receivable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

1 ACCOUNTING POLICIES (CONTINUED)

Fund accounting

The charity's funds are split into 3 categories, unrestricted, designated and restricted.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Debtors

Debtors include amounts owed to the charity for the provision of services, this includes amounts receivable relating to grants or contract funding. Debtors also include the amounts that the charity has paid in advance for goods or services they will receive past the year end date. All debtors are measured using their anticipated recoverable amounts.

Cash at bank and in hand

Cash at bank and in hand is primarily held to meet short term cash commitments as they fall due rather than for investment purposes. Currently the charity does not have any investment accounts.

Provisions and creditors

Provision for liabilities are made where the charity has a present obligation at the end of year date as a result of a past event that will probably result in the transfer of funds to a third party and the value due to settle the obligation can be measured or estimated reliably. The provision is recognised at the fairest settlement value.

Creditors include expenditure that has a legal or constructive obligation that commits the charity to make payment to a third party or it is probable that settlement will be required. This expenditure will relate to good or services provided in the past however the settlement has not taken place before the year end reporting date. Creditors also include any deferred income the charity has received for services not yet provided.

Critical accounting estimates and areas of judgement

Preparation of the financial statements has not required the Trustees to make significant judgements or estimates.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2023

2 DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Herefordshire Project Donations	7,303	-	7,303	343
Worcestershire Project Donations	7,302	-	7,302	8,150
Regional Project Donations	18,086	1,210	19,296	142,411
	32,691	1,210	33,901	150,904

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Refuge, support and advisory				
Herefordshire Projects	674,761	-	674,761	613,899
Gloucestershire Projects	34,293	-	34,293	92,329
IDVA Projects	1,105,295	-	1,105,295	832,632
Worcestershire Projects	886,396		886,396	667,589
Regional Projects	129,351	4,043	133,394	215,212
	2,830,096	4,043	2,834,139	2,421,661

4 OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Fundraising	1,147	-	1,147	-
	1,147	-	1,147	-

West Mercia Women's Aid do not have a trading subsidiary or a charity shop however do participate in fundraising events such as local stalls and the sale of domestic abuse related literature.

5 INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Unity Trust bank interest	3,697	-	3,697	216

6 EXPENDITURE ON RAISING FUNDS

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Fundraising expenditure	32	-	32	225

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2023

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct costs	Support costs	Total 2023	Total 2022
	£	£	£	£
Total project activities costs:				
Refuge, support and advisory	2,572,025	569,433	3,141,458	2,400,565

8 DIRECT COSTS

	Total 2023	Total 2022
	£	£
Project delivery:		
Staff costs	1,859,073	1,492,197
Other costs	712,952	468,620
	2,572,025	1,960,817

9 SUPPORT COSTS

	Total 2023	Total 2022
	£	£
Staff costs	215,338	179,210
Other staff costs	6,153	752
Rent	41,744	48,839
ICT costs	98,461	84,168
HR and recruitment	11,262	4,792
Health & safety	30	1,714
Subscriptions	5,871	10,230
Professional fees	27,197	4,118
Insurance	12,027	6,426
Telephone and mobile charges	25,135	36,942
Marketing costs	46,852	14,923
Depreciation	59,416	35,166
Other support costs	5,947	476
Governance costs (note 10)	14,000	11,992
	569,433	439,748

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2023

10 GOVERNANCE COSTS

	Total 2023 £	Total 2022 £
Audit and accountancy fees	12,049	11,025
Bank charges	659	816
Governance costs	853	151
Trustee travel & parking expenses	439	-
	14,000	11,992

11 STAFF COSTS

	Total 2023 £	Total 2022 £
Gross wages	1,856,687	1,511,660
National insurance costs	166,922	121,165
Pension costs	50,802	39,335
	2,074,411	1,672,159

The number of employees who received total employee benefits (excluding employer pension costs of more than £60,000 is as follows:

	2023 No.	2022 No.
£60,001 - £70,000	1	1
	1	1

Staff Numbers

	2023	2022
Average monthly head count	83	83
FTE	69.90	71.42

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2023****12 TRUSTEES' AND KEY MANAGEMENT REMUNERATION AND EXPENSES**

The trustees neither received nor waived any remuneration or any other benefits from employment during the year (2022: £Nil).

Trustee expenses	2023	2022
Travel expenses	439	-
Number of trustees	2	-
Key Management Personnel	2023	2022
	£	£
Gross wages	353,229	369,573
National insurance costs	71,817	36,288
Pension costs	10,246	10,068
	435,292	415,929

The Charity's key management personnel comprise the management team listed on page 1.

13 NET INCOME/(EXPENDITURE)

	Total	Total
	2023	2022
Net income/(expenditure) is stated after charging/(crediting):	£	£
Depreciation - owned assets	58,966	35,166
Amortisation - owned assets	450	-
Auditors remuneration	7,224	6,400
Auditors remuneration - non-audit work	4,825	4,625

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2023****14 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES - YEAR ENDED 31 MARCH 2022**

	Unrestricted funds £	Restricted funds £	Total 2022 £
INCOME FROM			
Donations and legacies	150,904	-	150,904
Charitable activities	2,340,551	81,110	2,421,661
Trading activities	-	-	-
Investments	216	-	216
Other activities	-	-	-
TOTAL INCOME	2,491,671	81,110	2,572,781
EXPENDITURE ON			
Raising funds	225	-	225
Charitable activities			
- Refuge, support and advisory	2,262,622	137,943	2,400,565
TOTAL EXPENDITURE	2,262,847	137,943	2,400,790
NET INCOME/(EXPENDITURE)	228,824	(56,833)	171,991
Transfers between funds	-	-	-
NET MOVEMENT IN FUNDS	228,824	(56,833)	171,991
FUNDS BROUGHT FORWARD	743,009	64,345	807,354
FUNDS CARRIED FORWARD	971,833	7,512	979,345

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2023

15 TANGIBLE FIXED ASSETS

	Office Equipment £	Furniture & Fittings £	Total £
COST			
At 1 April 2022	133,926	106,738	240,664
Additions	37,578	40,312	77,890
Disposals	(21,865)	(5,830)	(27,695)
Impairment	(7,868)	(16,530)	(24,398)
At 31 March 2023	<u>141,771</u>	<u>124,690</u>	<u>266,461</u>
DEPRECIATION			
At 1 April 2022	84,263	59,476	143,739
Charge for the year	23,871	35,095	58,966
Disposals	(21,865)	(5,830)	(27,695)
At 31 March 2023	<u>86,269</u>	<u>88,741</u>	<u>175,010</u>
NET BOOK VALUE			
At 31 March 2023	<u>55,502</u>	<u>35,949</u>	<u>91,451</u>
At 31 March 2022	<u>49,663</u>	<u>47,262</u>	<u>96,925</u>

16 INTANGIBLE FIXED ASSETS

	Website £	Total £
COST		
At 1 April 2022	-	-
Additions	1,800	1,800
At 31 March 2023	<u>1,800</u>	<u>1,800</u>
AMORTISATION		
At 1 April 2022	-	-
Charge for the year	450	450
At 31 March 2023	<u>450</u>	<u>450</u>
NET BOOK VALUE		
At 31 March 2023	<u>1,350</u>	<u>1,350</u>
At 31 March 2022	<u>-</u>	<u>-</u>

17 DEBTORS

	2023 £	2022 £
Grants and other income receivable	154,636	183,102
Rents receivable	35	-
Prepayments	11,963	12,566
	<u>166,634</u>	<u>195,668</u>

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2023****18 BANK AND CASH**

	2023	2022
	£	£
Current account	393,278	885,659
Deposit account	361,043	357,346
	<u>754,321</u>	<u>1,243,005</u>

19 CREDITORS

	2023	2022
	£	£
Suppliers payable	139,687	85,598
Accruals	15,685	72,936
Deferred income	98,420	337,768
Taxation, social security and pensions	49,225	59,951
	<u>303,017</u>	<u>556,253</u>
Deferred income:		
At 1 April	337,768	64,379
Provided during the year	37,039	320,700
Released during the year	(276,387)	(47,311)
At 31 March	<u>98,420</u>	<u>337,768</u>

Deferred income relates to grant received in advance of service delivery. Where performance related conditions have not been fulfilled as at the year end, amounts are deferred to future periods.

20 LEASING AGREEMENTS

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

	2023	2022
	£	£
Within one year	1,040	2,917
Between one and five years	2,340	-
	<u>3,380</u>	<u>2,917</u>

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2023

21 FUNDS

	2023	2022
	£	£
Unrestricted - general	359,761	321,833
Unrestricted - contingency fund	350,000	650,000
Total unrestricted funds	709,761	971,833
Restricted funds	978	7,512
	710,739	979,345

22 RESTRICTED FUNDS

	Balance b/f £	Incoming resources £	Resources expended £	Transfers £	Balance c/f £
Circle Funds	6,412		(6,412)		-
IDVA Drive Hereford	1,100	-	(1,100)	-	-
CYP	-	1,210	(232)	-	978
HAF		4,043	(4,043)	-	-
Total	7,512	5,253	(11,787)	-	978

Purpose of restricted funds

Circle Funds

To provide financial support through grants to victims of economic abuse and to help survivors move forward and promote recovery and resilience.

IDVA Drive Hereford

Provide support to victims associated with Drive cases.

CYP

Donation for sources for Children and Young People's Team

Holiday activities and food programme (HAF)

Grant Funding from Department for Education to provide free places at Summer Holiday Clubs for eligible children in Worcestershire

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2023

23 RELATED PARTY TRANSACTIONS

There were no related party transactions other than those disclosed in Note 12.

24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net income/(expenditure) for the year	(268,606)	171,991
Depreciation	59,416	35,166
Impairment charge	24,398	-
Interest income	(3,697)	(216)
Decrease in debtors	29,034	9,293
(Decrease)/ increase in creditors	(253,236)	462,966
	<u>(412,691)</u>	<u>679,200</u>

25 COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up during the time that he or she is a member or within one year afterwards for payment of debts and liabilities of the company contracted before he or she ceases to be a member, and of the costs, charges and expense of winding up the same and for the adjustment of the rights of contributors amongst themselves, such amount as may be required not exceeding, in the case of any member, the sum of £10.

26 CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2023, nor at 31 March 2022.

27 ULTIMATE CONTROLLING PARTY

The charitable company is under the control of its board of trustees.

Accounts



ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 MARCH 2022

REGISTERED COMPANY NUMBER: 3837084 (England and Wales)
REGISTERED CHARITY NUMBER: 1078496

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2022

	Page
Reference and Administrative Information	1
Chair's Summary	2 to 3
Report of the Trustees	4 to 16
Report of the Independent Auditors	17 to 19
Statement of Financial Activities	20
Balance Sheet	21
Statement of Cash Flows	22
Notes to the Financial Statements	23 to 34

WEST MERCIA WOMEN'S AID**REFERENCE AND ADMINISTRATIVE INFORMATION****YEAR ENDED 31 MARCH 2022**

Trustees	N Griffiths (Chair) V Barraclough C Chima-Okereke C Dover R Dugdale S Gorbing R Neilson L Pedrick H Smith A Dover J Sawyer C De Groot C Hadley J Sawyer K Welsh
Key management personnel	S Coleman (Chief Executive Officer) T Ashton-Jones H Richardson J Midgley C Ovel C Panniers (resigned 22/12/21) S Hanne (resigned 16/09/21) B Creek (appointed 18/10/21, resigned 4/03/22) J Smith (appointed 20/09/21, resigned 15/02/22) O Kovacs (appointed 11/02/22) L Peplow R Twydell (contract ended 31/03/22)
Registered office	Berrows Business Centre Bath Street Hereford HR1 2HE
Registered charity number	1078496
Auditors	Haines Watts Birmingham LLP 5-6 Greenfield Crescent Edgbaston Birmingham B15 3BE
Bankers	Unity Trust Bank plc Nine Brindley Place Birmingham B1 2HB

WEST MERCIA WOMEN'S AID

CHAIR'S SUMMARY

YEAR ENDED 31 MARCH 2022

It is with much sadness that I write my final Chair's introduction for our annual report 2021/22. My 9-year tenure with West Mercia Women's Aid is nearing its end and in the spirit of good governance, I shall be retiring in November 2022. I have been tremendously proud to have been a part of this wonderful organisation; first as a trustee and then chairing the Governance and Risk Committee and latterly as its Chair. I have seen first-hand the sheer hard work and dedication of all the staff, volunteers and my fellow trustees in the face of what continues to be challenging times in terms of funding; but also the never-ending presence of domestic abuse and the devastating impact it has on the lives of all affected by it.

The past twelve months have seen us continue to deliver our services against the backdrop of the pandemic and many challenges remained. The health of staff and clients was a priority. We are grateful to our partners in our local authorities and the health service for their help and support in terms of advice, and of access to tests and vaccinations. I would like to personally thank our staff for continuing to deliver during a time of challenge and uncertainty.

Hybrid working is now the norm for all those staff whose role does not involve the management of our refuge accommodation. As a consequence, we have made savings in office rent and overheads. We hope that the time saved in terms of commuting to work means that our staff can have a better work-life balance.

