LANCASHIRE WOMEN

England & Wales · Charity number 1100976

Details

Other names	EAST LANCASHIRE WOMEN'S CENTRES, LANCASHIRE WOMEN'S CENTRES, THE WOMENS CENTRE FOR BLACKBURN AND DISTRICT
Status	Registered
Legal form	Charitable company
Company number	04777720
Registered	2003-12-02
Register	View on the Charity Commission register

Contact

Address	21-23 Blackburn Road Accrington Lancashire BB5 1HF
Phone	03003301354
Email	paige.birkett@lancashirewomen.org
Website	www.lancashirewomen.org

Activities

Objects: FOR THE BENEFIT OF THE WOMEN IN NEED OR DISTRESS IN THE AREA, WHICH IS DEFINED BY REFERENCE TO THE BOUNDARIES OF BLACKBURN WITH DARWEN BOROUGH, HYNDBURN AND RIBBLE VALLEY FOR THE FOLLOWING PURPOSES:(A) TO PROMOTE THE HEALTH AND WELL BEING OF WOMEN IN THE AREA.(B) TO PROMOTE AND FURTHER THE INTERESTS OF WOMEN IN NEED OF HELP AND SUPPORT AND ADVICE ON A RANGE OF ISSUES INCLUDING LEGAL RIGHTS, WELFARE RIGHTS, EMPLOYMENT, CHILDCARE, DRUG AND ALCOHOL ABUSE, PSYCHOLOGICAL DISTRESS AND PHYSICAL HEALTH.(C) TO PROVIDE A MEETING PLACE FOR WOMEN AND FACILITIES FOR PROVIDING ADVICE, INFORMATION AND ASSISTANCE TO WOMEN IN NEED THEREOF.(D) TO EDUCATE WOMEN IN THE AREA OF THEIR RIGHTS, PARTICULARLY IN THE AREA OF THEIR LEGAL RIGHTS AND IN THE AREA OF HEALTH CARE.

Activities: Lancashire Women's Centres offer support in a non-judgemental, confidential and safe environment. Services include complex casework, mental health interventions, money, benefit and debt advice, training, mentoring and volunteering opportunities. We are open to all women but have specific focus on those with mental health needs and those with an offending history. We have 5 bases in Lancashire.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Elderly/old People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** IN THE AREA, WHICH IS DEFINED BY REFERENCE TO THE BOUNDARIES OF BLACKBURN WITH DARWEN BOROUGH, HYNDBURN AND RIBBLE VALLEY.
- Lancashire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,947,566	£3,730,840	£1,768,544	110
2024-03-31	£3,683,919	£3,251,850	£1,550,880	95
2023-03-31	£2,849,088	£2,717,495	£1,124,198	95
2022-03-31	£2,693,316	£2,558,684	£985,262	95
2021-03-31	£2,373,918	£2,412,502	£849,241	91

Trustees

Name	Role	Appointed
LYNETTE HARWOOD	Chair	2013-09-25
Amelia Lee		2025-09-08
Dr Charlotte Barrow		2022-09-22
Howard Hamilton-Smith		2023-01-03
Laura Brown		2022-09-22
Pauline Geraghty MBE		2022-01-01
Robert Dickinson		2025-04-15

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LANCASHIRE WOMEN

England & Wales - Charity number 1100976

Accounts

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Company registration number 04777720 (England and Wales)

Charity registration number 1100976 (England and Wales)

LANCASHIRE WOMEN

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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LANCASHIRE WOMEN

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L B Harwood (Chair)	
	M A Lishman	
	P Geraghty MBE	
	C Barrow	
	L Brown	
	H Hamilton-Smith	
	S Biggs	(Appointed 15 October 2024)
	R Dickinson	(Appointed 15 April 2025)
	A Lee	(Appointed 8 September 2025)
Charity number	1100976	
Company number	04777720	
Registered office	21-23 Blackburn Road Accrington BB5 1HF	
Chief executive officer	Siobhan Collingwood	
Auditor	Smith & Goulding Limited 4 Southport Road Chorley Lancashire England PR7 1LD	
Bankers	Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB	
Solicitors	Robinson's Solicitors Beckett House 17 Sovereign Court Wyrefields Poulton FY6 8JX	

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LANCASHIRE WOMEN

CONTENTS

	Page
Chairperson's report	1
Chief Executive Officer's report	2
Trustees' report	3 - 10
Statement of trustees' responsibilities	11
Independent auditor's report	12 - 14
Statement of financial activities	15
Balance sheet	16 - 17
Statement of cash flows	18
Notes to the financial statements	19 - 33

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

CHAIRPERSON'S REPORT

What a year it has been for the board of Trustees at Lancashire Women!

As we celebrate our 40 years of working with women across Lancashire, we have had time to reflect on how we have grown as an organisation.

I have been involved with Lancashire Women in various roles for 15 of those years and I have seen how our services have been shaped by those women who have come through our doors or whose lives have touched ours, and we theirs. Together we have created what we now see as Lancashire Women.

This year has seen significant changes; in December the Board started to develop its strongest strategic plan yet, one that seeks financial sustainability and growth whilst consolidating the things we are really good at.

We saw the recruitment of a fourth member of our senior leadership team specifically focused on commercial development and expanding on our collaborative work with partners and key stakeholders.

In June we welcomed a new Chief Executive Officer who will be pivotal in taking forward the plan bringing in a wealth of experience around trauma informed care and the use of intelligence to enhance our planning.

Next year will be exciting as we continue to improve and grow. I'm grateful and proud that our organisation is embracing change together. Although change can be challenging, I know that everyone is working hard to find the right balance but ..... we are Lancashire Women and that is what we do best!

Lynette Harwood

Chair of the Board of Trustees

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CHIEF EXECUTIVE OFFICER'S REPORT

In the immortal words of Tammi Wynette, "Sometimes it's hard to be a woman", but at Lancashire Women we are working tirelessly and productively to ensure that when life does feel hard, women have somewhere to go and somebody to make contact with. Our charity has been operating for 40 years, and we have celebrated this anniversary in style with joyful celebrations and fundraising efforts including a Fashion show in Blackpool, a walk across Morecambe Bay, an 80's themed ball and a fun filled race across Lancashire. I have been proud beyond words to join this amazing organisation as CEO and be part of the Charity's ongoing journey as it moves forwards into the next 40 years and beyond.

Our works streams continue to broaden their reach and delivery, but there is much left to do. The women participating in our programmes tell us heartbreaking, yet inspiring stories of adversity, resilience and recovery: every day they tell us about the difference that Lancashire Women makes in their lives. This is why we love being able to do what we do.

- We provide training, friendship groups and support networks for women whatever their issue, tailored to their needs.
- We continue to provide economic and employment advice to help women at the hard edge of systemic economic inequalities.
- We provide therapeutic services for those needing to heal.
- We help women, struggling to deal with addiction to recover and rebuild lives.
- We guide and support women with experience within the criminal justice system, helping them to stabilise and move forward positively.
- We collaborate with and signpost to partners working to support women across Lancashire.
- We advocate for women and their needs.

We do all of this by holding true to our values of compassion, collaboration, creativity, and no judgement, not always easy in a time of undeniable pressure and adversity within the charitable sector. As services strive to assist people whose needs are often driven by unaddressed systemic inequality, we see flames of malcontent and anger being fanned by voices of prejudice, and polarisation, threatening to set fire to the communities we are striving to strengthen and protect. All of this can feel overwhelmingly negative, but at Lancashire Women it is a joy to be part of building an alternative way to live in and experience the world.

Representing this amazing organisation makes me proud beyond words, because though life is undeniably hard, it is also a joyful and celebratory thing to be a woman -to quote another inspirational diva – "The best thing about being a woman is the prerogative to have a little fun. Man, I feel like a woman!"

Siobhan Collingwood

Chief Executive Officer

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report together with the audited financial statements for the year ended 31 March 2025.

The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), 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).

Since the charitable company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

OBJECTIVES AND ACTIVITIES

a. POLICIES AND OBJECTIVES

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charities Commission relating to public benefit and in particular to its supplementary public benefit guidance (Section 17(5) of the 2011 Charities Act) on the charitable company's activities.

The charity's policies and objectives are the provision of information, support and courses relating to all aspects of women's lives.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

The charity engaged in the following activities to meet its objectives;

i. Services to support positive mental health and emotional wellbeing and including provision of psychological therapies;

ii. The provision of advice, information, guidance and employment support;

iii. Learning, skills and personal development opportunities;

iv. Specialist services for the most vulnerable and at risk women in our communities, including women in the criminal justice system.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

Funding was gratefully received from:
NHS Lancashire and South Cumbria Integrated Care Board
Ministry of Justice
NHSE
Department for Work & Pensions
Energy Redress
Blackburn with Darwen Council
Lancashire County Council
British Gas
National Lottery
Smallwood
Blackpool Council
Hyndburn Council
Household Support Fund
Scottish Power
Burnley Council
Active Lancashire
Morrisons
Community CVS
UCLAN
Grantscape
Active Lancashire

VOLUNTEERS

Our volunteers make a vital contribution to the organisation, bringing on board skills, expertise and community knowledge. Our volunteers undertake a range of roles including administration, mentoring, service user support and therapy. This area of the organisation is managed by a Volunteer Lead which has resulted in more volunteers coming on board along with a new process being put in place. There is currently a Befriending Pilot taking place and for the future we are looking at more volunteer development along with sourcing funds to help ingrain a more comprehensive volunteer infrastructure in order to build resources and manage volunteer capacity.