In April 2021, the Domestic Abuse Act was finally passed. This saw additional funding for local authorities with a strong focus on safe accommodation. Local authorities in West Mercia all undertook needs assessments as required and WMWA was called upon to contribute to each of these from our own data sets. There was the creation of Domestic Abuse Partnership Boards in each local authority creating new opportunities for the views of survivor-led specialist organisations like WMWA to have a voice where strategies are designed to address domestic abuse.

The Domestic Abuse Act enshrined in legislation a gender-neutral definition of domestic abuse. Yet paradoxically 2021 was marked as a year when violence and abuse against women and girls was front and centre in the news – if only temporarily. The murders of Sarah Everard, Sabina Nessa, and sisters Bibaa Henry and Nicole Smallman shone a light on the issue and offered a brief opportunity to remind an outraged public that in 2020 some 110 women were killed by men in the UK – and this was not an atypical year. Of these, only 9 women were killed by a man who was not known to them (a 'stranger'). 57 were killed by current or former partners. These murders also prompted the question – 'what are men doing about violence against women?' There was a challenge to the common assumption that it was for women to make sure that they kept themselves safe – rather than for men to own the responsibility for male violence and victimisation. A year on, and the headlines have changed but that question remains.

In the meantime, in 2022 we at West Mercia Women's Aid marked the 40th anniversary of the 'women's aid' movement in West Mercia. As in so many places across the country, it was a group of women who could no longer tolerate the injustice of domestic abuse – from their own experience, or that of their sisters, mothers, friends and neighbours – who challenged local public services to recognise the issue and do something about it. Services have come a long way over those 40 years and much has changed yet sadly, demand for help has not.

WEST MERCIA WOMEN'S AID

CHAIR'S SUMMARY

YEAR ENDED 31 MARCH 2022

But the reality is that domestic abuse still blights the lives of far too many women and children across the world, in this country – and here in West Mercia. And the voice of those who would – by the very nature of that abuse – be isolated, hidden from view, silenced – must still be heard. Our work continues and I will be ever watching the tireless efforts made by our dedicated staff albeit soon from the side lines. Finally, I would like to thank our Chief Executive, Sue Coleman, for her effortless leadership and devotion to our work and for her personal support and friendship to me throughout my time with WMWA; and to also wish our new Chair, Clair de Groot, every success in her new role in which I know she will excel. Thanks also to our Vice-Chair, Sue Gorbing who is also retiring having reached her 9-year term of office. Sue will be leaving her role in the very capable hands of Vivian Barraclough.



Nikki Griffiths
Chair of Trustees

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

The trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report and the financial statements for the year ended 31 March 2022. In preparing the annual report and financial statements of the charity the trustees have adopted the requirements of the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effected 1 January 2019. The financial statements also comply with the Charities Act 2011 and the Companies Act 2006.

Structure, governance and management

The charity is constituted as a company limited by guarantee, and is therefore governed by the articles of association.

The trustees/directors shown below have held office during the period and up to the date of signing this report.

N Griffiths (Chair)	
V Barraclough	
C Chima-Okereke	
C Dover	
R Dugdale	
S Gorbing	
C Humphreys	(resigned 30/11/2021)
R Neilson	
L Pedrick	
J Jones	(resigned 08/05/2022)
H Smith	
A Dover	
J Sawyer	(appointed 31/03/2022)
C De Groot	(appointed 31/03/2022)
C Hadley	(appointed 31/03/2022)
J Sawyer	(appointed 31/03/2022)
K Welsh	(appointed 20/07/2022)

Trustees are appointed in accordance with West Mercia Women's Aid (WMWA) 'Trustees and Board Handbook', which includes procedure for elections and co-options. Responses to advertisements for trustees and/or individual expressions of interest are forwarded to the Clerk to the Board, who sends the applicant information about the organisation and an application form. Two references are taken on applicants together with a DBS check. Applicants are interviewed by two Trustees and assessed against the Trustee role description. The applicant also attends the next board meeting as an observer. The Board of trustees makes a decision at the end of its Board meeting. Induction for new trustees takes place over the first 12 months following their appointment. There is a full induction and training programme for new trustees.

The board of trustees governs the charity and aims for 14 members. The board meets quarterly and is quorate with 3 members. Committee meetings also take place quarterly, covering employment, governance & risk, finance and health and safety. Committees are working groups and relevant staff are invited to attend. Day to day responsibility for running the charity is executed by a team of paid staff, led by the Chief Executive. The Chief Executive has delegated authority, approved by the trustees and detailed in the 'Financial Controls, Risk Assessment and Business Planning' policy, for operational matters including finance, employment and service delivery activities.

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Structure, governance and management (*continued*)

The Board of Trustees has adopted the Good Governance Code and is working toward meeting all standards. WMWA evaluates its board performance every three years by conducting a Board Performance Survey and holding a trustee only session after every board meeting for trustees to discuss its performance and effectiveness.

WMWA maintains a Risk Register which is reviewed every 6 months at its governance and risk committee and yearly by the full Board of Trustees. WMWA also conducts a 'deep dive' review of the identified risks. Risks are scored against likelihood and impact.

In relation to financial management, WMWA trustees believe that maintaining reserves at a sufficient level to ensure business continuation and delivery of current services, combined with an annual review of the potential sources of funding and the controls over the key financial systems will provide sufficient reserves in the event of adverse conditions.

WMWA is an autonomous member of the Women's Aid Federation of England (WAFE), the national domestic abuse charity that supports the England-wide network of over 500 local projects. WAFE has a campaigning role, providing an 'expert view' to government on laws, policy and practice affecting abused women and children. It provides vital briefings, information, training and resources to its members, but has no impact on governance or operating policies, including those of WMWA.

Staff & Trustee Remuneration

Remuneration is the compensation an individual receives in exchange for work or services performed. Typically, this consists of monetary rewards in the form of a wage or salary.

WMWA trustees are volunteers and do not receive any remuneration or receive any other benefits from employment with the charity or a related entity. Expenses incurred in fulfilling their duties are not deemed remuneration and are fully reimbursed by the charity.

WMWA Trustees acknowledge that the proper functioning of the charity requires a variety of staffed roles. It is the trustees' intention that all remuneration levels are set fairly across all roles and that pay thresholds for each post are set after researching posts with similar requirements within the public and third sector. The remuneration of staff will be reviewed annually by the Board of Trustees.

All staff members, regardless of their position within the organisation, receive the same percentage of employer's pension contribution.

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Objectives and Activities

WMWA adopted new articles of association which were approved on the 12th November 2019. The new articles of association brought the charity into line with the provisions of the Companies Act 2006, and expanded the charity's objects to reflect its current operational activity. The objects and principal activity are:

- (a) relieve the distress and increase the safety of women and children that have experienced or are exposed to domestic abuse by the provision of specialist support, advice, temporary accommodation, grants of money, items, facilities and any other services or activities that may relieve their circumstances;
- (b) relieve the distress and increase the safety of anyone who has experienced or is exposed to domestic abuse, on the basis that such activities ultimately benefit women and children by improved understanding and the reduction of domestic violence;
- (c) work in partnership with third sector, statutory and other relevant agencies to promote and facilitate effective responses to domestic abuse; and
- (d) inform and educate agencies, organisations and the general public through talks, training and publicity about the causes, effects and prevention of domestic abuse and about the services provided by the Charity and to undertake or contribute to research into such matters.

Public Benefit

The Trustees confirm that they have had regard to the Charity Commission's guidance on public benefit, and that its significant activities described below, undertaken to further the organisation's charitable purpose, contribute to the public benefit.

WMWA aims to work strategically with other agencies in order to:

- Improve responses to domestic abuse
- Increase perpetrator accountability
- Take preventative action to reduce tolerance of the effects of domestic abuse

WMWA strives to provide comprehensive services to women and children affected by domestic abuse throughout the counties of Herefordshire, Worcestershire, Gloucestershire and Shropshire in order to meet their immediate needs and empower them towards a safer future.

WMWA aims to review and, when necessary, update and revise systems, structures and policies, in order to support the delivery of high quality and sustainable services, both preventative and responsive.

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Achievements and Performance

Introduction by CEO

This year has brought with it both challenges and opportunities, with the continued impact of the COVID-19 pandemic and the passing of the Domestic Abuse Act being the two most significant events with a direct impact on WMWA as an organisation. The effects of both have been profound in terms of need and demand for our services, and in the passing of the first ever piece of legislation that seeks to define what those services should provide. It is fair to say that the full implications of both for the way in which support is provided for those with experience of domestic abuse, will shape the way that WMWA works for some time to come.

Sue Coleman

Chief Executive Officer

ACHIEVEMENTS IN 2021/22, IN LINE WITH THE PRIORITIES IN THE WMWA STRATEGIC PLAN 2019 - 2024.

Securing the Sustainability of West Mercia Women's Aid

In 2021/22 we continued to maximise all appropriate opportunities to increase the resources available to WMWA during the year. This was necessary to meet the continued challenges presented by the COVID-19 pandemic, and to enhance our service offer and further develop to better meet the needs of those experiencing / recovering from domestic abuse.

To enhance our capacity to deliver domestic abuse services, WMWA prioritised the following:

Successfully secured further funding for developmental projects from a range of sources to reduce over-reliance on local public sector contracts to meet the costs of delivering services.

Continued to re-direct energy and financial resources to enable us to deliver effective services whilst working remotely during pandemic restrictions, and subsequently down-sizing our office accommodation on a permanent basis by introducing hybrid working for a majority of staff. This has generated financial efficiencies for WMWA, whilst also making better use of staff time and resources with the reduction in travelling.

Reviewing and expanding our business support capacity – including a strong focus on staff recruitment, training and support. This has enabled WMWA to continue to grow in size and to develop a wider range of specialist domestic abuse services.

Secured additional funding enabling us to re-energise the recruitment, induction and training of volunteers to work alongside staff in delivering much-needed support. About 40% of volunteers are themselves survivors, and bring with them their understanding of the impact of domestic abuse, their resilience and optimism, and their many and varied life-skills for sharing with our clients.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2022

Achievements and Performance (continued)

Sustaining and further developing high quality Domestic Abuse Specialist Services
In 2021/22 we:

Worked to ensure a secure future for refuges, and sufficient services to meet local need for support for those that have experienced domestic abuse.

We continued to provide safe refuge accommodation for women and children fleeing domestic abuse, and expanded our satellite accommodation in both Herefordshire and Worcestershire. We provided shelter for a total of 96 women and 176 children.

Opened a further refuge space as an annexe to our main refuge in Wyre Forest. This provided much-needed additional capacity and made it possible to completely re-furbish the main refuge without losing our ability to accommodate women and children when needed.

Positive outcomes were recorded for 91% of women who used refuge during the period. Service users and practitioners agree that improvement has been achieved in the following outcome areas:

- Personal safety
- Health and well-being
- Stability and resilience
- Resourcefulness to parent

When COVID restrictions made it impossible to convene face-to-face Recovery Pathway groups, we found ways to deliver these online to smaller groups of women in Herefordshire and in Worcestershire (with partners Rooftop Housing Association). We were pleasantly surprised by how positive the participants were about this approach, and have continued to offer online groups as part of a more flexible offer even when social contact is no longer restricted.

Further developed the capacity of WMWA to work effectively with those whose needs are multiple and complex.

Maintained our strong working arrangements with the NHS through continued – virtual and face-to-face – engagement with staff in hospitals across the region.

Enhanced our services in Worcestershire with the development of therapeutic support for adults and children. This initiative was made possible by the provision of placement opportunities for experienced and skilled counselling students in the latter part of their specialist training, and women living in refuge and safe satellite accommodation were able to access 1:1 counselling for the first time.

Continued to work closely with colleagues providing services for those who need support with substance misuse, or whose mental health is poor – even when COVID restrictions made face-to-face delivery and planning extremely challenging.

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Achievements and Performance (continued)

Strengthened the focus on meeting the needs of diverse and vulnerable groups and communities

Appointed specialist IDVAs and community-based staff to work pro-actively in engaging with those whose communities are under-represented in the profile of WMWA clients. Listening and learning about how best to promote inclusion in our services.

Prioritised the availability and quality of our 24/7 Helpline, and of Live Chat on our website – for those who could not safely talk on the telephone.

Continued to provide safe refuge accommodation for women with No Recourse to Public Funds – drawing on funding support from West Mercia Police and Crime Commissioner, and working closely with local authority children's services to ensure that the most vulnerable are able to remain safe. This was particularly important for women fleeing during the pandemic, when those trapped in abusive relationships have felt even more afraid for their safety and that of their children.

Extended our work with men who have been the victim of domestic abuse with the establishment of a project to support victims in Herefordshire, and a dedicated Men's Domestic Abuse Helpline across the region.

Provided expert support services for high risk victims

Provided support to 978 people assessed at high risk of significant harm or homicide, through the work of the WMWA IDVA Service.

Provided ongoing support to 230 women partners of perpetrators that have been identified for the DRIVE Perpetrator programme in Worcestershire and Herefordshire.

Further developed our work to support those needing protective orders from the Court who are unable to access legal assistance. The numbers of women victims obtaining 'DIY' Non-Molestation Orders continues to rise.

Maintained a continuous focus on addressing the impact of domestic abuse upon children and young people

Funding from the Ministry of Justice awarded through the West Mercia Police and Crime Commissioner enabled WMWA to establish a team of IDVAs to work with young people. Building on learning from the work of our Gloucestershire STREET Team, WMWA now provides specific support to young people at risk of harm and/or poor outcomes as a consequence of their experience of living with domestic abuse at home, or because they have been the victim of abuse in their own intimate partner relationships.

Employed children's specialists to work with those children and young people living with their mothers in refuge and safe satellite accommodation.

Developed therapeutic services for children and young people in Worcestershire, with the inclusion of Play Therapy for young children in both Worcestershire and Herefordshire.

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Achievements and Performance (continued)

Promoted the view that domestic abuse is everyone's business, through effective partnership working

Partnered with West Mercia Rape and Sexual Assault Support Centre (WMRSASC) in delivering of 'Safer Streets' – a programme for young people in schools that raises awareness of violence against women, promotes respect and an appropriate understanding of 'consent'.

Further developed resources for use in a range of settings to raise awareness of domestic abuse and our services. This included a project initiated by a Soroptimist group in Shropshire to equip driving instructors with the information needed to share with clients when in the privacy of a driving lesson.

Supported the development of a strong and diverse cohort of 'trusted professionals' through the provision of training and consultancy to partner agencies

Created the role of Training and Participation Officer to develop an offer of training and consultancy to local agencies and businesses. Our training products are informed directly by the experience of survivors and delivery includes input by WMWA front-line practitioners with specific knowledge and expertise.

Worked with Chambers of Commerce in the region to raise awareness amongst employers of domestic abuse, and to offer advice in ways in which they can support their employees.

Developed, tested and shared the learning from outcome-focussed innovation in both preventing and tackling domestic abuse

Continued to use our data dashboard to monitor changes in demand against a timeline of milestones in COVID-19 restriction. This enabled us to see how demand was influenced by the progress of the pandemic and the measures taken to tackle it's spread.

Developed an internal-facing Continuous Improvement Plan to enable the organisation to focus on improvement in the quality of our services. As a consequence of the innovations driven by the plan, the timeliness for first contact with women referred to WMWA has improved.

Worked in partnership with other violence against women and girls (VAWG) providers and key stakeholder agencies that share WMWA objectives and values

Commissioned counselling support from West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) in Worcestershire and from The CLD Trust in Herefordshire: this made it possible to offer counselling to children, young people and adults to aid their recovery.

Initiated the setting up of Domestic Abuse Partnership meetings (DAPs) with district housing officers in Worcestershire. DAPs meet regularly to agree the work needed to support those who have approached local housing offices for accommodation where they are fleeing domestic abuse: referrals are made to WMWA for specialist support and in turn, the housing needs of those in refuge and WMWA satellite accommodation are reviewed and progressed through direct discussion with the districts.

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Achievements and Performance (continued)

Continued to support WMRSASC in the delivery of The Branch Project, which works with young people in schools to raise awareness of the dangers of Child Sexual Exploitation (CSE). WMWA practitioners have been trained by WMRSASC and work alongside their practitioners to deliver the sessions, and the knowledge gained from this work has enhanced our own understanding of the risks for children who are isolated and vulnerable.

Prevention - educate society and speak out against domestic abuse and violence against women and girls.

In 2021/22 we:

Prioritised early intervention and prevention with young people (as highlighted in the national VAWG strategy)

Continued to test out our approach to supporting young people through the work of our STREET team based in Gloucestershire. STREET worked closely with local schools and colleges in both supporting young people who were adversely affected by domestic abuse, and challenging those whose coercive behaviour was the cause for concern. This work has now been re-commissioned for delivery by Victim Support Gloucestershire.

Continued our partnership with the Rural Media Company to produce social marketing resources that raise awareness of domestic abuse and encourage members of the public to report concerns appropriately.

Build the capacity in local communities to challenge domestic abuse and provide support and signposting to those experiencing domestic abuse

Worked closely with Worcester Community Trust (WCT) in the development of improved support for those in temporary accommodation in Worcestershire. WCT's network of Community Champions was a key strand of this work.

Engaged with almost 100 survivors of domestic abuse in Herefordshire, enabling them to comment upon the local domestic abuse strategy and to share their views on what they feel is needed to tackle domestic abuse at a local level.

Used local and national media – including social media - to raise awareness of the prevalence and impact of domestic abuse, and of the availability of local services

Continued to use our social media platforms to engage with individuals and communities. In November 2021 the recorded 'reach' for our Facebook page (that is the number of people who had viewed the content) increased by 228% from that of the previous year – meaning that our posts had been read by 133,056 people. Used the 40th anniversary of West Mercia Women's Aid in 2022 as an opportunity to raise awareness of our services and of the prevalence and impact of domestic abuse across the region.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2022

Fundraising

Grants

In 2021/22 the fundraising activities against objectives delivered the following main outcomes:

- Funding from NatWest Bank and SafeLives enabled us to offer direct grants to service users to meet urgent need.
- Additional safe house properties in Hereford were furnished with support from Connexus Community Fund.
- Therapeutic counselling, befriending and coaching has been developed for service users - made possible by generous funding from both Barclays Bank and the Fred Bulmer Trust
- WMWA's Helpline was supported by the Edward Cadbury Trust and Herefordshire Community Foundation. A grant was awarded through the West Mercia Police and Crime Commissioner to add a Men's Domestic Abuse Helpline to our Helpline services.
- A grant from Herefordshire Community Safety Partnership enabled WMWA to focus on developing capacity to better meet the need of older victims of domestic abuse.

Local Community

West Mercia Women's Aid continued to benefit from the generosity of individuals in particular, and businesses in the local community. Our Community Fundraiser had fewer fundraising activities to support, focussing instead on raising the profile of the work of the organisation. We follow the financial procedures for fundraising that are included in our finance policy to monitor fundraising income and ensure it is kept secure. We do not send unsolicited mail to individual members of the public and have received no complaints about fundraising activity on our behalf. We do not formally subscribe to any voluntary fundraising scheme or standards, although we are committed to the promotion of the highest possible standards and professional approach.

Financial Review

WMWA has delivered a net surplus of £171,991 (2021: £125,461). This breaks down to a net surplus of £228,824 (2021: £74,063) on unrestricted funds and a net deficit of £56,833 (2021: net surplus £51,397) on restricted funds.

WMWA has been able to acquire additional funding from the Government through the Police and Crime Commissioner. This has contributed to the further development of the IDVA Service, and to our support for the victim-partners of those perpetrators of abuse who re engaged in behaviour-change programmes such as DRIVE.

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Financial Review (continued)

In addition to the extra funding and donations received, the stronger financial position has also been supported by savings made on staff expenses due to remote working and improved budgetary controls across the business. Hybrid working has made it possible to vacate one office location in order to deliver additional savings that can be directed towards service delivery.

The additional unrestricted funds generated during 2021/22 are in part due to timing of receipt of the funds and the lead in time for mobilising much needed additional support and services. They will however enable WMWA to continue to deliver additional services during 2022/23.

Our organisation strives for and has delivered a much stronger financial position than in previous financial years with an increased level of reserves aligned to the growth of the organisation.

Reserves Policy

A charity's free reserves are its general unrestricted funds (excluding any element represented by fixed assets) less any funds which have been designated for specific future projects by the Trustees. WMWA has set a target level for its free reserves to be between 3 and 6 months of annual expenditure. The amount held in free reserves at 31 March 2022 was £874,908 which would cover just under 4.4 months of expenditure.

The Trustees consider it appropriate to seek to maintain a level of reserves in line with this policy to help:

- meet the working capital requirements of the charity;
- act as contingency for any unforeseen day to day operational expenses outside of the agreed annual budget;
- match fund for any agreed contracts that are not running at full cost recovery;
- fund additional projects not funded through grants or contracts that meet West Mercia Women's Aid's charitable aims and objectives;
- provide short term continuation funding for contracts coming to an end where the assumption is that other funding is probable; and
- provide for the risk of unforeseen emergencies, e.g. to meet immediate staffing costs, possible redundancy, committed costs, and close of organisation, should major contracts not be renewed.

Investment Policy

WMWA receives funding throughout the year from a variety of sources and most of the funding is expendable within a twelve-month period. Ease of access to liquid funds is necessary to maintain cash flow and therefore the Board of Trustees does not consider long term investments to be appropriate. Surplus funds are currently placed on deposit in accordance with the Charity Commission's Guidance on Investment.

WEST MERCIA WOMEN'S AID

REPORT OF THE TRUSTEES

YEAR ENDED 31 MARCH 2022

Plans for Future Periods

The Board continue to drive the work of the organisation in line with the priorities in the 2019 – 24 Strategic Plan, whilst responding to challenges and opportunities which could not have been anticipated when it was approved. The COVID pandemic and the Domestic Abuse Act 2021 have both had a substantial and lasting impact on both our service users and our organisation, and WMWA works hard to maintain the agility needed to be able to respond to change.

During the forthcoming year the Board intends to:

- Maintain and improve existing specialist services, making sure that we do all we can to engage with those in need living across the whole region, including those in locations where access to transport and services is limited.
- Expand work to improve the understanding of domestic abuse, through the use of remote, as well as face-to-face training and information-giving, for partners, employers and communities.
- Increase income generation to the organisation from sources of non-statutory funding to support the development of new projects and to underpin core work.
- Continue to find ways for the voice of those who have personal experience of domestic abuse to be heard and to influence the development of legislation, education and service development.
- Initiate and participate in both strategic and operational partnership work which informs effective responses to domestic abuse.
- Initiate and/or support appropriate local and national campaigns that coincide with our ethos and values.
- Promote and enhance our work with children and young people impacted upon by domestic abuse.
- Continue to invest in the skills and knowledge of our staff and volunteers.

Going concern

During the 2021/22 financial year and the duration of the preparation of these financial statements, the organisation, alongside the rest of the UK, has been assessing the impact of the Covid-19 pandemic and considering the implications for the longer term.

Despite the impact of the pandemic, after making enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue its operational activities for the foreseeable future, being a period of twelve months after the date on which the report and financial statements were signed. For this reason, it continues to adopt the going concern basis in the financial statements.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2022

Directors and Trustees

All the directors of the company are also trustees of the charity, and there are no other trustees.

Trustees Responsibilities

The trustees (who are also directors of West Mercia Women's Aid for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's Statement Of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the auditors

In so far as the trustees are aware:

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

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2022

Auditors

The auditors, Haines Watts Birmingham LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

This report was approved by the board of trustees on 27 September 2022 and signed on its behalf by:



Nikki Griffiths
Chair of Trustees



Carol Dover
Finance Director and Trustee

WEST MERCIA WOMEN'S AID
REPORT OF THE INDEPENDENT AUDITORS
YEAR ENDED 31 MARCH 2022

Opinion

We have audited the financial statements of West Mercia Women's Aid (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; 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 we do not express any form of assurance conclusion thereon.

WEST MERCIA WOMEN'S AID
REPORT OF THE INDEPENDENT AUDITORS
YEAR ENDED 31 MARCH 2022

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, 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.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

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.

WEST MERCIA WOMEN'S AID
REPORT OF THE INDEPENDENT AUDITORS
YEAR ENDED 31 MARCH 2022

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:

We obtained an understanding of the legal and regulatory framework applicable to both the charitable company itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, the Charities Act 2011 and the Charities SORP (FRS102).

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the design effectiveness of the controls in place to prevent and detect fraud;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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 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.



Nichola Venables (Senior Statutory Auditor)
for and on behalf of Haines Watts Birmingham LLP
5-6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

05 October 2022

WEST MERCIA WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2022

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
INCOME FROM					
Donations and legacies	2	150,904	-	150,904	66,270
Charitable activities	3	2,340,551	81,110	2,421,661	2,175,125
Trading activities	4	-	-	-	-
Investments	5	216	-	216	356
TOTAL INCOME		2,491,671	81,110	2,572,781	2,241,751
EXPENDITURE ON					
Raising funds	6	225	-	225	226
Charitable activities					
- Refuge, support and advisory	7	2,262,622	137,943	2,400,565	2,116,064
TOTAL EXPENDITURE		2,262,847	137,943	2,400,790	2,116,290
NET INCOME/(EXPENDITURE)		228,824	(56,833)	171,991	125,461
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		228,824	(56,833)	171,991	125,461
FUNDS BROUGHT FORWARD	20	743,009	64,345	807,354	681,893
FUNDS CARRIED FORWARD	20	971,833	7,512	979,345	807,354

Continuing operations

All income and expenditure has arisen from continuing activities.