ACHIEVEMENTS AND PERFORMANCE

Our Vision

Our vision is where all women in Lancashire are valued and treated as equals.

Our Mission

To empower women to be able to transform their lives by bringing them together to:

- Find their voice
- Share experiences and understanding
- Develop their knowledge and skills
- Challenge stereotypes and misconceptions about them

.... so that they can have choices in becoming the individuals they want to be.

Our Programmes

All the work undertaken in 2024/25 has been through the following workstreams:

Communities, Mental Health and Wellbeing

Through support to women and their families to help improve their emotional wellbeing and resilience providing them with the skills, knowledge and tools to better manage their mental health.

Our services include:

- Psychological treatments to understand and manage mental health issues, thoughts, feelings, and behaviours. Provided in a safe and confidential space to discuss problems, identify patterns, and learn coping strategies for mental and emotional problems like stress, anxiety and depression
- Perinatal mental health and wellbeing support provided at the hospital along with one-to-one therapy to families accessing community provision through the family hubs
- Wellbeing groups to increase confidence and build resilience
- Community projects working to improve health and wellbeing and overcome barriers by developing a range of personal skills to support a more positive future

Justice and Safety

Through support to reduce the risk of reoffending or prevent the criminalisation of women with multiple and complex needs.

Our services include:

- Providing community and prison-based support to women who are involved in the criminal justice system. Delivering intensive one to one work through a team of case and resettlement workers who provide bespoke interventions that are trauma informed and female specific to help improve outcomes for women. Key areas include: Accommodation; Employment, Training and Education; Finance, Benefit and Debt and Personal Wellbeing
- Specialist trauma informed addiction & recovery support to women across Lancashire. Supporting women who may struggle to engage with drug & alcohol treatment providers by reducing and addressing potential barriers in respect of stigma, housing, finances, emotional wellbeing, education & employment, family & relationships
- Specialised one to one and group support for young women 18-25. Focusing on overcoming barriers and getting the young women ready to find and engage in employment, education and training

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Money Energy Advice and Guidance

Through impartial, non-judgmental advice regarding any aspect of debt along with support to help individuals stay warm and reduce their energy bills.

Our services include:

- Budgeting and energy saving tips and techniques
- Money management step by step personalised guide
- Income maximisation
- Benefit checker, advice, completion and appeals
- Support with arrears and enforcement
- Energy advice and small repair through our home visit service
-

Employability Advice and Guidance

Providing tailored employment support to assist individuals in starting, staying, or succeeding in employment while managing their well-being.

Our services include:

- personal assessments
- goal and target setting
- access to local and workplace support
- job search and techniques
- interview preparation

Employment and Guidance Programme

Our team work with women to improve their skills and knowledge and help them move closer to the labour market.

Projects include:

Employment Advisors into Talking Therapies- East Lancashire – the employment advisors work alongside the therapy team to provide tailored support to the individual in relation to their employment goals. Example support includes: helping them progress at work, improve relationships in the workplace, reasonable adjustments, returning to work after a period of absence, career change or managing stress in the workplace. This team work closely with the Talking Therapies team to identify referrals.

MPT Steps (More Positive Together) – Pan Lancashire project fund through the European Social Fund that provides tailored one to one support to job seekers who may have recently become unemployed or are uneconomically inactive. Support includes confidence building, help with CV writing and interview preparation, job search and application along with any tailored support that is needed. All will help improve their self-esteem and employability skills.

INVESTMENT POLICY AND PERFORMANCE

The Trustees retain funds in an interest bearing account platform and take advantage of the interest received. The platform enables us also to mitigate the risk of bank failure risk under the FCSC Protection. The charity also owns a small number of listed investments which again reflect the current economic climate.

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

a. GOING CONCERN

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. FINANCIAL RESULTS FOR THE YEAR

In the year ended 31 March 2025 the charitable company received incoming resources of £2,473,409 in unrestricted funds for the activities of the charity. Resources expended in the year were £2,299,152. After taking account of the increase in investment values of £938 the surplus for the year was £175,195. After taking into account a transfer of £54,397 from restricted funds, there is a surplus of £229,592 which has been added to the charity reserves. In addition to this the charity received restricted funds of £1,474,157. The expenditure from restricted funds was £1,431,669 resulting in a surplus of £42,469. After taking account the transfer of £54,397 to unrestricted funds, there was a deficit amounting to £11,928 which has been applied to restricted funds carried forward. The overall surplus for the year was therefore £217,664

At 31 March 2025 the charitable company held Total Reserves of £1,768,544. This comprises restricted funds of £85,238, unrestricted general funds of £1,479,384, and a designated fund of £203,922.

c. RESERVES POLICY

Lancashire Women is required to hold reserves in order to achieve its charitable objectives. Reserves of cash enable current activities and liabilities to be met in the event of a significant drop in funding.

Designated funds are held to cover potential wind-up costs which may arise in the event of sources of funds becoming unavailable.

The Trustees therefore consider it both prudent and realistic to hold general funds of between 3-6 months running costs within which 3 months should be cash balances. The Trustees through their Finance and Audit Risk Sub Committee and otherwise will keep the level of reserves under review and take steps to keep any available surplus funds to the reserve range outlined above fully invested in line with the Charity's Investment Policy or utilised to achieve charitable objectives. They will also seek to ensure, through management, that no decisions of the charity allow the general fund to drop below the levels described above considering the option for sustaining reserves in good time.

The following are the types of funds:-

- Restricted funds are funds subject to special trusts specified by the donor.

- Restricted income funds are received for spending in the short-term on the specified purpose.

- Permanent endowment funds are donations that have been given to a charity to be held as capital with no power to convert the funds to income. These may be cash or other assets.

- Expendable endowment funds are donations that have been given to a charity to be held as capital, where the trustees do have a discretionary power to use the funds as income.

- Unrestricted funds are funds available for the purposes of the charity, to be spent as the trustees see fit.

- Designated funds are unrestricted funds that have been earmarked for a particular purpose by the trustees.

- General funds are unrestricted funds which have not been earmarked and may be used for the charity's objectives.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

d. RISK MANAGEMENT

The Trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Principal risks and strategies include:

Governance
Board of Trustees – skills audit now completed with Trustees to fill gaps and expertise. There has been recruitment of new Trustees which has broadened the skill set and knowledge of the board.

Staff retention has improved and lots of work has taken place to support this. Focus on strengthening the induction process and ensuring staff are better supported in this period. More robust reporting has been implemented on staff retention and performance.

An in depth review has also taken place using the Governance Code involving all Trustees and is an ongoing process to continually assess and strengthen our Governance.

Operational
Competition from similar organisations. This risk could impact on the charity as follows: loss of contract income, reduced fundraising potential, reduced public profile and profitability of trading activities. To mitigate these risks the following strategies have been put in place: monitor and assess performance and quality of service, review market and methods of service delivery, agree fund-raising strategy, ensure regular contact with funders and monitor public awareness and profile of the charity

Financial
Dependency on income sources. The potential impact that this risk could have is the cash flow and budget impact of loss of income source. Steps in place to mitigate the risks are: identify major dependencies, implement adequate reserves policies and execute diversification plans.

Environmental or External factors

There are some specific challenges – the effect of inflation increases on static, long standing grant and contract values, energy prices for us as an organisation as well as for our service users and clients, overall 'cost of living' increases that add to the demand for our support but where competition for limited resources could potentially reduce what we can achieve.

FUTURE DEVELOPMENTS

For our next 12 months our priorities include:

- An updated EDI strategy;
- The further diversification of income generation and a focus on commercial funding opportunities

These activities and more will ensure we will be able to maintain a strong core offer as well as focussing on our wider sustainability which also includes reducing our carbon footprint as an organisation.

The process of developing and supporting our Board of Trustees will continue so that our governance infrastructure progresses and enables the organisation to serve our beneficiaries and meet their needs as effectively as possible.