The notes on pages 23 to 34 form part of these financial statements

WEST MERCIA WOMEN'S AID

BALANCE SHEET

YEAR ENDED 31 MARCH 2022

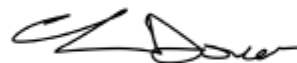
	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
FIXED ASSETS					
Tangible fixed assets	15	96,925	-	96,925	87,112
CURRENT ASSETS					
Debtors	16	195,668	-	195,668	204,961
Bank and cash	17	1,236,593	6,412	1,243,005	608,569
		1,432,261	6,412	1,438,673	813,530
CURRENT LIABILITIES					
Creditors	18	(556,253)	-	(556,253)	(93,288)
NET CURRENT ASSETS					
		876,008	6,412	882,420	720,242
TOTAL ASSETS LESS CURRENT LIABILITIES					
		972,933	6,412	979,345	807,354
FUNDS					
Unrestricted funds	20	971,833	-	971,833	743,009
Restricted funds	20 & 21	-	7,512	7,512	64,345
		971,833	7,512	979,345	807,354

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 27 September 2022 and were signed on its behalf by:



Nikki Griffiths
Chair of Trustees



Carol Dover
Finance Director and Trustee

The notes on pages 23 to 34 form part of these financial statements

WEST MERCIA WOMEN'S AID
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
CASH FLOW FROM OPERATING ACTIVITIES:			
Cash generated from operations	23	679,200	(94,350)
NET CASH GENERATED BY/(USED IN) OPERATING ACTIVITIES		679,200	(94,350)
CASH FLOW FROM INVESTING ACTIVITIES:			
Interest received		216	356
Purchase of tangible fixed assets		(44,980)	(54,386)
NET CASH USED IN INVESTING ACTIVITIES		(44,764)	(54,030)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		634,436	(148,380)
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE REPORTING PERIOD		608,569	756,949
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		1,243,005	608,569

The notes on pages 23 to 34 form part of these financial statements

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', the Charities Act 2011 and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The trustees continue to adopt the going concern assumption as the basis of preparation of the charity's financial statements. In doing so, the trustees confirm they believe that no material uncertainties exist in the foreseeable future regarding the charity's ability to continue as a going concern. In forming this conclusion, the trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from the date of authorising these financial statements.

In response to the ongoing impact of the COVID-19 pandemic, the trustees have further considered their projections to take into account possible scenarios, alongside the measures that they can take to mitigate the impact. Based on these assessments, together with the current resources available, the trustees have concluded that they can continue to adopt the going concern basis in preparing the financial statements.

Income

All income is recognised when the charity has entitlement to the funds or is probable that the income will be received and the amount can be identified and measured reliably.

Income generated via legacies is recognised before receipt. The income is recognised once it has become probable and the value can be identified, this will usually be at point of confirmation that probate has been granted or when intention to distribute has been received.

Donated income is recognised upon receipt unless the charity has prior knowledge of the donation and is able to identify the amount reliably. West Mercia Women's Aid is supported by the involvement of several appreciated and passionate volunteers in addition to the board of trustees. Volunteer time is not recognised as donated income as per the Charities SORP (FRS 102).

Income received through contracts and grants is recognised from the point in which the charity has entitlement to the funds, contract/ grant conditions has been fully met or it is probable that the income will be received.

Interest receivable

The charity does not have any investments apart from bank deposit accounts. Interest is paid in relation to funds held in these accounts. Interest is recognised when received as up until this point it is not possible for the charity to identify and measure the income reliably. The interest received is highlighted through bank statement reconciliation.

1 ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- > Costs of raising funds
- > Expenditure on charitable activities

Expenditure is accounted for on an accruals basis. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Allocation of support costs

Support costs are the cost of the functions that are essential to assist and support the work of the charity but do not directly undertake in the charitable activities. Support costs include salary cost for employees covering a range of back office costs including payroll, finance, human resources and governance. Non salary costs are also included again covering a range of expenditure for example rent, ICT, legal fees and audit cost.

The support costs have been allocated according to project location, where the function is shared across projects the costs have been allocated according to the number of direct hours per project.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the costs of the fixed assets, less their residual value, over their expected useful lives on the following basis:

Office equipment	25% straight line method
Furniture and fixtures	25% straight line method

Charity's policy to capitalise individual items over £500.

Pensions

The pension scheme offered to all employees is a defined contribution scheme with Royal London. The scheme is auto-enrolment compliant and West Mercia Women's Aid staged during 2015-16. The current contributions are 5% employee and 3% employer. The total employer's contribution of £39,335 and employee's contribution of £34,579 were paid in this financial year.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Leasing commitments

Rentals payable and receivable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

1 ACCOUNTING POLICIES (CONTINUED)**Fund accounting**

The charity's funds are split into 3 categories, unrestricted, designated and restricted.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Debtors

Debtors include amounts owed to the charity for the provision of services, this includes amounts receivable relating to grants or contract funding. Debtors also include the amounts that the charity has paid in advance for goods or services they will receive past the year end date. All debtors are measured using their anticipated recoverable amounts.

Cash at bank and in hand

Cash at bank and in hand is primarily held to meet short term cash commitments as they fall due rather than for investment purposes. Currently the charity does not have any investment accounts.

Provisions and creditors

Provision for liabilities are made where the charity has a present obligation at the end of year date as a result of a past event that will probably result in the transfer of funds to a third party and the value due to settle the obligation can be measured or estimated reliably. The provision is recognised at the fairest settlement value.

Creditors include expenditure that has a legal or constructive obligation that commits the charity to make payment to a third party or it is probable that settlement will be required. This expenditure will relate to good or services provided in the past however the settlement has not taken place before the year end reporting date. Creditors also include any deferred income the charity has received for services not yet provided.

2 DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Herefordshire Project Donations	343	-	343	1,790
Worcestershire Project Donations	8,150	-	8,150	1,524
Regional Project Donations	142,411	-	142,411	62,956
	150,904	-	150,904	66,270

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2022

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Refuge, support and advisory				
Herefordshire Projects	613,899	-	613,899	418,127
Gloucestershire Projects	92,329	-	92,329	104,585
IDVA Projects	761,522	71,110	832,632	595,964
Worcestershire Projects	667,589	-	667,589	506,226
Regional Projects	205,212	10,000	215,212	550,223
	2,340,551	81,110	2,421,661	2,175,125

4 OTHER TRADING ACTIVITIES

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Fundraising	-	-	-	-
	-	-	-	-

West Mercia Women's Aid do not have a trading subsidiary or a charity shop however does at times participate in fundraising events such as local stalls and the sale of domestic abuse related literature.

5 INVESTMENT INCOME

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Unity Trust bank interest	216	-	216	356

6 EXPENDITURE ON RAISING FUNDS

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Fundraising expenditure	225	-	225	226

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2022

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct costs	Support costs	Total 2022	Total 2021
	£	£	£	£
Total project activities costs:				
Refuge, support and advisory	1,960,817	439,748	2,400,565	2,116,064

8 DIRECT COSTS

	Total 2022	Total 2021
	£	£
Project delivery:		
Staff costs	1,492,197	1,261,541
Other costs	468,620	426,591
	1,960,817	1,688,132

9 SUPPORT COSTS

	Total 2022	Total 2021
	£	£
Staff costs	179,962	147,108
Rent	48,839	55,131
ICT costs	84,168	95,413
HR and recruitment	4,792	1,834
Health & safety	1,714	1,000
Subscriptions	10,230	8,265
Professional fees	4,118	5,001
Insurance	6,426	8,265
Telephone and mobile charges	36,942	33,638
Marketing costs	14,923	35,403
Depreciation	35,166	21,293
Other support costs	476	1,527
Governance costs (note 10)	11,992	14,054
	439,748	427,932

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2022

10 GOVERNANCE COSTS

	Total 2022 £	Total 2021 £
Audit and accountancy fees	11,025	10,878
Legal fees	-	2,400
Bank charges	816	356
Governance costs	151	277
Trustee training	-	143
Trustee travel & parking expenses	-	-
	<u>11,992</u>	<u>14,054</u>

11 STAFF COSTS

	Total 2022 £	Total 2021 £
Gross wages	1,511,660	1,279,421
National insurance costs	121,165	102,292
Pension costs	39,335	30,313
	<u>1,672,159</u>	<u>1,412,026</u>

The number of employees who received total employee benefits (excluding employer pension costs of more than £60,000 is as follows:

	2022 No.	2021 No.
£60,001 - £70,000	1	1
	<u>1</u>	<u>1</u>

Staff Numbers

	2022	2021
Average monthly head count	83	63
FTE	71.42	49.12

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2022

15 TANGIBLE FIXED ASSETS

	Office Equipment £	Furniture & Fittings £	Total £
COST			
At 1 April 2021	93,270	102,414	195,684
Additions	40,656	4,324	44,980
Disposals			-
At 31 March 2022	<u>133,926</u>	<u>106,738</u>	<u>240,664</u>
DEPRECIATION			
At 1 April 2021	58,688	49,885	108,573
Charge for the year	25,575	9,591	35,166
Disposals	-	-	-
At 31 March 2022	<u>84,263</u>	<u>59,476</u>	<u>143,739</u>
NET BOOK VALUE			
At 31 March 2022	<u>49,663</u>	<u>47,262</u>	<u>96,925</u>
At 31 March 2021	<u>34,582</u>	<u>52,529</u>	<u>87,111</u>

16 DEBTORS

	2022 £	2021 £
Grants and other income receivable	183,102	194,196
Rents receivable	-	6,674
Prepayments	12,566	4,091
	<u>195,668</u>	<u>204,961</u>

17 BANK AND CASH

	2022 £	2021 £
Current account	885,659	231,225
Deposit account	357,346	377,265
Cash in hand	-	79
	<u>1,243,005</u>	<u>608,569</u>

12 TRUSTEES' AND KEY MANAGEMENT REMUNERATION AND EXPENSES

The trustees neither received nor waived any remuneration or any other benefits from employment during the year (2021: £Nil).

Trustee expenses	2022	2021
Travel expenses	-	£700
Number of trustees	-	2
Key Management Personnel	2022	2021
	£	£
Gross wages	369,573	293,489
National insurance costs	36,288	29,611
Pension costs	10,068	7,969
	415,929	331,069

The Charity's key management personnel comprise the management team listed on page 1.

13 NET INCOME/(EXPENDITURE)

	Total	Total
	2022	2021
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation - owned assets	35,166	21,295
Auditors remuneration	6,400	6,000
Auditors remuneration - non-audit work	4,625	4,878

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2022

14 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES - YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
INCOME FROM				
Donations and legacies	2	66,270	-	66,270
Charitable activities	3	2,029,253	145,872	2,175,125
Trading activities	4	-	-	-
Investments	5	356	-	356
Other activities		-	-	-
TOTAL INCOME		2,095,879	145,872	2,241,751
EXPENDITURE ON				
Raising funds	6	226	-	226
Charitable activities				
- Refuge, support and advisory	7	2,021,589	94,475	2,116,064
TOTAL EXPENDITURE		2,021,815	94,475	2,116,290
NET INCOME/(EXPENDITURE)		74,064	51,397	125,461
Transfers between funds		-	-	-
NET MOVEMENT IN FUNDS		74,064	51,397	125,461
FUNDS BROUGHT FORWARD	20	668,945	12,948	681,893
FUNDS CARRIED FORWARD	20	743,009	64,345	807,354

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2022

18 CREDITORS

	2022	2021
	£	£
Suppliers payable	85,598	8,337
Accruals	72,936	19,841
Deferred income	337,768	64,379
Taxation, social security and pensions	59,951	731
	556,253	93,288

Deferred income:

At 1 April	64,379	27,337
Provided during the year	320,700	60,170
Released during the year	(47,311)	(23,128)
At 31 March	337,768	64,379

Deferred income relates to grant received in advance of service delivery. Where performance related conditions have not been fulfilled as at the year end, amounts are deferred to future periods.

19 LEASING AGREEMENTS

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

	2022	2021
	£	£
Within one year	2,917	24,861
Between one and five years	-	3,673
	2,917	28,534

20 FUNDS

	2022	2021
	£	£
Unrestricted - general	321,833	243,009
Unrestricted - contingency fund	650,000	500,000
Total unrestricted funds	971,833	743,009
Restricted funds	7,512	64,345
	979,345	807,354

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2022****21 RESTRICTED FUNDS**

	Balance b/f £	Incoming resources £	Resources expended £	Transfers £	Balance c/f £
Circle Funds	-	10,000	(3,588)		6,412
Ask Me WAFE Grant	4,387	-	(4,387)	-	-
MHCLG	33,606	-	(33,606)	-	-
Bulmers	5,000	-	(5,000)	-	-
Cloth Makers	2,500	-	(2,500)	-	-
IDVA Drive Hereford	18,852	71,110	(88,862)	-	1,100
Total	64,345	81,110	(137,943)	-	7,512

Purpose of restricted fundsCircle Funds

To provide financial support through grants to victims of economic abuse and to help survivors move forward and promote recovery and resilience.

Ask Me WAFE Grant

To train and support volunteer 'ambassadors' working in the community

Bulmers

Women's Aid Therapy and Coaching Hub (WATCH)

Cloth Makers

For the use of accommodation furnishings.

IDVA Drive Hereford

Provide support to victims associated with Drive cases.

MHCLG

Provision of a Domestic Abuse Support Service.

22 RELATED PARTY TRANSACTIONS

There were no related party transactions other than those disclosed in Note 12.

23 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income/(expenditure) for the year	171,991	125,461
Depreciation	35,166	21,293
Interest income	(216)	(356)
Decrease/ (increase) in debtors	9,293	(130,685)
Increase/ (decrease) in creditors	462,966	(110,063)
	<u>679,200</u>	<u>(94,350)</u>

24 COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up during the time that he or she is a member or within one year afterwards for payment of debts and liabilities of the company contracted before he or she ceases to be a member, and of the costs, charges and expense of winding up the same and for the adjustment of the rights of contributors amongst themselves, such amount as may be required not exceeding, in the case of any member, the sum of £10.

25 CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2022, nor at 31 March 2021.

26 ULTIMATE CONTROLLING PARTY

The charitable company is under the control of its board of trustees.

WEST MERCIA WOMEN'S AID

England & Wales - Charity number 1078496

Accounts



ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 MARCH 2021

REGISTERED COMPANY NUMBER: 3837084 (England and Wales)
REGISTERED CHARITY NUMBER: 1078496

WEST MERCIA WOMEN'S AID
CONTENTS OF THE ANNUAL REPORT & ACCOUNTS
YEAR ENDED 31 MARCH 2021

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 19
Report of the Independent Auditors	20 to 23
Statement of Financial Activities	24
Statement of Financial Position	25
Statement of Cash Flows	26
Notes to the Financial Statements	27 to 38

WEST MERCIA WOMEN'S AID
REFERENCE AND ADMINISTRATIVE INFORMATION
YEAR ENDED 31 MARCH 2021

Trustees	N Griffiths (Chair) V Barraclough C Chima-Okereke C Dover R Dugdale S Goring C Humphreys R Neilson L Pedrick J Jones H Smith A Dover
Key management personnel	S Coleman (Chief Executive Officer) T Ashton-Jones S Hanne H Richardson A McGuigan J Midgley C Ovel C Panniers L Peplow R Twydell
Registered office	Berrows Business Centre Bath Street Hereford HR1 2HE
Registered charity number	1078496
Auditors	Haines Watts Birmingham LLP 5-6 Greenfield Crescent Edgbaston Birmingham B15 3BE
Bankers	Unity Trust Bank plc Nine Brindley Place Birmingham B1 2HB

WEST MERCIA WOMEN'S AID

CHAIR'S SUMMARY

YEAR ENDED 31 MARCH 2021

It's hard to believe that more than a year has passed since I wrote my last summary, in the midst of a pandemic we very quickly had to adapt to. We all embraced new ways of working and ensured our vital services to women and children continued seamlessly.

And here we are, still working in those new-found ways which we have honed for the benefit of West Mercia Women's Aid and our service users. We continued - and still do - to be sufficiently flexible and professional, providing those essential services whilst developing a more agile and responsive organisation.

My enormous gratitude goes to the staff who braced themselves, adapted and continued with the battle that is domestic abuse. Domestic abuse is a scourge that is everywhere in our society and does not discriminate. There is no reprieve, no time when it retreats, and the pandemic has been bitter-sweet for our sector. It is no secret that for many reasons, Covid has escalated incidences of domestic abuse; but as a direct result has shone a light on domestic abuse like never before. Combined with the Domestic Abuse Act and with national campaigns that focus on violence against women and girls, this has provided opportunities to campaign and raise awareness, as well as to provide services – which is also an important part of the WMWA mission.

The Domestic Abuse Act requires local areas to undertake extensive and annual needs assessments and to ensure that services are then in place to meet those needs. This is most welcome, but also generates a demand from WMWA for data and case studies but with no additional resources to assist with these new requests. WMWA is committed to helping our local authority partners to respond to their new duties – indeed, we welcome the opportunity to inform such an important process. However, this is not without impact on already stretched capacity.

The Domestic Abuse Act has also placed in statute a definition of domestic abuse that is not gendered. As a specialist domestic abuse service, we already provide services to men who have been abused in their intimate partner relationships and are considered to be at high risk of harm. We don't see this as incompatible with our feminist view of domestic abuse as a gendered crime; on the contrary we recognise that men too – in different ways – are disadvantaged by a patriarchal society. We now run the WM Men's Domestic Abuse Helpline and are employing men for the first time on our staff team to ensure that we can provide choices for the men with whom we work, whilst enhancing our work with children and young people with positive masculine role models.

We are ever more active in supporting the partners of men who are engaged in perpetrator programmes. Whilst the sustained and positive impact of such programmes is still being evaluated, it is without a doubt an extremely positive experience for WMWA staff to be supporting women in the knowledge that their abusive partner is simultaneously being held to account. We are looking forward to doing more of this work.

Nikki Griffiths
Chair of Trustees

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

The trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report and the financial statements for the year ended 31 March 2021. In preparing the annual report and financial statements of the charity the trustees have adopted the requirements of the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effected 1 January 2019. The financial statements also comply with the Charities Act 2011 and the Companies Act 2006.

Structure, governance and management

The charity is constituted as a company limited by guarantee, and is therefore governed by the articles of association.

The trustees/directors shown below have held office during the period and up to the date of signing this report.

N Griffiths (Chair)	
V Barraclough	
C Chima-Okereke	
C Dover	
R Dugdale	
S Gorbing	
C Humphreys	
R Neilson	
L Pedrick	
J Jones	- appointed 1 December 2020
H Smith	- appointed 1 December 2020
A Dover	- appointed 9 March 2021

Trustees are appointed in accordance with West Mercia Women's Aid (WMWA) 'Trustees and Board Handbook', which includes procedure for elections and co-options. Responses to advertisements for trustees and/or individual expressions of interest are forwarded to the Clerk to the Board, who sends the applicant information about the organisation together with an application form. Application forms are sent to the Clerk to the Trustees who forwards these to the Chair of the Board or their nominee who in turn arranges an interview with the applicant. The applicant also attends the next board meeting as an observer. Following interview, the Chair makes a recommendation to the trustees at the next board meeting.

Induction for new trustees takes place over the first 12 months following their appointment. There is a full induction and training programme for new trustees.

The board of trustees governs the charity and normally has around 10 members. The board meets quarterly and is quorate with 3 members. Committee meetings also take place quarterly, covering employment, governance & risk, finance and health and safety. Committees are working groups and relevant staff are invited to attend. Day to day responsibility for running the charity is executed by a team of paid staff, led by the Chief Executive. The Chief Executive has delegated authority, approved by the trustees and detailed in the 'Financial Controls, Risk Assessment and Business Planning' policy, for operational matters including finance, employment and service delivery activities.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Structure, governance and management (continued)

WMWA is an autonomous member of the Women's Aid Federation of England (WAFE), the national domestic abuse charity that supports the England-wide network of over 500 local projects. WAFE has a campaigning role, providing an 'expert view' to government on laws, policy and practice affecting abused women and children. It provides vital briefings, information, training and resources to its members, but has no impact on governance or operating policies, including those of WMWA. The Board of Trustees has adopted the Good Governance Code and is working toward meeting all standards. WMWA evaluates its board performance every three years by conducting a Board Performance Survey and holding a trustee only session after every board meeting for trustees to discuss its performance and effectiveness.

WMWA maintains a Risk Register which is reviewed every 6 months, and regularly conducts a 'deep dive' review of identified risks as part of its focus on Governance and Risk. Risks are scored against likelihood and impact.

In relation to financial management, WMWA trustees believe that maintaining reserves at a sufficient level to ensure business continuation and delivery of current services, combined with an annual review of the potential sources of funding and the controls over the key financial systems will provide sufficient reserves in the event of adverse conditions.

Staff & Trustee Remuneration

Remuneration is the compensation an individual receives in exchange for work or services performed. Typically, this consists of monetary rewards in the form of a wage or salary.

WMWA trustees are volunteers and do not receive any remuneration or receive any other benefits from employment with the charity or a related entity. Expenses incurred in fulfilling their duties are not deemed remuneration and are fully reimbursed by the charity.

WMWA trustees acknowledge that the proper functioning of the charity requires a variety of staffed roles. It is the trustees' intention that all remuneration levels are set fairly across all roles and that pay thresholds for each post are set after researching posts with similar requirements within the public and third sector. The remuneration of staff will be reviewed annually by the Board of Trustees. All staff members, regardless of their position within the organisation, receive the same percentage of employer's pension contribution.

Objectives and Activities

WMWA adopted new articles of association which were approved on the 12th November 2019. The new articles of association brought the charity into line with the provisions of the Companies Act 2006, and expanded the charity's objects to reflect its current operational activity. The objects and principal activity are:

- (a) relieve the distress and increase the safety of women and children that have experienced or are exposed to domestic abuse by the provision of specialist support, advice, temporary accommodation, grants of money, items, facilities and any other services or activities that may relieve their circumstances;
- (b) relieve the distress and increase the safety of anyone who has experienced or is exposed to domestic abuse, on the basis that such activities ultimately benefit women and children by improved understanding and the reduction of domestic violence;
- (c) work in partnership with third sector, statutory and other relevant agencies to promote and facilitate effective responses to domestic abuse; and
- (d) inform and educate agencies, organisations and the general public through talks, training and publicity about the causes, effects and prevention of domestic abuse and about the services provided by the Charity and to undertake or contribute to research into such matters.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Public Benefit

The Trustees confirm that they have had regard to the Charity Commission's guidance on public benefit, and that its significant activities described below, undertaken to further the organisation's charitable purpose, contribute to the public benefit.

WMWA aims to work strategically with other agencies in order to:

- Improve responses to domestic abuse
- Increase perpetrator accountability
- Take preventative action to reduce tolerance of the effects of domestic abuse

WMWA strives to provide comprehensive services to women and children affected by domestic abuse throughout the counties of Herefordshire, Worcestershire, Gloucestershire and Shropshire in order to meet their immediate needs and empower them towards a safer future.

WMWA aims to review and, when necessary, update and revise systems, structures and policies, in order to support the delivery of high quality and sustainable services, both preventative and responsive.

Achievements and Performance

Introduction by CEO

In the financial year 2020/21, WMWA was fully engaged in the delivery of the Strategic Plan under the extraordinary circumstances presented by the COVID-19 pandemic. The Achievements for the year are presented in line with the Plan's key objectives, reflecting the impact of the pandemic on the organisation – both in terms of the challenges, and the opportunities in response to these.

Throughout the year there was national concern for the potential increase in domestic abuse as a consequence of lockdown. WMWA carefully monitored the scale and nature of demand for our services— benchmarking against events such as school closures, the imposition and the lifting of restrictions. We spoke with women about their experiences. What we found did not surprise us, and it served to remind us about what living with domestic abuse actually means. We heard that:

- Being cooped up in a house with a partner can be infuriating and people can get unpleasant towards each other – but this is not domestic abuse. However, being trapped with a person who is already abusive can be unimaginably traumatic.
- When uncertainty is all around you, then – if you have been managing an abusive relationship for a while (potentially for years) – it is hard to imagine how you can safely leave. So you sit it out.
- Abusers will find ways to use any circumstances to increase their potential to control - lockdown was a 'gift' to them.
- It is still so easy to normalise abuse. Some women saw the documentaries and news bulletins about domestic abuse on television and thought – 'that's my life they're describing.....'
- Some women already knew only too well what 'lockdown' actually meant.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

The collective testimony of the women with whom we work will continue to shape our services as we strive to deliver our priorities for the victims of domestic abuse across the region. We have learnt much over the past year – about how flexibly we can work in the most difficult and ambiguous of circumstances when we support each other and focus relentlessly on the task in hand. We need to build on that new skill if we are to face the challenges which undoubtedly lie ahead.

When our group meetings became impossible in March 2020, women quickly shared contact details and continued to support each other on social media. We didn't ask them to do that – they just did. Of all of our achievements at WMWA in 2020/21 – and there are a fair few, in spite of the challenges – this is the one which really made me smile.

Sue Coleman
Chief Executive Officer

SECURING THE SUSTAINABILITY OF WEST MERCIA WOMEN'S AID

There was a concerted effort to take advantage of all opportunities available to increase the resources available to WMWA during this year. This was with a view not only to meet the challenges presented by COVID-19, but also to enhance services and add to our 'offer' in the longer term.

Whilst the criteria for each funding stream had its own specific requirements, we were able to focus not only on adding to staffing capacity and compensating for any COVID-related additional expenditure, but also to prioritise both immediate and future needs: this included -

- Communicating to the public about how to stay as safe as possible when trapped in an abusive relationship, and on how to help friends /family where there is a concern
- Communicating about how to access our services
- Ensuring that services were as accessible as possible using remote working and online technology – including the development of online resources
- Preparing for an increase in demand for accommodation services by adding to our accommodation portfolio
- Developing therapeutic services for those whose experience of domestic abuse during lockdown will have been particularly traumatising

This is reflected in the ways in which we progressed our strategic Plan priorities during 2020/21.