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. CONSTITUTION

The charitable company is a charitable company limited by guarantee and was set up by a Memorandum of Association dated 27 May 2003 (last amended 17 September 2014) and amended by Special Resolution dated 21 October 2003, 1 October 2009 and 21 July 2017, as amended by a Certificate of Incorporation on change of name. The charity was formerly known as The Women's Centre for Blackburn and District Limited. The registered charity number is 1100976.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

L B Harwood (Chair)	
M A Lishman	
E L Plachciak	(Resigned 23 April 2025)
P Geraghty MBE	
C Barrow	
L Brown	
D Livesey	(Resigned 23 April 2025)
H Hamilton-Smith	
S Biggs	(Appointed 15 October 2024)
R Dickinson	(Appointed 15 April 2025)
A Lee	(Appointed 8 September 2025)

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charitable company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

In order to become a trustee the individual must have a strong interest and passion for supporting women in line with our organisational aims and understand the challenges faced by women in our communities. The individual must possess a skill in a specific area which are stated in our 'Trustee Recruitment and Information Pack 2016.

With a view to selecting and appointing the correct trustees we have an essential and desirable criteria which sets out personal attributes, skills and experience that have to be met in order to become a trustee. This can also be found within our 'Trustees Recruitment and Information Pack 2016'.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The charity employed a full time equivalent of 88 members of staff to provide services.

Day to day management of the charity is delegated by the Board of Trustees to the CEO, with the support of the Senior Management Team and Operational Management Team.

The Trustees meet bi-monthly and receive financial management reports and senior management team reports regarding progress against our agreed strategy.

d. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Trustees are inducted in line with Charity Commission recommendations. The documents in use include a Trustee contract, induction programme and disclosure of any conflicts. All trustees sign a confidentiality agreement.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

Auditor

In accordance with the company's articles, a resolution proposing that Smith & Goulding Limited be reappointed as auditor of the company will be put at a meeting of the Trustees.

The trustees' report was approved by the Board of Trustees.

Signed by:
Lynette Harwood
DF6A08FD29DE454...

L B Harwood (Chair)
Trustee
Dated: 08 January 2026

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

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

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

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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF LANCASHIRE WOMEN

Opinion

We have audited the financial statements of Lancashire Women (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, taxation legislation and data protection, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative or potential bias.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect that those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Simm

Andrew Simm F.C.A. (Senior Statutory Auditor)
for and on behalf of Smith & Goulding Limited

13/1/2026

Chartered Accountants
Statutory Auditor

4 Southport Road
Chorley
Lancashire
England
PR7 1LD

Smith & Goulding Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:							
Donations and legacies	2	22,866	-	22,866	26,172	-	26,172
Charitable activities	3	2,392,290	1,474,157	3,866,447	2,269,352	1,356,569	3,625,921
Other trading activities	4	13,922	-	13,922	20,311	-	20,311
Investments	5	41,242	-	41,242	11,337	-	11,337
Other income	6	3,089	-	3,089	178	-	178
Total income		2,473,409	1,474,157	3,947,566	2,327,350	1,356,569	3,683,919
Expenditure on:							
Raising funds	7	-	19	19	-	59	59
Charitable activities	8	2,299,152	1,431,669	3,730,821	1,943,506	1,308,285	3,251,791
Total expenditure		2,299,152	1,431,688	3,730,840	1,943,506	1,308,344	3,251,850
Net gains/(losses) on investments	12	938	-	938	(5,387)	-	(5,387)
Net income		175,195	42,469	217,664	378,457	48,225	426,682
Transfers between funds		54,397	(54,397)	-	53,516	(53,516)	-
Net movement in funds	10	229,592	(11,928)	217,664	431,973	(5,291)	426,682
Reconciliation of funds:							
Fund balances at 1 April 2024		1,453,714	97,166	1,550,880	1,021,741	102,457	1,124,198
Fund balances at 31 March 2025		1,683,306	85,238	1,768,544	1,453,714	97,166	1,550,880

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**15**		201,354		207,587
Investments	**16**		24,007		23,068
			225,361		230,655
Current assets					
Debtors	**17**	419,598		615,252	
Cash at bank and in hand		1,540,667		1,146,739	
		1,960,265		1,761,991	
Creditors: amounts falling due within one year	**19**	(393,019)		(403,613)	
Net current assets			1,567,246		1,358,378
Total assets less current liabilities			1,792,607		1,589,033
Creditors: amounts falling due after more than one year	**20**		(24,063)		(38,153)
Net assets			1,768,544		1,550,880
Income funds					
Restricted funds	**25**		85,238		97,166
Unrestricted funds					
Designated funds	**23**	203,922		160,071	
General unrestricted funds		1,479,384		1,293,643	
			1,683,306		1,453,714
			1,768,544		1,550,880

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2025

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

The financial statements were approved by the Trustees on 08 January 2026

Signed by:

Lynette Harwood

GF6A08FD29DE454...

L B Harwood (Chair)
Trustee

Company Registration No. 04777720

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash generated from operations	**28**		363,273		435,367
Investing activities					
Investment income received		41,242		11,337	
Net cash generated from investing activities			41,242		11,337
Financing activities					
Proceeds from new bank loans		-		46,200	
Repayment of bank loans		(10,587)		-	
Net cash (used in)/generated from financing activities			(10,587)		46,200
Net increase in cash and cash equivalents			393,928		492,904
Cash and cash equivalents at beginning of year			1,146,739		653,835
Cash and cash equivalents at end of year			1,540,667		1,146,739

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Lancashire Women is a private company limited by guarantee incorporated in England and Wales. The registered office is 21-23 Blackburn Road, Accrington, BB5 1HF.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

1 Accounting policies **(Continued)**

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Charitable expenditure comprises those costs incurred by the charity in the delivery of activities and services for its beneficiaries. Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management at the registered office. Governance costs are those incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Expenditure includes any VAT which cannot be fully recovered, as part of the expenditure to which it relates.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £1,000 with an expected life of at least five years are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities incorporating income and expenditure account.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Buildings 2% on cost
Leasehold land and buildings	Buildings 2% on cost
Fixtures and fittings	10% on cost
Equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1 Accounting policies **(Continued)**

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

1 Accounting policies **(Continued)**

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	22,866	26,172

3 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Charitable activities						
Sale of goods	3,050	-	3,050	1,042	-	1,042
Services provided under contract	1,811,237	-	1,811,237	1,580,259	-	1,580,259
Performance related grants	578,003	1,474,157	2,052,160	688,051	1,356,569	2,044,620
	2,392,290	1,474,157	3,866,447	2,269,352	1,356,569	3,625,921

4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	12,779	16,148
Shop income	1,143	4,163
Other trading activities	13,922	20,311

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	41,242	11,337

6 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	3,089	178

7 Raising funds

	Restricted funds 2025 £	Restricted funds 2024 £
Fundraising and publicity		
Staging fundraising events	19	59
	19	59

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

8 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	2,001,279	1,671,300
Training costs	12,675	7,456
Volunteer expenses	4,121	18,886
Other staff costs	80,222	55,130
IT and communication costs	88,629	66,759
Books and leaflets	5,437	8,543
Travelling costs	47,658	34,641
Rent, rates, utilities and room hire	8,813	13,893
Repairs and renewals	10,746	17,594
Postage, stationery and office costs	1,747	1,038
Subscriptions and sundry expenses	51,566	32,843
Access to client service costs	15,736	16,286
Subcontracted services	151,047	190,468
Insurance	5,592	1,652
Other charitable expenditure	86,571	71,595
	2,571,839	2,208,084
Share of support and governance costs (see note 9)		
Support	1,063,898	919,162
Governance	95,084	124,545
	3,730,821	3,251,791
Analysis by fund		
Unrestricted funds	2,299,152	1,943,506
Restricted funds	1,431,669	1,308,285
	3,730,821	3,251,791

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

9 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	707,738	653,588
Depreciation	4,823	35,261
Administration costs	76,179	3,628
IT and communication costs	86,026	94,428
Postage, stationery and office costs	13,869	10,596
Fundraising expenses	3,740	3,095
Centre running costs	129,263	74,312
Provision of service costs	1,893	(90)
Other staff costs	35,272	43,318
Bank charges	2,341	1,026
HP interest	2,753	-
Governance costs	95,085	124,545
	1,158,982	1,043,707
Analysed between:		
Charitable activities	1,158,982	1,043,707

Governance costs comprise:	2025 £	2024 £
Depreciation	1,410	-
Audit fees	9,720	5,784
Legal and professional	2,597	33,000
Professional fees	70,835	78,537
Staff recruitment costs	10,523	7,224
	95,085	124,545

10 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	9,720	5,784
Depreciation of owned tangible fixed assets	4,823	35,261
Loss on disposal of tangible fixed assets	1,410	-

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

12 Gains and losses on investments

	Unrestricted funds 2025	Unrestricted funds 2024
Gains/(losses) arising on:	£	£
Revaluation of investments	938	(5,387)

13 Employees

Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable activities	110	95

Employment costs	2025 £	2024 £
Wages and salaries	2,459,203	2,113,689
Social security costs	207,924	172,190
Other pension costs	41,890	39,009
	2,709,017	2,324,888

The total remuneration and benefits received by key management personnel including the CEO amounted to £157,400 (2024 - £149,214) within the financial year.