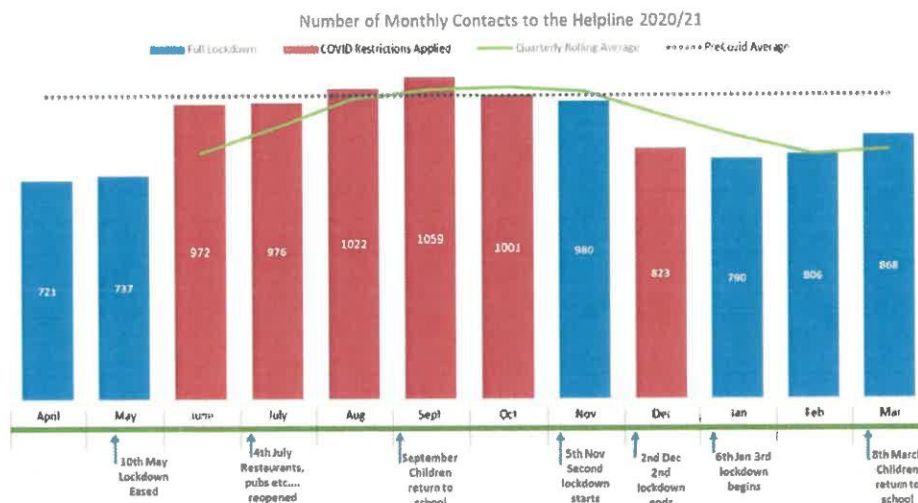
In 2020/21:

WMWA prioritised the availability and quality of our 24/7 Helpline, and added Live Chat to our website – for those who could not safely talk on the telephone. We were determined to ensure that all those who needed to contact a domestic abuse service during the pandemic were able to access support. WMWA responded to 10,755 contacts to its Helpline over the year. As the figure below shows, this is below the normal average and reflects the challenges for those experiencing domestic abuse in reaching out to services during lockdown.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Achievements and Performance (continued)

In collaboration with the Rural Media Company we produced a short You Tube information videos about how to contact the Police in an emergency situation and when it is too risky to speak, and how to contact the WMWA Live Chat. These were then widely shared on social media.



WMWA transitioned quickly and smoothly to remote working in March 2020, when emergency measures were required to prevent the spread of the Coronavirus. Refuges remained open and all front-line staff continued to deliver services without interruption to essential provision.

Re-directing energy and financial resources enabled us to deliver effective services whilst working from home. We ensured that staff had the equipment that they needed and – as important – had the support that was so important when working in isolation from colleagues.

The creation of online and digital resources enabled us to deliver services more flexibly – both during the pandemic, and beyond.

WMWA successfully secured funding for developmental projects from a range of sources to reduce over-reliance on local public sector contracts to meet the costs of delivering services.

Funding from The National Lottery made it possible for WMWA to replace our website with one that is more accessible, interactive and informative for the whole community – including those who wish to support our work.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

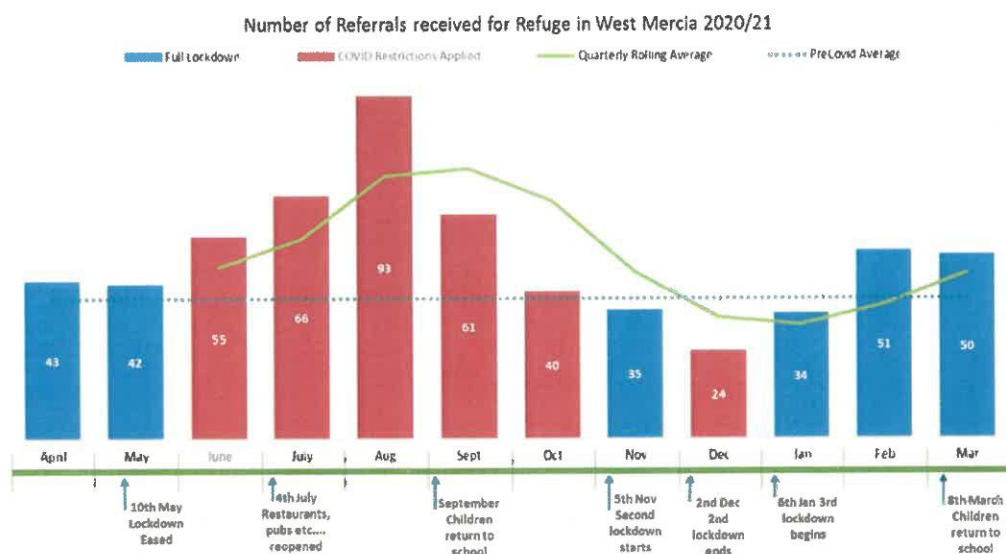
Achievements and Performance (continued)

SUSTAINING AND FURTHER DEVELOPING HIGH QUALITY DOMESTIC ABUSE SPECIALIST SERVICES

In 2020/21 we:

Worked to ensure a secure future for refuges, and sufficient services to meet local need for support for those that have experienced domestic abuse.

We continued to provide safe refuge accommodation for women and children fleeing domestic abuse, providing shelter for a total of 113 women and 95 children in our refuges and satellite accommodation. Not surprisingly, referrals peaked after the first lockdown. Those referring women that we were unable to admit were all offered assistance in locating safe space elsewhere, if this was needed.



Positive outcomes were recorded for 72% of women who used refuge during the period. Service users and practitioners agree that improvements have been achieved in the following outcome areas:

- Personal safety
- Health and well-being
- Stability and resilience
- Resourcefulness to parent

WMWA worked with Herefordshire Council and Connexus to extend the availability of refuge accommodation by setting up 7 additional units of safe and supported accommodation as satellite to refuge.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Achievements and Performance (continued)

In Worcestershire, staff were seconded to work with district housing officers in Worcestershire to ensure that those placed in temporary accommodation who were fleeing domestic abuse were offered specialist support.

When COVID restrictions made it impossible to convene face-to-face group Recovery Pathway programmes, we found ways to deliver these online to smaller groups of women in Herefordshire and in Worcestershire (with partners Rooftop Housing Association). We were pleasantly surprised by how positive the participants were about this approach, and will continue to offer online groups even when social contact is no longer restricted, as part of a more flexible offer.

Further developed the capacity of WMWA to work effectively with those whose needs are multiple and complex.

WMWA maintained our strong working arrangements with the NHS across the region through the continued – but virtual – engagement with staff in hospitals across the region.

We have continued to work closely with colleagues providing services for those who need support with substance misuse, or whose mental health is poor.

Strengthened the focus on meeting the needs of diverse and vulnerable groups and communities

WMWA has continued to provide safe refuge accommodation for women with No Recourse to Public Funds – drawing on funding support from West Mercia Police and Crime Commissioner, and working closely with local authority children's services to ensure that the most vulnerable are able to remain safe. This has been particularly important for women fleeing during the pandemic, when those trapped in abusive relationships have felt even more imprisoned.

Provided expert support services for high risk victims

We provided support to 1184 people assessed at high risk of significant harm or homicide, through the work of the WMWA Independent Domestic Violence Advisor (IDVA) Service.

WMWA provided ongoing support to 180 women partners of perpetrators that have been identified for the DRIVE Perpetrator programme in Worcestershire. We also supported the setting up of the DRIVE programme in Herefordshire and agreed to support the partners of DRIVE clients in that county.

Based on feedback from Independent Domestic Abuse Advisors (IDVAs) and from partner agencies, we developed a role specifically to support those needing protective orders from the Court who are unable to access legal assistance. The numbers of women victims now obtaining 'DIY' Non-Molestation Orders is now rising steadily.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Achievements and Performance (continued)

Maintained a continuous focus on addressing the impact of domestic abuse upon children and young people

WMWA secured funding from The National Lottery to commission an online resource based upon the CRUSH programme for young people. Three different scenarios were developed in partnership with the Rural Media Company who then filmed these and used interactive software to enable young people to view them independently and record their views on the issues raised by the actors.

Practitioners maintained contact with children and young people over the telephone and online, where appropriate, to ensure that they knew we were still there for them, even if social distancing prevented our work from continuing as normal. We developed online resources for other professionals to enable them to address some issues with children and young people, even when it was not physically possible for WMWA to work with the children directly.

Additional resources from the Ministry of Housing, Communities and Local Government, and from Worcestershire County Council, made it possible to appoint children's workers to work with the children and young people living with their mothers in refuge and safe satellite accommodation. They were able to assist with home-schooling and positive activities which was so essential during lockdown.

Promoted the view that domestic abuse is everyone's business, through effective partnership working

We seconded experienced WMWA practitioners to work in multi-professional teams focused on supporting whole families where there are concerns about the well-being of children – in the Family Safeguarding Team in Worcestershire Children First, and the ECHO (edge of care) team in Herefordshire.

At the request of the commissioner in Telford we developed an information pack for hairdressing establishments in the authority. This included guidance for hair technicians in listening and responding to clients who disclose domestic abuse, and appointment cards that discretely show the WMWA Helpline number, to be given to clients.

Supported the development of a strong and diverse cohort of 'trusted professionals' through the provision of training and consultancy to partner agencies.

WMWA worked with partners Shropshire Domestic Abuse Service (SDAS) to develop an interactive training resource for professionals, highlighting the implications of domestic abuse for women in the criminal justice system. This project was funded by Comic Relief and was informed by survivors themselves; their voice was central to the key messages.

This funding also enabled WMWA and SDAS to commission a film of their accounts by survivors of how domestic abuse impacted upon them in their place of work, and of the missed opportunities for employers in providing them with support. This film was then used in a training programme for employers organised by the Shropshire Chamber of Commerce – raising awareness and providing advice on how best to support their employees.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Achievements and Performance (continued)

Developed, tested and shared the learning from outcome-focussed innovation in both preventing and tackling domestic abuse

The WMWA dashboard model was used to set up a demand tracker that recorded weekly shifts in demand for services from the point of school closures and national lockdown in March 2020. The dashboard included milestones in COVID-19 restrictions, and enabled us to see how demand was influenced by the progress of the pandemic and the changes in the measures taken to tackle its spread. The COVID dashboard was invaluable in ensuring that WMWA could respond swiftly to changes in demand for services during the pandemic, and informed reports to local commissioners to assist with the analysis of the impact of the pandemic on domestic abuse in the region.

Worked in partnership with other violence against women and girls (VAWG) providers and key stakeholder agencies that share WMWA objectives and values

The Soteria Project, working with Shropshire Domestic Abuse Service (SDAS) to support women in the criminal justice system that have experienced domestic abuse, concluded in December 2020. Soteria was funded by Comic Relief, and an external evaluation of the project used the Theory of Change model to demonstrate the difference that Soteria had made to women's lives. The evaluation report provides firm evidence of positive impact that should help in securing further resources with which to continue this work.

WMWA continued to support West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) in the delivery of The Branch Project, which works with young people in schools to raise awareness of the dangers of Child Sexual Exploitation (CSE). WMWA practitioners have been trained by WMRSASC and work alongside their practitioners to deliver the sessions, and the knowledge gained from this work has enhanced our own support of children and young people affected by domestic abuse in their households.

PREVENTION - EDUCATING SOCIETY AND SPEAKING OUT AGAINST DOMESTIC ABUSE AND VIOLENCE AGAINST WOMEN AND GIRLS

Prioritised early intervention, and prevention with young people (as highlighted in the national VAWG strategy).

A total of 63 young people completed a programme of support with Gloucester STREET during 2020/21. This was out of a total of 108 young people who were actively engaged with the service during the year. There were fewer referrals to the team than expected, as schools were closed for much of the year. In addition, STREET were unable to work 'in person' with young people for much of the year and engagement was by telephone or tele-conference, which was far from ideal. Nevertheless, over 85% of the young people who completed a programme of support said that they felt safer, and that they felt confident in recognising domestic abuse and teen relationship abuse in their own relationships, and feel better equipped to make positive relationship choices.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Achievements and Performance (continued)

Build the capacity in local communities to challenge domestic abuse and provide support and signposting to those experiencing domestic abuse

Six of our 'Ask Me' Ambassadors – most of whom are survivors of abuse – worked with the Rural Media Company to produce a video resource that explained how to become an ambassador, what it entails and how valuable a role it can be. Extracts are accessible through the WMWA website.

Used local and national media – including social media - to raise awareness of the prevalence and impact of domestic abuse, and of the availability of local services

The National Lottery enabled us to invest in our communications – so important during the pandemic as we needed to be clear that WMWA was still 'open for business' and supporting women and families. Our Communications Officer was appointed in 2020 and completed the work on the WMWA website – which is not only the 'showcase' for our services, but also a resource for those who want to find out more about domestic abuse and about other support services.

During the height of the pandemic our biggest concern was ensuring that our communities knew that we were still here and available to help them. We were able to use our social media platforms to engage with our followers, and it quickly became one of the easiest and most effective ways to share information on the changes/availability of our services. With other support services in the area and nationally we were able to work as an integrated network to support each other in sharing information and ultimately providing a log of information for all those that require our services. We had an unbelievable amount of success in May 2020 with the 'Make Yourself Heard' video. Produced by Rural Media, the intention of this video was to inform as many people as possible about what you can do if you are in need of police assistance but are unable to speak on the phone. It was our goal to ensure that those in West Mercia that were suffering domestic abuse were able to use this service, however our reach was far bigger. This video had 1075 retweets and 788 likes. It was viewed over 15 million times on Twitter and has spread throughout West Mercia and beyond.

WMWA's Community Fundraiser led on the work to ensure that social media was focused, targeted and effective – a good example is the post below. What is really prominent in posts such as this, is that our supporters/followers understand the benefit on sharing this information so that it reaches far beyond our direct audience. The Facebook post below published in January 2021, just as we entered another lockdown, had 159 reactions, 181 shares and reached over 18,000 people – being seen by around 6 times more people than our direct audience.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Achievements and Performance (continued)



COVID REFLECTIONS FROM STAFF AT WEST MERCIA WOMEN'S AID

In October 2020 we asked front-line staff to share with us their reflection on the impact of the pandemic, as described by the women with whom they have had contact during the first few months of COVID. This is what they told us.

“The experience of fleeing an abusive relationship is never easy, but I don’t think it has ever been harder, mentally and practically. A global pandemic is enough to give most of us anxiety, but for those who are already struggling with trauma-induced anxiety, I can only begin to imagine the impact. I think the real impact of all of this may only reveal itself down the line.”

“The lockdown has resulted in a lot of victims realising they just can’t continue to go on in their current situation - not sure how the number of calls compare to this time last year but does seem to be particularly busy.”

“We have had a lot of calls where we are providing support around managing suicidal thoughts, self-harm and managing anxiety before we have even got on to discussing the domestic abuse. We think that people are more anxious about another impending lock down.”

“The lockdown and restrictions have made many women feel isolated despite not being in an abusive relationship anymore. They feel like they are sitting ducks and a few women have had their perpetrators get back in touch during lockdown as they know that they will be home and cannot go anywhere.”

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Achievements and Performance (continued)

"We now know that a lot of women never had any freedom to call anyone. They would also describe the lock down as being their normal daily life & that nothing had actually changed for them they live their lives as a prisoner & some had lived this way for many years. "

"We had calls because women had watched the news, saw adverts. Throughout the pandemic a lot of domestic abuse has been in the mainstream media, radio and social media. This has helped some women to confirm the abuse in their own minds as their partner has always made them feel that they were to blame. This actually brought relief to some. But then they would start to make a plan to leave safely with our help but they really did need it confirming in their mind beforehand."

"The level of poverty that women are left in when they leave refuge increased. Usually we can find a way for friend or family to house a few items or meet victim with some things but we have had a few women who have left with nothing and haven't had access to toothbrushes, food or toiletries for 24 hrs after entering temp accommodation because family and friends have been unable to reach out and foodbanks have been operating different hours and unable to offer home delivery."

Fundraising

Grants

In 2020/21 the fundraising activities against objectives delivered the following main outcomes:

- Ministry of Communities, Housing and Local Government COVID Relief Funding to support the provision of emergency safe accommodation.
- Shropshire County Council, Telford and Wrekin Borough Council, Worcestershire County Council, Worcestershire Community Foundation and Hereford Community Fund all provided funding to enable WMWA to deliver a Live Chat service through our website for those who could not make a telephone call for advice because they were in lockdown with their abuser.
- Worcestershire County Council: additional support for children in refuge.
- The National Lottery: Communication to victims about services, and development of online group programmes.
- Comic Relief Recovery Funding: to produce resources that facilitate online engagement with clients, and online training for professionals.
- Ministry of Justice Emergency Funding: additional staffing capacity, essential operational support for increased work with adults and children in both West Mercia and Gloucestershire, and resources to facilitate effective remote working.
- The Clothworkers Foundation: to assist with the furnishing of new safe house properties.
- Fastershire Fund: provided new headsets for those working on WMWA 24/7 Helpline.
- Nationwide Community Foundation: support to assist women with resettlement after living in refuge.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Local Community

West Mercia Women's Aid continued to benefit from the generosity of individuals in particular, and businesses in the local community. Our Community Fundraiser had fewer fundraising activities to support, focussing instead on raising the profile of the work of the organisation. We follow the financial procedures for fundraising that are included in our finance policy to monitor fundraising income and ensure it is kept secure. We do not send unsolicited mail to individual members of the public and have received no complaints about fundraising activity on our behalf. We do not formally subscribe to any voluntary fundraising scheme or standards, although we are committed to the promotion of the highest possible standards and professional approach.

Financial Review

WMWA has delivered a net surplus of £125,460 (2020: deficit of £1,912). This breaks down to a net surplus of £74,063 (2020: £97,430) on unrestricted funds and a net surplus of £51,397 (2020: net deficit £99,342) on restricted funds.

Due to the Covid 19 pandemic, our organisation's financial position was significantly and positively impacted throughout the whole of FY2020-21 relative to both the previous financial year and budgeted £26k deficit.

WMWA has been able to acquire additional funding of approximately £500k essentially from the Government and the Police and Crime Commissioner. However, funding was also received from numerous other sources as we responded to the challenges posed by the pandemic.

The additional funding been used to support women and children's services, new projects and recruit new employees to help deliver more services during this very difficult period.

This financial year WMWA progressed to their second year of funding from Gloucestershire County Council for delivery of their Children and Young People (Street) Project whilst delivering the IDVA Service across West Mercia by the Police and Crime Commissioner, the Herefordshire Domestic Abuse Service and the Worcester Domestic Abuse Service contracts.

In addition to the extra funding and donations received, the stronger financial position has also been supported by substantial savings made on staff expenses due to remote working and improved budgetary controls across the business.

The additional unrestricted funds generated during 2020/21 are in part due to timing of receipt of the funds and the lead in time for mobilising much needed additional support and services. They will however enable WMWA to continue to deliver additional services during 2021/22.

Our organisation strives for and has delivered a much stronger financial position than in previous financial years with an increased level of reserves aligned to the growth of the organisation.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Reserves Policy

A charity's free reserves are its general unrestricted funds (excluding any element represented by fixed assets) less any funds which have been designated for specific future projects by the Trustees. WMWA has set a target level for its free reserves to be between 3 and 6 months of annual expenditure. The amount held in free reserves at 31 March 2021 was £655,897 which would cover just over 3.7 months of expenditure.

The Trustees consider it appropriate to seek to maintain a level of reserves in line with this policy to help:

- meet the working capital requirements of the charity;
- act as contingency for any unforeseen day to day operational expenses outside of the agreed annual budget;
- match fund for any agreed contracts that are not running at full cost recovery;
- fund additional projects not funded through grants or contracts that meet West Mercia Women's Aid's charitable aims and objectives;
- provide short term continuation funding for contracts coming to an end where the assumption is that other funding is probable; and
- provide for the risk of unforeseen emergencies, eg to meet immediate staffing costs, possible redundancy, committed costs, and close of organisation, should major contracts not be renewed.

Investment Policy

WMWA receives funding throughout the year from a variety of sources and most of the funding is expendable within a twelve month period. Ease of access to liquid funds is necessary to maintain cash flow and therefore the Board of Trustees does not consider long term investments to be appropriate. Surplus funds are currently placed on deposit in accordance with the Charity Commission's Guidance on Investment.

Plans for Future Periods

In steering the organisation to deliver against the priorities in the new Strategic Plan, the Board is mindful of the impact of the COVID-19 pandemic on both the organisation, and on the community that it serves. The imperative for the organisation to continue to deliver services with minimal contact with clients has instigated new ways of working. We will continue to innovate and adapt in order to deliver much needed support to those experiencing domestic abuse and – in some cases – increased risk and vulnerability as a consequence of the impact of the pandemic on all aspects of people's lives

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Plans for Future Periods (continued)

During the forthcoming year the Board intends to:

- Maintain and improve existing specialist services, taking advantage of the opportunities that online technology affords to engage with those in need living across the whole region, including those in locations where access to transport and services is limited.
- Maintain and develop new close working relationships with key decision makers in the region.
- Expand work with statutory partners to improve the understanding of domestic abuse, through the use of remote, as well as face-to-face training and information-giving.
- Increase income generation to the organisation from sources of non-statutory funding to support the development of new projects and to underpin core work.
- Initiate and participate in multi-agency partnership work which informs and implements more effective responses to domestic abuse.
- Further promote awareness of WMWA as a centre of expertise on domestic abuse issues for other agencies.
- Initiate and/or support appropriate local and national campaigns that coincide with our ethos and values.
- Continue to deliver domestic abuse awareness training to multi-agency partnerships and to employers.
- Promote and enhance its work with children and young people – both for those impacted upon by domestic abuse, and those for whom a focus on 'healthy relationships' will have a preventative impact.
- Continue to invest in the skills and knowledge of our staff and volunteers, with a strong focus on equalities, and on the skills needed for engagement with service users whose needs are complex.
- Extend work on Board development and governance.
- Continue to review constitutional documents, policies and protocols, to ensure that these reflect best practice.

Going concern

During the 2020/21 financial year and the duration of the preparation of these financial statements, the organisation, alongside the rest of the UK, has been assessing the impact of the coronavirus and associated Covid-19 pandemic and considering the implications for the longer term.

Despite the impact of the pandemic, after making enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue its operational activities for the foreseeable future, being a period of twelve months after the date on which the report and financial statements were signed. For this reason, it continues to adopt the going concern basis in the financial statements.

Tangible Fixed Assets

Details of the movements in the fixed assets are set out in the notes to the accounts.

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Directors and Trustees

All the directors of the company are also trustees of the charity, and there are no other trustees.

Trustees Responsibilities

The trustees (who are also directors of West Mercia Women's Aid for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's Statement Of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the auditors

In so far as the trustees are aware:

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

WEST MERCIA WOMEN'S AID
REPORT OF THE TRUSTEES
YEAR ENDED 31 MARCH 2021

Auditors

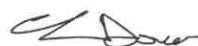
The auditors, Haines Watts Birmingham LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

This report was approved by the board of trustees on 31st August 2021 and signed on its behalf by:



Nikki Griffiths
Chair of Trustees



Carol Dover
Finance Director and Trustee

Opinion

We have audited the financial statements of West Mercia Women's Aid (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the 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.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the entity's activities, funders, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is disclosed in the Report of the Trustees and in the Accounting Policies Note.

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 in the Report of the Trustees, but does not include the financial statements and our Report of the Auditors thereon.

Our opinion on the financial statements does not cover the other information and 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, 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.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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 the 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 entity'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 entity 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 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.

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:

We obtained an understanding of the legal and regulatory framework applicable to both the charitable company itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, the Charities Act 2011 and the Charities SORP (FRS102).

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the design effectiveness of the controls in place to prevent and detect fraud;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by trustees and management in their significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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.

WEST MERCIA WOMEN'S AID

REPORT OF THE INDEPENDENT AUDITORS (CONTINUED)

YEAR ENDED 31 MARCH 2021

Use of 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.



Kevin Hodgetts (Senior Statutory Auditor)
for and on behalf of Haines Watts Birmingham LLP
Chartered Accountants & Statutory Auditors
5 - 6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

DATE 10 September 2021

WEST MERCIA WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
INCOME FROM					
Donations and legacies	2	66,270	-	66,270	32,588
Charitable activities	3	2,029,253	145,872	2,175,125	1,851,902
Trading activities	4	-	-	-	3,398
Investments	5	356	-	356	1,428
TOTAL INCOME		2,095,879	145,872	2,241,751	1,889,316
EXPENDITURE ON					
Raising funds	6	226	-	226	1,302
Charitable activities - Refuge, support and advisory	7	2,021,589	94,475	2,116,064	1,889,926
TOTAL EXPENDITURE		2,021,815	94,475	2,116,290	1,891,228
NET INCOME/(EXPENDITURE)		74,064	51,397	125,461	(1,912)
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		74,064	51,397	125,461	(1,912)
FUNDS BROUGHT FORWARD	20	668,945	12,948	681,893	683,805
FUNDS CARRIED FORWARD	20	743,009	64,345	807,354	681,893

Continuing operations

All income and expenditure has arisen from continuing activities.

The notes on pages 27 to 38 form part of these financial statements

WEST MERCIA WOMEN'S AID

BALANCE SHEET

YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
FIXED ASSETS					
Tangible fixed assets	15	87,112	-	87,112	54,021
CURRENT ASSETS					
Debtors	16	179,566	25,395	204,961	74,276
Bank and cash	17	569,619	38,950	608,569	756,949
		749,185	64,345	813,530	831,225
CURRENT LIABILITIES					
Creditors	18	(93,288)	-	(93,288)	(203,353)
NET CURRENT ASSETS		655,897	64,345	720,242	627,872
TOTAL ASSETS LESS CURRENT LIABILITIES		743,009	64,345	807,354	681,893
FUNDS					
Unrestricted funds	20	743,009	-	743,009	668,945
Restricted funds	20 & 21	-	64,345	64,345	12,948
		743,009	64,345	807,354	681,893

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 31 August 2021 and were signed on its behalf by:



Nikki Griffiths
Chair of Trustees



Carol Dover
Finance Director and Trustee

The notes on pages 27 to 38 form part of these financial statements

WEST MERCIA WOMEN'S AID
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2021

	Note	2021 £	2020 £
CASH FLOW FROM OPERATING ACTIVITIES:			
Cash generated from operations	23	(94,350)	163,843
NET CASH GENERATED BY/(USED IN) OPERATING ACTIVITIES		(94,350)	163,843
CASH FLOW FROM INVESTING ACTIVITIES:			
Interest received		356	1,428
Purchase of tangible fixed assets		(54,386)	(20,621)
NET CASH USED IN INVESTING ACTIVITIES		(54,030)	(19,193)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		(148,380)	144,650
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE REPORTING PERIOD		756,949	612,299
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		608,569	756,949

The notes on pages 27 to 38 form part of these financial statements

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', the Charities Act 2011 and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The trustees continue to adopt the going concern assumption as the basis of preparation of the charity's financial statements. In doing so, the trustees confirm they believe that no material uncertainties exist in the foreseeable future regarding the charity's ability to continue as a going concern. In forming this conclusion, the trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from the date of authorising these financial statements.