The number of employees whose annual remuneration was £60,000 or more were:

	2025 Number	2024 Number
Total emoluments between £60,000 and £70,000	1	-

14 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15 Tangible fixed assets

	Freehold land and buildings	Leasehold land and buildings	Fixtures and fittings	Equipment	Total
	£	£	£	£	£
Cost					
At 1 April 2024	116,000	125,156	57,152	34,740	333,048
Disposals	-	-	(2,820)	-	(2,820)
At 31 March 2025	116,000	125,156	54,332	34,740	330,228
Depreciation and impairment					
At 1 April 2024	13,775	21,204	55,742	34,740	125,461
Depreciation charged in the year	2,320	-	2,503	-	4,823
Eliminated in respect of disposals	-	-	(1,410)	-	(1,410)
At 31 March 2025	16,095	21,204	56,835	34,740	128,874
Carrying amount					
At 31 March 2025	99,905	103,952	(2,503)	-	201,354
At 31 March 2024	102,225	103,952	1,410	-	207,587

16 Fixed asset investments

	Listed investments
	£
Cost or valuation	
At 1 April 2024	23,068
Valuation changes	938
At 31 March 2025	24,006
Carrying amount	
At 31 March 2025	24,006
At 31 March 2024	23,068

17 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	184,848	317,353
Other debtors	221,225	282,283
Prepayments and accrued income	13,525	15,616
	419,598	615,252

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

18 Loans and overdrafts

	2025	2024
	£	£
Bank loans	35,613	46,200
Payable within one year	11,550	8,047
Payable after one year	24,063	38,153

19 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Bank loans	18	11,550	8,047
Other taxation and social security		56,742	53,927
Deferred income	22	146,823	240,610
Trade creditors		155,904	88,289
Accruals		22,000	12,740
		393,019	403,613

20 Creditors: amounts falling due after more than one year

	Notes	2025	2024
		£	£
Bank loans	18	24,063	38,153

21 Retirement benefit schemes

Defined contribution schemes	2025	2024
	£	£
Charge to profit or loss in respect of defined contribution schemes	41,890	39,009

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

22 Deferred income

	2025	2024
	£	£
Deferred contract income	146,823	240,610

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2025
	£	£	£	£	£	£
Designated fund	160,071	-	-	43,851	-	203,922
General funds	1,293,643	2,473,409	(2,299,152)	10,546	938	1,479,384
	1,453,714	2,473,409	(2,299,152)	54,397	938	1,683,306

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2024
	£	£	£	£	£	£
Designated fund	81,903	-	-	78,168	-	160,071
General funds	939,838	2,327,350	(1,943,506)	(24,652)	(5,387)	1,293,643
	1,021,741	2,327,350	(1,943,506)	53,516	(5,387)	1,453,714

The trustees have designated £81,903 to ensure that funds are available for the settlement of redundancy costs and outstanding lease obligations in the event of the winding up of the charitable company.

24 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
At 31 March 2025:			
Tangible assets	201,354	-	201,354
Investments	24,007	-	24,007
Current assets/(liabilities)	1,482,008	85,238	1,567,246
Long term liabilities	(24,063)	-	(24,063)
	1,683,306	85,238	1,768,544

Docusign Envelope ID: 5F70AD2B-3103-4273-A8BA-5C5B59DB4574

24 Analysis of net assets between funds **(Continued)**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	207,587	-	207,587
Investments	23,068	-	23,068
Current assets/(liabilities)	1,261,212	97,166	1,358,378
Long term liabilities	(38,153)	-	(38,153)
	1,453,714	97,166	1,550,880

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

25 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2025 £
Smallwood Trust	24,999	55,000	(51,417)	(5,599)	-	22,983
POW2	(1,334)	80,832	(86,497)	-	-	(6,999)
Blackburn Therapeutic Services	2,150	63,644	(63,777)	-	-	2,017
Preston Counselling	1,061	-	-	(1,061)	-	-
British Gas	15,586	201,090	(204,511)	(249)	-	11,916
Move Forward	-	40,007	(32,854)	-	-	7,153
HSF 4 Blackpool	(2,035)	17,500	(18,347)	2,882	-	-
HSF 4 Hyndburn	12,410	19,083	(26,852)	(4,641)	-	-
Hyndburn ICB 1	4,110	-	-	(4,110)	-	-
Scottish Power	(913)	70,000	(71,252)	2,165	-	-
LCC Drugs/ Alcohol	38,999	303,110	(307,552)	-	-	34,557
Innovation recalls	-	69,095	(69,843)	748	-	-
Lot 3 Raising Aspirations	2,133	182,919	(176,911)	(7,152)	-	989
Burnley Handywoman	-	25,000	(20,656)	-	-	4,344
Burnley Money Advice Service	-	12,000	-	-	-	12,000
Energy Redress	-	260,645	(228,062)	(32,583)	-	-
Healthy Heads	-	12,651	(16,227)	-	-	(3,576)
Women's Health Hub	-	-	(27)	-	-	(27)
HSF 5	-	23,457	(16,436)	(7,021)		
HSF 6	-	38,124	(40,348)	2,224		
Workwell	-	-	(119)	-	-	(119)
	97,166	1,474,157	(1,431,688)	(54,397)	-	85,238

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25 Restricted funds **(Continued)**

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2024 £
Smallwood Trust	18,825	56,083	(49,909)	-	-	24,999
Big Lottery - Positive Outcomes for Women	3,096	-	-	(3,096)	-	-
Starting Well	6,529	-	(6,816)	287	-	-
Household Support	1,974	-	-	(1,974)	-	-
BBO3 Changing Futures	18,164	(11,855)	(117)	(6,192)	-	-
POW2	(2,199)	80,832	(81,045)	1,078	-	(1,334)
British Gas	2,044	134,040	(137,461)	16,963	-	15,586
British Gas Energy Measures	1,692	-	-	(1,692)	-	-
HSF 3 Fund	5,658	-	(6,378)	720	-	-
LCC Drugs/ Alcohol	40,837	250,750	(252,588)	-	-	38,999
Lot 3 Raising Aspirations	789	187,515	(169,101)	(17,070)	-	2,133
FAM (Fishwick & St Matthews)	3,724	14,500	(17,496)	(728)	-	-
HSF Blackpool COL Grant	1,324	12,917	(14,952)	(1,324)	-	(2,035)
National Lottery COL	-	48,000	(47,961)	(39)	-	-
BBO1 Age of Opportunity	-	1,321	(50)	(1,271)	-	-
BwD Complex Case Hub	-	37,500	(33,181)	(4,319)	-	-
Blackburn Therapeutic Services	-	12,175	(10,025)	-	-	2,150
Preston Counselling	-	75,000	(73,939)	-	-	1,061
Energy Redress 2	-	285,454	(248,047)	(37,407)	-	-
ESF MPT	-	73,517	(77,394)	3,877	-	-
HSF 4	-	37,500	(25,090)	-		-
Hyndburn ICB 1	-	11,564	(7,454)	-		-
Move Forward	-	31,199	(29,870)	(1,329)		-
Scottish Power	-	-	(913)	-		-
Innovation Recalls	-	18,557	(18,557)	-		-
	102,457	1,356,569	(1,308,344)	(53,516)	-	97,166

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

26 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

27 Analysis of changes in net funds

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	1,146,739	393,928	1,540,667
Loans falling due within one year	(8,047)	(3,503)	(11,550)
Loans falling due after more than one year	(38,153)	14,090	(24,063)
	1,100,539	404,515	1,505,054

28 Cash generated from operations

	2025	2024
	£	£
Surplus for the year	217,663	426,682
Adjustments for:		
Investment income recognised in statement of financial activities	(41,242)	(11,337)
Loss on disposal of tangible fixed assets	1,410	-
Fair value gains and losses on investments	(938)	5,387
Depreciation and impairment of tangible fixed assets	4,823	35,261
Movements in working capital:		
Decrease/(increase) in debtors	195,654	(247,818)
Increase in creditors	79,690	46,697
(Decrease)/increase in deferred income	(93,787)	180,495
Cash generated from operations	363,273	435,367

LANCASHIRE WOMEN

England & Wales - Charity number 1100976

Accounts

Charity registration number 1100976

Company registration number 04777720 (England and Wales)

LANCASHIRE WOMEN

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

LANCASHIRE WOMEN

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L B Harwood (Chair) M A Lishman E L Plachciak P Geraghty MBE C Barrow L Brown D Livesey H Hamilton-Smith
Charity number	1100976
Company number	04777720
Registered office	21-23 Blackburn Road Accrington BB5 1HF
Chief executive officer	Amanda Greenwood
Auditor	Smith & Goulding Limited 2 Southport Road Chorley Lancashire PR7 1LB
Bankers	Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB
Solicitors	Robinson's Solicitors Beckett House 17 Sovereign Court Wyrefields Poulton FY6 8JX

LANCASHIRE WOMEN

CONTENTS

	Page
Chairperson's report	1
Chief Executive Officer's report	2
Trustees' report	3 - 11
Independent auditor's report	12 - 14
Statement of financial activities	15
Balance sheet	16
Statement of cash flows	17
Notes to the financial statements	18 - 31

LANCASHIRE WOMEN

CHAIRPERSON'S AND CHIEF EXECUTIVE OFFICER'S REPORTS

FOR THE YEAR ENDED 31 MARCH 2024

CHAIRPERSON'S REPORT

Board Development

The Board of Trustees has had a productive year consolidating its position of accountability and oversight of Lancashire Women; building on the foundation blocks of last year when I reported on the relatively newness of the Board in its current format.