In response to the ongoing impact of the COVID-19 pandemic, the trustees have further considered their projections to take into account possible scenarios, alongside the measures that they can take to mitigate the impact. Based on these assessments, together with the current resources available, the trustees have concluded that they can continue to adopt the going concern basis in preparing the financial statements.

Income

All income is recognised when the charity has entitlement to the funds or is probable that the income will be received and the amount can be identified and measured reliably.

Income generated via legacies is recognised before receipt. The income is recognised once it has become probable and the value can be identified, this will usually be at point of confirmation that probate has been granted or when intention to distribute has been received.

Donated income is recognised upon receipt unless the charity has prior knowledge of the donation and is able to identify the amount reliably. West Mercia Women's Aid is supported by the involvement of several appreciated and passionate volunteers in addition to the board of trustees. Volunteer time is not recognised as donated income as per the Charities SORP (FRS 102).

Income received through contracts and grants is recognised from the point in which the charity has entitlement to the funds, contract/ grant conditions has been fully met or it is probable that the income will be received.

Interest receivable

The charity does not have any investments apart from bank deposit accounts. Interest is paid in relation to funds held in these accounts. Interest is recognised when received as up until this point it is not possible for the charity to identify and measure the income reliably. The interest received is highlighted though bank statement reconciliation.

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2021

1 ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- > Costs of raising funds
- > Expenditure on charitable activities

Expenditure is accounted for on an accruals basis. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Allocation of support costs

Support costs are the cost of the functions that are essential to assist and support the work of the charity but do not directly undertake in the charitable activities. Support costs include salary cost for employees covering a range of back office costs including payroll, finance, human resources and governance. Non salary costs are also included again covering a range of expenditure for example rent, ICT, legal fees and audit cost.

The support costs have been allocated according to project location, where the function is shared across projects the costs have been allocated according to the number of direct hours per project.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the costs of the fixed assets, less their residual value, over their expected useful lives on the following basis:

Office equipment	25% straight line method
Furniture and fixtures	25% straight line method

Charity's policy to capitalise individual items over £500.

Pensions

The pension scheme offered to all employees is a defined contribution scheme with Royal London. The scheme is auto-enrolment compliant and West Mercia Women's Aid staged during 2015-16. The current contributions are 5% employee and 3% employer. The total employer's contribution of £32,795 and employee's contribution of £23,932 were paid in this financial year.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Leasing commitments

Rentals payable and receivable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

1 ACCOUNTING POLICIES (CONTINUED)

Fund accounting

The charity's funds are split into 3 categories, unrestricted, designated and restricted.

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Debtors

Debtors include amounts owed to the charity for the provision of services, this includes amounts receivable relating to grants or contract funding. Debtors also include the amounts that the charity has paid in advance for goods or services they will receive past the year end date. All debtors are measured using their anticipated recoverable amounts.

Cash at bank and in hand

Cash at bank and in hand is primarily held to meet short term cash commitments as they fall due rather than for investment purposes. Currently the charity does not have any investment accounts.

Provisions and creditors

Provision for liabilities are made where the charity has a present obligation at the end of year date as a result of a past event that will probably result in the transfer of funds to a third party and the value due to settle the obligation can be measured or estimated reliably. The provision is recognised at the fairest settlement value.

Creditors include expenditure that has a legal or constructive obligation that commits the charity to make payment to a third party or it is probable that settlement will be required. This expenditure will relate to good or services provided in the past however the settlement has not taken place before the year end reporting date. Creditors also include any deferred income the charity has received for services not yet provided.

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2021

2 DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Herefordshire Project Donations	1,790	-	1,790	2,244
Worcestershire Project Donations	1,524	-	1,524	3,583
Regional Project Donations	62,956	-	62,956	26,761
	66,270	-	66,270	32,588

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Refuge, support and advisory				
Herefordshire Projects	324,002	94,125	418,127	347,732
Gloucestershire Projects	104,585	-	104,585	-
IDVA Projects	577,112	18,852	595,964	-
Worcestershire Projects	506,226	-	506,226	1,171,340
Regional Projects	517,328	32,895	550,223	332,830
	2,029,253	145,872	2,175,125	1,851,902

4 OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Fundraising	-	-	-	3,398
	-	-	-	3,398

West Mercia Women's Aid do not have a trading subsidiary or a charity shop however do participate in fundraising events such as local stalls and the sale of domestic abuse related literature.

5 INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Unity Trust bank interest	356	-	356	1,428

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2021

6 EXPENDITURE ON RAISING FUNDS

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Fundraising expenditure	226	-	226	1,302

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct costs £	Support costs £	Total 2021 £	Total 2020 £
Total project activities costs:	£	£	£	£
Refuge, support and advisory	1,688,132	427,932	2,116,064	1,889,926

8 DIRECT COSTS

	Total 2021 £	Total 2020 £
Project delivery:	£	£
Staff costs	1,261,541	1,003,382
Other costs	426,591	526,829
	1,688,132	1,530,211

9 SUPPORT COSTS

	Total 2021 £	Total 2020 £
Staff costs	147,108	143,639
Rent	55,131	51,082
ICT costs	95,413	82,819
HR and recruitment	1,834	8,240
Health & safety	1,000	2,178
Professional fees	5,001	5,179
Insurance	8,265	(3,532)
Telephone and mobile charges	33,638	27,161
Marketing costs	35,403	1,459
External training	-	3,045
Depreciation	21,293	20,603
Other support costs	9,792	8,382
Governance costs (note 10)	14,054	9,460
	427,932	359,715

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2021

10 GOVERNANCE COSTS

	Total 2021 £	Total 2020 £
Audit and accountancy fees	10,878	6,990
Legal fees	2,400	1,589
Bank charges	356	492
Governance costs	277	82
Trustee training	143	-
Trustee travel & parking expenses	-	307
	14,054	9,460

11 STAFF COSTS

	Total 2021 £	Total 2020 £
Gross wages	1,279,421	1,038,177
National insurance costs	102,292	82,787
Pension costs	30,313	26,057
	1,412,026	1,147,021

The number of employees who received total employee benefits (excluding employer pension costs of more than £60,000 is as follows:

	2021 No.	2020 No.
£60,001 - £70,000	1	-
	1	-

Pension

The pension scheme offered to all employees is a defined contribution scheme with Royal London. The scheme is auto-enrolment compliant and West Mercia Women's Aid staged during 2015-16. The current contribution rates are 5% employee and 3% employer. The total employer's contribution of £30,313 and employee's contribution of £42,658 was paid in this financial year.

Staff Numbers	2021	2020
Average monthly head count	63	51
FTE	49.12	42.19

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2021****12 TRUSTEES' AND KEY MANAGEMENT REMUNERATION AND EXPENSES**

The trustees neither received nor waived any remuneration or any other benefits from employment during the year (2020: £Nil).

Trustee expenses	2021	2020
Travel expenses	£700	£307
Number of trustees	1	2
 Key Management Personnel	 2021	 2020
	£	£
Gross wages	293,489	311,632
National insurance costs	29,611	30,999
Pension costs	7,969	8,779
	331,069	351,410

The Charity's key management personnel comprise the management team listed on page 1.

13 NET INCOME/(EXPENDITURE)

	Total	Total
	2021	2020
Net income/(expenditure) is stated after charging/(crediting):	£	£
Depreciation - owned assets	21,295	20,602
Auditors remuneration	6,000	5,900
Auditors remuneration - non-audit work	4,878	1,090

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2021

14 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES - YEAR ENDED 31 MARCH 2020

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
INCOME FROM				
Donations and legacies	2	32,588	-	32,588
Charitable activities	3	1,605,235	246,667	1,851,902
Trading activities	4	3,398	-	3,398
Investments	5	1,428	-	1,428
Other activities		-	-	-
TOTAL INCOME		1,642,649	246,667	1,889,316
EXPENDITURE ON				
Raising funds	6	1,302	-	1,302
Charitable activities				
- Refuge, support and advisory	7	1,543,917	346,009	1,889,926
TOTAL EXPENDITURE		1,545,219	346,009	1,891,228
NET INCOME/(EXPENDITURE)		97,430	(99,342)	(1,912)
Transfers between funds		(19,260)	19,260	-
NET MOVEMENT IN FUNDS		78,170	(80,082)	(1,912)
FUNDS BROUGHT FORWARD	20	590,775	93,030	683,805
FUNDS CARRIED FORWARD	20	668,945	12,948	681,893

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2021

15 TANGIBLE FIXED ASSETS

	Office Equipment £	Furniture & Fittings £	Total £
COST			
At 1 April 2020	53,092	88,207	141,299
Additions	40,179	14,207	54,386
Disposals			-
At 31 March 2021	<u>93,271</u>	<u>102,414</u>	<u>195,685</u>
DEPRECIATION			
At 1 April 2020	46,716	40,562	87,278
Charge for the year	11,972	9,323	21,295
Disposals			-
At 31 March 2021	<u>58,688</u>	<u>49,885</u>	<u>108,573</u>
NET BOOK VALUE			
At 31 March 2021	<u>34,583</u>	<u>52,529</u>	<u>87,112</u>
At 31 March 2020	<u>6,376</u>	<u>47,645</u>	<u>54,021</u>

16 DEBTORS

	2021 £	2020 £
Grants and other income receivable	194,196	45,124
Rents receivable	6,674	6,674
Prepayments	4,091	22,478
	<u>204,961</u>	<u>74,276</u>

17 BANK AND CASH

	2021 £	2020 £
Current account	231,225	399,935
Deposit account	377,265	356,935
Cash in hand	79	79
	<u>608,569</u>	<u>756,949</u>

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2021

18 CREDITORS

	2021	2020
	£	£
Suppliers payable	8,337	133,790
Accruals	19,841	42,227
Deferred income	64,379	27,337
Taxation, social security and pensions	731	-
	93,288	203,354

Deferred income:

At 1 April	27,337	76,028
Provided during the year	60,170	27,337
Released during the year	(23,128)	(76,028)
At 31 March	64,379	27,337

Deferred income relates to grant received in advance of service delivery. Where performance related conditions have not been fulfilled as at the year end, amounts are deferred to future periods.

19 LEASING AGREEMENTS

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

	2021	2020
	£	£
Within one year	24,861	19,861
Between one and five years	3,673	20,201
	28,534	40,062

20 FUNDS

	2021	2020
	£	£
Unrestricted - general	243,009	268,945
Unrestricted - contingency fund	500,000	400,000
Total unrestricted funds	743,009	668,945
Restricted funds	64,345	12,948
	807,354	681,893

WEST MERCIA WOMEN'S AID**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****YEAR ENDED 31 MARCH 2021****21 RESTRICTED FUNDS**

	Balance b/f £	Incoming resources £	Resources expended £	Transfers £	Balance c/f £
Soteria Comic Relief	8,561	25,395	(33,956)	-	-
Ask Me WAFE Grant	4,387	-	-	-	4,387
MHCLG	-	94,125	(60,519)	-	33,606
Bulmers	-	5,000	-	-	5,000
Cloth Makers	-	2,500	-	-	2,500
IDVA Drive Hereford	-	18,852	-	-	18,852
Total	12,948	145,872	(94,475)	-	64,345

Purpose of restricted fundsSoteria Comic Relief

Grant from Comic Relief to help women in the criminal justice system who have experienced domestic abuse.

Ask Me WAFE Grant

To train and support volunteer 'ambassadors' working in the community

Bulmers

Women's Aid Therapy and Coaching Hub (WATCH)

Cloth Makers

For the use of accommodation furnishings.

IDVA Drive Hereford

Provide support to victims associated with Drive cases.

MHCLG

Provision of a Domestic Abuse Support Service.

WEST MERCIA WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 MARCH 2021

22 RELATED PARTY TRANSACTIONS

There were no related party transactions other than those disclosed in Note 12.

23 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income/(expenditure) for the year	125,461	(1,912)
Depreciation	21,293	20,603
Interest income	(356)	(1,428)
(Increase)/decrease in debtors	(130,685)	-
(Decrease)/ increase in creditors	(110,063)	(48,693)
	(94,350)	(31,430)

24 COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up during the time that he or she is a member or within one year afterwards for payment of debts and liabilities of the company contracted before he or she ceases to be a member, and of the costs, charges and expense of winding up the same and for the adjustment of the rights of contributors amongst themselves, such amount as may be required not exceeding, in the case of any member, the sum of £10.

25 CONTINGENT LIABILITIES

There were no contingent liabilities as at 31 March 2021, nor at 31 March 2020.

26 ULTIMATE CONTROLLING PARTY

The charitable company is under the control of its board of trustees.