Our focus has been on strengthening the governance processes for the organisation. We have developed a new governance framework – the Governance Code that now underpins the work of the Board's three subcommittees. We have also identified lead trustees to offer support and oversight to identified areas i.e. safeguarding and clinical governance. In doing so, we have reinforced the good relationships between core staff and trustees ensuring a shared understanding and close working partnership.

Providing oversight and scrutiny as independent members of the Board ensures that the organisation is performing well in the activities it is engaging in, the services it is providing and, above all the vision of the organisation.

There are four main things to get right that good governance supports us in doing:

1. Being clear on what we are trying to achieve as an organisation and the difference we are making for those we support
2. Making sure that everyone in the organisation understands the commitment and the direction we are travelling in to achieve success for our clients
3. That the organisation's resources are managed correctly and appropriately
4. That risks to the organisation are intercepted and mitigated against

We have achieved some significant successes within our governance framework over the past year. Our safeguarding procedures have been strengthened and Lancashire Women are now represented on the Lancashire Safeguarding Board raising awareness of the issues faced in trying to bridge the divide between statutory and third sector parties in supporting vulnerable clients.

We continue to maintain financial security for the organisation and have been able to initiate a substantial pay award after a review of salary scales across the sector. We have held discussions and listened to our colleagues regarding the issues faced during these times of austerity and have provided support where needed.

We continue to monitor our contracts and service delivery and were successful in being able to open a new centre in Preston to support vulnerable clients as part of our Ministry of Justice contract.

As 2025 approaches we look towards our 40th Anniversary of Lancashire Women. This will be a time to reflect on and to celebrate what we have achieved but, it is also a time to look ahead. The Board will be reviewing the Strategic Plan and looking to take the organisation forward by focussing on business development, fundraising and securing our income.

We will be looking to widen our visibility as an organisation at a national and regional level and determining how we can influence the political arena to support and improve the overall rights of women and girls.

The Board itself will require further consolidation so that it is in a strong position to take the organisation through the coming year. We will want to explore investment in trustee's personal development so that we are well-equipped to undertake our roles. We are aware that the Third Sector is struggling to recruit to and retain trustees; we at Lancashire Women have experienced high attrition rates over the years and have been unable to maintain the maximum quota of eleven trustees. There is a certain amount of work to do to improve the recruitment and retention of new trustees ensuring that we have a wide range of knowledge and expertise on the Board in order to be the best we can.

My thanks, as always, to the Trustees of the Board, the Senior Leadership Team and all our colleagues across Lancashire Women for their hard work and dedication throughout the year.

Lynette Harwood

Chair of the Board of Trustees

CHIEF EXECUTIVE OFFICER'S REPORT

Whilst the world moves further into a post covid mode, the effects of that period, coupled with the ongoing cost of living impacts continue to bite those individuals and communities who struggle whether financially, mentally/ emotionally... and across all aspects of life.

Our work over these last twelve months has seen an increase in people needing our help and services as we anticipated but we have also seen an increase in the severity and depth of that need. As would be expected therefore, we are also beginning to work with people who are highly traumatised and distressed with very little of the welfare safety net left to 'catch' and support them.

The political and economic decision making nationally has not helped in any way and the funding climate for third sector organisations overall is fierce and continues to be competitive with an ever-declining range of funding options.

And yet...

Lancashire Women continues to be resourceful in its income generation and we have begun to develop alternatives to how we generate that financial resource as well as make careful choices in what we bid for ... and that includes saying no and not chasing money for money's sake.

I pay tribute as always to everyone who is involved in what we do... starting with our Trustees, my Senior Leadership team colleagues, our managers and team leads through to our frontline workers and volunteers across all four of our workstreams. Lancashire Women is strong and successful because of all of the commitment and work achieved at every level of the organisation.

This year however, I want to also specifically highlight the work of those staff who sit one step behind the frontline. Our so called 'backroom' or infrastructure team – HR staff, marketing and communications, administrative and reception staff, Finance team and our IT / Digital staff...All bringing vitally important skills and expertise which the organisation cannot fail to have... And yet all these roles and responsibilities are not directly recognised by funders when they support our work – or we end up having to argue for the percentage of costs associated with these roles as if they were a luxury!

This adds to the challenge for us and all charities but does not stop us in ensuring we secure those crucial skills - cutting our cloth accordingly to maintain our commitment to serving women and girls as our prime concern and to the best of our ability knowing working with them helps them to change their lives and move forward positively and confidently.

Amanda Greenwood

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report together with the audited financial statements for the year ended 31 March 2024.

The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), 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).

Since the charitable company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

OBJECTIVES AND ACTIVITIES

a. POLICIES AND OBJECTIVES

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charities Commission relating to public benefit and in particular to its supplementary public benefit guidance (Section 17(5) of the 2011 Charities Act) on the charitable company's activities.

The charity's policies and objectives are the provision of information, support and courses relating to all aspects of women's lives.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

The charity engaged in the following activities to meet its objectives;

i. Services to support positive mental health and emotional wellbeing and including provision of psychological therapies;

ii. The provision of advice, information, guidance and employment support;

iii. Learning, skills and personal development opportunities;

iv. Specialist services for the most vulnerable and at risk women in our communities, including women in the criminal justice system.

Funding was gratefully received from:
Achieve NW
Active Lancashire
ARC Counselling
Blackburn with Darwen Borough Council
Blackpool Teaching Hospital
British Gas
Energy Redress
Fishwick & St Matthews
Health Education England
Household Support Fund
Hyndburn Leisure
Keyfund
Lancashire County Council
MOJ
More Positive Together
National Lottery
New Look
NHS Lancashire & Cumbria ICB
Selnet Ltd
Shelter
Smallwood Trust
VCSFE

VOLUNTEERS

Our volunteers make a vital contribution to the organisation, bringing on board skills, expertise and community knowledge. Our volunteers undertake a range of roles including administration, mentoring, service user support and therapy. This area of the organisation is managed by a Volunteer Lead which has resulted in more volunteers coming on board along with a new process being put in place. There is currently a Befriending Pilot taking place and for the future we are looking at more volunteer development along with sourcing funds to help ingrain a more comprehensive volunteer infrastructure in order to build resources and manage volunteer capacity.

ACHIEVEMENTS AND PERFORMANCE

Our Vision

Our vision is where all women in Lancashire are valued and treated as equals.

Our Mission

To empower women to be able to transform their lives by bringing them together to:

- Find their voice
- Share experiences and understanding
- Develop their knowledge and skills
- Challenge stereotypes and misconceptions about them

.... so that they can have choices in becoming the individuals they want to be.

Our Programmes

Communities, Mental Health and Emotional Wellbeing Programme

Providing support to women and their families to help improve their emotional wellbeing and resilience providing them with the skills, knowledge and tools to better manage their mental health within communities.

Service delivery includes:

Talking Therapies (East Lancashire) -psychological treatments for mental and emotional problems like stress, anxiety and depression. This is through face to face, telephone or online depending on the needs of the individual either on a one-to-one basis or through a group. We have continued to provide support to different priority groups including those with long term conditions, peri natal and BAME communities. We have expanded our networks and engagement work to ensure we reach those most in need of the service. We have piloted new pathways this year, which has proven successful.

NICU (Neonatal intensive care) – Burnley- providing support at the hospital bedside to families at a critical time. This is through therapeutic interventions long with signposting into Lancashire Women wider services if needed.

Family Wellbeing Service- (Blackburn with Darwen and Blackpool)– Through the Start for Life programme, one to one therapy to families accessing the family hubs in Blackburn with Darwen and Blackpool has been provided. In Blackpool hospital we provide bedside support on the ward. This builds on our track record through the Starting Well programme which previously funded our peri natal offer. The team also deliver bespoke groups within the family hubs and connect families into the wider Lancashire Women services.

POW (Positive Outcomes for Women)- Blackpool – Supporting women's emotional health and wellbeing using a person centred approach providing them with access to one-to-one counselling, group activities and peer support from previous service users. The team signpost into wider Blackpool based services to build connections and improve health and wellbeing outcomes. Delivery is through a combination of employed staff and volunteers.

Raising Aspirations – Blackburn with Darwen -Reducing the number of individuals who are unable to progress and reach their true potential due to specific barriers and issues. Using a person centred approach to help individuals overcome challenges that stop their ability to improve their health and wellbeing, employment prospects or future aspirations. Delivered through a specialist team of caseworkers and counsellors.

Justice and Safety Programme

Working with women to build their resilience and skills to help reduce the number of women entering the criminal justice system. The multi disciplined team provide holistic support through a whole person approach to ensure women are diverted away from the criminal justice system and have improved outcomes.

Projects include:

CRS (Community Rehabilitative Service) –Pan Lancashire -Providing community and prison-based support to women who are involved in the criminal justice system. Delivering intensive one to one work through a team of case and resettlement workers who provide bespoke interventions that are trauma informed and female specific to help improve outcomes for women.

Snap back recovery – Lancashire- Focused on women who are within the criminal justice system and who are struggling with dependency and the ability to access treatment. Recovery workers provide one to one support to overcome the barriers to accessing treatment whilst signposting to the wider Lancashire Women offer. Have a dedicated therapist who provides one to one support.

Recalls Project – Pilot programme that provides support to women who are returning to custody on +2 occasions. Our dedicated recalls officer works intensively and innovatively with the woman to mitigate their return to custody and identify any gaps in provision or support to enable them to reintegrate back into the community.

Money Advice (Debt and Welfare) and Energy Advice

Our Money and Energy advice team has continued to grown and expanded. They provide specialist advice to families across Lancashire including debt and welfare and energy support. The Handywoman service is part of this team and we now have a female Apprentice on the team and a third handywoman. They have continued to provide small scale repairs as part of our energy assessment and work has begun on how to turn this work into a commercial offer.

We provide money and energy advice through one-to-one support, group sessions, case work, drop-ins and outreach in community settings. We are funded by: Energy Redress, British Gas and the household support fund which enables us to continue this work. We have seen the demand for this service grow and have provided essential goods, budgeting packs and emergency supplies alongside this offer. We work with service users to maximise their income and minimize their expenditure along with helping them apply for benefits, have debts written off and apply for grants or small pots of funding to support them.

We have a specialist team who have or are working towards the Cert MAP (Level 5 Certificate in Money Advice Practice) who work on this service. Staff regularly undertake CPD and training to improve their knowledge and skills and improve the overall quality of the service. This work is regulated by the FCA (Financial Conduct Authority) to ensure we adhere to the necessary standards.

Employment and Guidance Programme

Our team work with women to improve their skills and knowledge and help them move closer to the labour market.

Projects include:

Employment Advisors into Talking Therapies- East Lancashire – the employment advisors work alongside the therapy team to provide tailored support to the individual in relation to their employment goals. Example support includes: helping them progress at work, improve relationships in the workplace, reasonable adjustments, returning to work after a period of absence, career change or managing stress in the workplace. This team work closely with the Talking Therapies team to identify referrals.

MPT Steps (More Positive Together) – Pan Lancashire project fund through the European Social Fund that provides tailored one to one support to job seekers who may have recently become unemployed or are uneconomically inactive. Support includes confidence building, help with CV writing and interview preparation, job search and application along with any tailored support that is needed. All will help improve their self-esteem and employability skills.

INVESTMENT POLICY AND PERFORMANCE

The Trustees retain funds in an interest bearing account platform and take advantage of the interest received. The platform enables us also to mitigate the risk of bank failure risk under the FCSC Protection. The charity also owns a small number of listed investments which again reflect the current economic climate.

FINANCIAL REVIEW

a. **GOING CONCERN**

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. **FINANCIAL RESULTS FOR THE YEAR**

In the year ended 31 March 2024 the charitable company received incoming resources of £2,327,350 in unrestricted funds for the activities of the charity. Resources expended in the year were £1,943,506. After taking account of the decrease in investment values of £5,387 the surplus for the year was £378,457 which has been added to the charity reserves. In addition to this the charity received restricted funds of £1,356,569. The expenditure from restricted funds was £1,308,344 resulting in a surplus of £48,225 which has been added to restricted funds carried forward. The overall surplus for the year was therefore £426,682.

At 31 March 2024 the charitable company held Total Reserves of £1,550,880. This comprises restricted funds of £97,166, unrestricted general funds of £1,293,643, and a designated fund of £160,071.

c. **RESERVES POLICY**

Lancashire Women is required to hold reserves in order to achieve its charitable objectives. Reserves of cash enable current activities and liabilities to be met in the event of a significant drop in funding.

Designated funds are held to cover potential wind-up costs which may arise in the event of sources of funds becoming unavailable.

The Trustees therefore consider it both prudent and realistic to hold general funds of between 3-6 months running costs within which 3 months should be cash balances. The Trustees through their Finance and Audit Risk Sub Committee and otherwise will keep the level of reserves under review and take steps to keep any available surplus funds to the reserve range outlined above fully invested in line with the Charity's Investment Policy or utilised to achieve charitable objectives. They will also seek to ensure, through management, that no decisions of the charity allow the general fund to drop below the levels described above considering the option for sustaining reserves in good time.

The following are the types of funds:-

- Restricted funds are funds subject to special trusts specified by the donor.

- Restricted income funds are received for spending in the short-term on the specified purpose.

- Permanent endowment funds are donations that have been given to a charity to be held as capital with no power to convert the funds to income. These may be cash or other assets.

- Expendable endowment funds are donations that have been given to a charity to be held as capital, where the trustees do have a discretionary power to use the funds as income.

- Unrestricted funds are funds available for the purposes of the charity, to be spent as the trustees see fit.

- Designated funds are unrestricted funds that have been earmarked for a particular purpose by the trustees.

- General funds are unrestricted funds which have not been earmarked and may be used for the charity's objectives.

d. RISK MANAGEMENT

The Trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Principal risks and strategies include:

Governance

Board of Trustees skills gaps and ability to fill these: Recruitment has proven challenging with some key areas of expertise required, however a revised process has been implemented and will continue to be refined.

Staff churn: as funding programmes/contracts shift and change, the challenge to minimise staff churn and the demand on HR capacity is constant. Recruitment and induction processes have been updated and revised to ensure staff are supported both on entry and exit of the organisation with feedback obtained consistently and fed back into a continuous improvement programme.

Staff management: a mixed range of 'middle' management ability presents issues for dealing with staff generally to support frontline delivery but also in executing consistent and effective communications. New processes and activities have been introduced alongside training and coaching where there continues to be weaknesses identified.

Operational

Competition from similar organisations. This risk could impact on the charity as follows: loss of contract income, reduced fundraising potential, reduced public profile and profitability of trading activities. To mitigate these risks the following strategies have been put in place: monitor and assess performance and quality of service, review market and methods of service delivery, agree fund-raising strategy, ensure regular contact with funders and monitor public awareness and profile of the charity

Financial

Dependency on income sources. The potential impact that this risk could have is the cash flow and budget impact of loss of income source. Steps in place to mitigate the risks are: identify major dependencies, implement adequate reserves policies and execute diversification plans.

Environmental or External factors

The current state of the UK economy and the pressures exerted by global as well as domestic events and decisions will play a significant part in the fortunes not only of Lancashire Women but across all sectors for the foreseeable future. There are some specific challenges – the effect of inflation increases on static, long standing grant and contract values, energy prices for us as an organisation as well as for our service users and clients, overall 'cost of living' increases that add to the demand for our support but where competition for limited resources could potentially reduce what we can achieve.

FUTURE DEVELOPMENTS

As we move further from the immediate aftermath of the pandemic and with a new government recently elected offering improved political and economic stability and predictability, our hope is to revert back to a strategic planning cycle of three years. This will allow us the time and 'bandwith' to develop key areas of work within the organisation.

However for our next 12 months our priorities include:

- An updated EDI strategy;
- Exploring the potential for a 100:80:100 model of working (our version of a 4 day working week);
- The further diversification of income generation and a focus on commercial funding opportunities

These activities and more will ensure we will be able to maintain a strong core offer as well as focussing on our wider sustainability which also includes reducing our carbon footprint as an organisation.

The process of developing and supporting our Board of Trustees will continue so that our governance infrastructure progresses and enables the organisation to serve our beneficiaries and meet their needs as effectively as possible.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. **CONSTITUTION**

The charitable company is a charitable company limited by guarantee and was set up by a Memorandum of Association dated 27 May 2003 (last amended 17 September 2014) and amended by Special Resolution dated 21 October 2003, 1 October 2009 and 21 July 2017, as amended by a Certificate of Incorporation on change of name. The charity was formerly known as The Women's Centre for Blackburn and District Limited. The registered charity number is 1100976.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

L B Harwood (Chair)	
M A Lishman	
E L Plachciak	
J Lunn	(Resigned 3 October 2023)
P Geraghty MBE	
C Barrow	
L Brown	
D Livesey	
J Ewans	(Resigned 29 November 2023)
H Hamilton-Smith	
C Cobb	(Resigned 19 April 2023)

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charitable company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

In order to become a trustee the individual must have a strong interest and passion for supporting women in line with our organisational aims and understand the challenges faced by women in our communities. The individual must possess a skill in a specific area which are stated in our 'Trustee Recruitment and Information Pack 2016.

With a view to selecting and appointing the correct trustees we have an essential and desirable criteria which sets out personal attributes, skills and experience that have to be met in order to become a trustee. This can also be found within our 'Trustees Recruitment and Information Pack 2016'.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The charity employed a full time equivalent of 88 members of staff to provide services.

Day to day management of the charity is delegated by the Board of Trustees to the CEO, with the support of the Senior Management Team and Operational Management Team.

The Trustees meet bi-monthly and receive financial management reports and senior management team reports regarding progress against our agreed strategy.

d. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Trustees are inducted in line with Charity Commission recommendations. The documents in use include a Trustee contract, induction programme and disclosure of any conflicts. All trustees sign a confidentiality agreement.

Statement of trustees' responsibilities

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

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

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; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

In accordance with the company's articles, a resolution proposing that Smith & Goulding Limited be reappointed as auditor of the company will be put at a meeting of the Trustees.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

.....

L B Harwood (Chair)

Trustee

Dated: 9.10.24.

LANCASHIRE WOMEN

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF LANCASHIRE WOMEN

Opinion

We have audited the financial statements of Lancashire Women (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

Auditor's responsibilities for the audit of the financial statements

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

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

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, taxation legislation and data protection, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative or potential bias.

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect that those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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.

Andrew Simm

Andrew Simm F.C.A. (Senior Statutory Auditor)
for and on behalf of Smith & Goulding Limited

1/11/2024

Chartered Accountants
Statutory Auditor

2 Southport Road
Chorley
Lancashire
PR7 1LB

LANCASHIRE WOMEN

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income and endowments from:							
Donations and legacies	2	26,172	-	26,172	26,891	-	26,891
Charitable activities	3	2,269,352	1,356,569	3,625,921	1,444,536	1,334,909	2,779,445
Other trading activities	4	20,311	-	20,311	38,120	-	38,120
Investments	5	11,337	-	11,337	3,158	-	3,158
Other income	6	178	-	178	1,474	-	1,474
Total income		2,327,350	1,356,569	3,683,919	1,514,179	1,334,909	2,849,088
Expenditure on:							
Raising funds	7	46,560	-	46,560	49,997	-	49,997
Charitable activities	8	1,896,946	1,308,344	3,205,290	1,287,931	1,379,567	2,667,498
Total expenditure		1,943,506	1,308,344	3,251,850	1,337,928	1,379,567	2,717,495
Net gains/(losses) on investments	12	(5,387)	-	(5,387)	7,343	-	7,343
Net income		378,457	48,225	426,682	183,594	(44,658)	138,936
Transfers between funds		53,516	(53,516)	-	(37,119)	37,119	-
Net movement in funds	10	431,973	(5,291)	426,682	146,475	(7,539)	138,936
Reconciliation of funds:							
Fund balances at 1 April 2023		1,021,741	102,457	1,124,198	875,266	109,996	985,262
Fund balances at 31 March 2024		1,453,714	97,166	1,550,880	1,021,741	102,457	1,124,198

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

LANCASHIRE WOMEN

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**15**		207,587		242,848
Investments	**16**		23,068		28,455
			230,655		271,303
Current assets					
Debtors	**17**	615,252		367,434	
Cash at bank and in hand		1,146,739		653,835	
		1,761,991		1,021,269	
Creditors: amounts falling due within one year	**19**	(403,613)		(168,374)	
Net current assets			1,358,378		852,895
Total assets less current liabilities			1,589,033		1,124,198
Creditors: amounts falling due after more than one year	**20**		(38,153)		-
Net assets			1,550,880		1,124,198
Income funds					
Restricted funds	**25**		97,166		102,457
Unrestricted funds					
Designated funds	**23**	160,071		81,903	
General unrestricted funds		1,293,643		939,838	
			1,453,714		1,021,741
			1,550,880		1,124,198

The financial statements were approved by the Trustees on 9.10.24

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L B Harwood (Chair)
Trustee

Company Registration No. 04777720

LANCASHIRE WOMEN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	**28**		435,367		60,458
Investing activities					
Investment income received		11,337		3,158	
Net cash generated from investing activities			11,337		3,158
Financing activities					
Proceeds from new bank loans		46,200		-	
Net cash generated from/(used in) financing activities			46,200		-
Net increase in cash and cash equivalents			492,904		63,616
Cash and cash equivalents at beginning of year			653,835		590,219
Cash and cash equivalents at end of year			1,146,739		653,835

1 Accounting policies

Charity information

Lancashire Women is a private company limited by guarantee incorporated in England and Wales. The registered office is 21-23 Blackburn Road, Accrington, BB5 1HF.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1 Accounting policies **(Continued)**

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Charitable expenditure comprises those costs incurred by the charity in the delivery of activities and services for its beneficiaries. Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management at the registered office. Governance costs are those incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Expenditure includes any VAT which cannot be fully recovered, as part of the expenditure to which it relates.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £1,000 with an expected life of at least five years are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities incorporating income and expenditure account.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Buildings 2% on cost
Leasehold land and buildings	Buildings 2% on cost
Fixtures and fittings	10% on cost
Equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1 Accounting policies **(Continued)**

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1 Accounting policies **(Continued)**

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	26,172	26,891

3 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Provision of welfare services and advice						
Courses	1,042	-	1,042	222	-	222
Services provided under contract	1,580,259	-	1,580,259	1,268,713	-	1,268,713
Performance related grants	688,051	1,356,569	2,044,620	175,601	1,334,909	1,510,510
	2,269,352	1,356,569	3,625,921	1,444,536	1,334,909	2,779,445

4 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising events	16,148	36,124
Shop income	4,163	1,996
Other trading activities	20,311	38,120

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	11,337	3,158

6 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other income	178	1,474

7 Raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Staging fundraising events	3,154	1,193
Staff costs	43,406	48,804
Fundraising and publicity	46,560	49,997
	46,560	49,997

8 Analysis of charitable expenditure

	Charitable activities 2024 £	Charitable activities 2023 £
Staff costs	2,132,270	1,904,809
Training costs	25,864	10,299
Volunteer expenses	4,004	2,181
Other staff costs	72,145	1,936
IT and communication costs	161,186	108,583
Books and leaflets	14,139	6,581
Travelling costs	42,607	23,877
Rent, rates, utilities and room hire	47,246	77,302
Repairs and renewals	58,487	24,897
Postage, stationery and office costs	11,634	14,116
Sundry expenses	50,925	17,914
Subcontracted services	190,828	180,408
Insurance	14,516	13,426
Bank charges	1,026	799
Other charitable expenditure	69,393	51,143
	2,896,270	2,438,271
Share of support costs (see note 9)	149,214	155,799
Share of governance costs (see note 9)	159,806	73,428
	3,205,290	2,667,498
Analysis by fund		
Unrestricted funds	1,896,946	1,287,931
Restricted funds	1,308,344	1,379,567
	3,205,290	2,667,498
For the year ended 31 March 2023		
Unrestricted funds	1,287,931	
Restricted funds	1,379,567	
	2,667,498	

9 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	149,214	155,799
Depreciation	35,261	1,042
Governance costs	124,545	72,386
	309,020	229,227
Analysed between:		
Provision of welfare services and advice	309,020	229,227

Governance costs comprise:	2024 £	2023 £
Accountancy	5,784	6,872
Legal and professional	33,000	7,396
Professional fees	78,537	55,272
Staff recruitment costs	7,224	2,846
	124,545	72,386

10 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	35,261	1,042

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

12 Gains and losses on investments

	Unrestricted funds 2024	Unrestricted funds 2023
Gains/(losses) arising on:	£	£
Revaluation of investments	(5,387)	7,343

13 Employees

Number of employees

The average monthly number of employees during the year was 95 (2023:95) and the average monthly number of persons employed by the charitable company during the year was as follows (including casual and part time staff):

	2024 Number	2023 Number
Charitable activities	95	95

Employment costs	2024 £	2023 £
Wages and salaries	2,113,690	1,915,011
Social security costs	172,190	157,865
Other pension costs	39,010	36,536
	2,324,890	2,109,412

The total remuneration and benefits received by key management personnel including the CEO amounted to £149,214 (2023 - £155,799) within the financial year.

There were no employees whose annual remuneration was £60,000 or more.

14 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

15 Tangible fixed assets

	Freehold land and buildings	Leasehold land and buildings	Fixtures and fittings	Equipment	Total
	£	£	£	£	£
Cost					
At 1 April 2023	116,000	125,156	57,152	34,740	333,048
At 31 March 2024	116,000	125,156	57,152	34,740	333,048
Depreciation and impairment					
At 1 April 2023	-	-	55,460	34,740	90,200
Depreciation charged in the year	13,775	21,204	282	-	35,261
At 31 March 2024	13,775	21,204	55,742	34,740	125,461
Carrying amount					
At 31 March 2024	102,225	103,952	1,410	-	207,587
At 31 March 2023	116,000	125,156	1,692	-	242,848

16 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2023	28,455
Valuation changes	(5,387)
At 31 March 2024	23,068
Carrying amount	
At 31 March 2024	23,068
At 31 March 2023	28,455

17 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	317,354	177,195
Other debtors	282,282	174,831
Prepayments and accrued income	15,616	15,408
	615,252	367,434

18 Loans and overdrafts

	2024 £	2023 £
Bank loans	46,200	-
Payable within one year	8,047	-
Payable after one year	38,153	-

19 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Bank loans	18	8,047	-
Other taxation and social security		53,927	40,943
Deferred income	22	240,610	60,115
Trade creditors		88,289	42,892
Accruals and deferred income		12,740	24,424
		403,613	168,374

20 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Bank loans	18	38,153	-

21 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	39,010	36,536

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

22 Deferred income

	2024 £	2023 £
Deferred contract income	240,610	60,115

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2024 £
Designated fund	81,903	-	-	78,168	-	160,071
General funds	939,838	2,327,350	(1,943,506)	(24,652)	(5,387)	1,293,643
	1,021,741	2,327,350	(1,943,506)	53,516	(5,387)	1,453,714

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2023 £
Designated fund	155,549	-	-	(73,646)	-	81,903
General funds	719,717	1,514,179	(1,337,928)	36,527	7,343	939,838
	875,266	1,514,179	(1,337,928)	(37,119)	7,343	1,021,741

The trustees have designated £81,903 to ensure that funds are available for the settlement of redundancy costs and outstanding lease obligations in the event of the winding up of the charitable company.

24 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	207,587	-	207,587
Investments	23,068	-	23,068
Current assets/(liabilities)	1,261,212	97,166	1,358,378
Long term liabilities	(38,153)	-	(38,153)
	1,453,714	97,166	1,550,880

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Tangible assets	242,848	-	242,848
Investments	28,455	-	28,455
Current assets/(liabilities)	750,438	102,457	852,895
	1,021,741	102,457	1,124,198

25 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Smallwood Trust	18,825	56,083	(49,909)	-	24,999
Big Lottery - Positive Outcomes for Women	3,096	-	-	(3,096)	-
Starting Well	6,529	-	(6,816)	287	-
Household Support	1,974	-	-	(1,974)	-
BBO3 Changing Futures	18,164	(11,855)	(117)	(6,192)	-
POW2	(2,199)	80,832	(81,045)	1,078	(1,334)
British Gas	2,044	134,040	(137,461)	16,963	15,586
British Gas Energy Measures	1,692	-	-	(1,692)	-
HSF 3 Fund	5,658	-	(6,378)	720	-
LCC Drugs/Alcohol	40,837	250,750	(252,588)	-	38,999
Lot 3 Raising Aspirations	789	187,515	(169,101)	(17,070)	2,133
FAM (Fishwick & St Matthews)	3,724	14,500	(17,496)	(728)	-
HSF Blackpool COL Grant	1,324	12,917	(14,952)	(1,324)	(2,035)
National Lottery COL	-	48,000	(47,961)	(39)	-
BBO1 Age of Opportunity	-	1,321	(50)	(1,271)	-
BwD Complex Case Hub	-	37,500	(33,181)	(4,319)	-
Blackburn Therapeutic Services	-	12,175	(10,025)	-	2,150
Preston Counselling	-	75,000	(73,939)	-	1,061
Energy Redress 2	-	285,454	(248,047)	(37,407)	-
ESF MPT	-	73,517	(77,394)	3,877	-
HSF 4	-	37,500	(25,090)	-	12,410
Hyndburn ICB 1	-	11,564	(7,454)	-	4,110
Move Forward	-	31,199	(29,870)	(1,329)	-
Scottish Power	-	-	(913)	-	(913)
Innovation Recalls	-	18,557	(18,557)	-	-
	102,457	1,356,569	(1,308,344)	(53,516)	97,166

25 Restricted funds **(Continued)**

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2023 £
Lottery Digital Fund	39,374	36,752	(76,126)	-	-
BBO Age of Opportunity	3,422	21,838	(47,010)	21,750	-
Smallwood Trust	16,792	31,042	(29,901)	892	18,825
Big Lottery - Positive Outcomes for Women	22,238	30,021	(49,163)	-	3,096
Starting Well	23,170	218,797	(235,438)	-	6,529
Household Support	5,000	-	(3,026)	-	1,974
BBO3 Changing Futures	-	118,305	(100,141)	-	18,164
ESF MPT	-	84,008	(98,485)	14,477	-
POW2	-	47,151	(49,350)	-	(2,199)
BWD Complex Case Hub	-	30,000	(30,000)	-	-
British Gas	-	45,000	(42,956)	-	2,044
British Gas Energy Measures	-	30,270	(28,578)	-	1,692
Energy Redress 2	-	168,465	(168,465)	-	-
Energy Trust (Money Redress)	-	29,948	(29,948)	-	-
HSF 3 Fund	-	8,000	(2,342)	-	5,658
LCC Drugs / Alcohol	-	205,275	(164,438)	-	40,837
Lot 3 Raising Aspirations	-	176,416	(175,627)	-	789
FAM (fishwick & St Matthews)	-	45,621	(41,897)	-	3,724
HSF Blackpool COL Grant	-	8,000	(6,676)	-	1,324
	109,996	1,334,909	(1,379,567)	37,119	102,457

Smallwood Trust - To provide grants to individual women as part of Smallwood Trust's Community Grant Partner Programme.

LCC- Trauma informed addiction & recovery support to women across Lancashire

British Gas - Energy advice provided over the telephone, one to one or through a home visit, includes the home repair service

Household Support Fund 4- Providing financial health checks to support vulnerable people suffering from financial hardship

26 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

27 Analysis of changes in net funds

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	653,835	492,904	1,146,739
Loans falling due within one year	-	(8,047)	(8,047)
Loans falling due after more than one year	-	(38,153)	(38,153)
	653,835	446,704	1,100,539

28 Cash generated from operations

	2024	2023
	£	£
Surplus for the year	426,682	138,936
Adjustments for:		
Investment income recognised in statement of financial activities	(11,337)	(3,158)
Fair value gains and losses on investments	5,387	(7,343)
Depreciation and impairment of tangible fixed assets	35,261	1,042
Movements in working capital:		
(Increase) in debtors	(247,818)	(60,565)
Increase in creditors	46,697	7,968
Increase/(decrease) in deferred income	180,495	(16,422)
Cash generated from operations	435,367	60,458

LANCASHIRE WOMEN

England & Wales - Charity number 1100976

Accounts

DocuSign Envelope ID: 630C4DD8-F01A-453D-AB02-1BF8D94D3898

Charity Registration No. 1100976

Company Registration No. 04777720 (England and Wales)

LANCASHIRE WOMEN

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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LANCASHIRE WOMEN

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L B Harwood (Chair)	
	M A Lishman	
	E L Plachciak	
	P Geraghty MBE	
	C Barrow	(Appointed 22 September 2022)
	L Brown	(Appointed 22 September 2022)
	D Livesey	(Appointed 22 September 2022)
	J Ewans	(Appointed 3 January 2023)
	H Hamilton-Smith	(Appointed 3 January 2023)
Charity number	1100976	
Company number	04777720	
Registered office	21-23 Blackburn Road Accrington BB5 1HF	
Chief executive officer	Amanda Greenwood	
Auditor	Smith & Goulding Limited 4 Southport Road Chorley Lancashire PR7 1LD	
Bankers	Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB	
Solicitors	Robinson's Solicitors Beckett House 17 Sovereign Court Wyrefields Poulton FY6 8JX	

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LANCASHIRE WOMEN

CONTENTS

	Page
Chairperson's report	1
Chief Operations Officer's report	2
Trustees' report	3 - 11
Statement of trustees' responsibilities	12
Independent auditor's report	13 - 15
Statement of financial activities	16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19 - 31

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LANCASHIRE WOMEN

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

Board Development

The current Board of Trustees is in a very strong position to take forward the strategic leadership and accountability for Lancashire Women.

There are now ten Trustee Directors on the Board with one vacancy currently being explored. These Trustees offer a range of knowledge and expertise from the commercial, charitable and statutory sectors.

Trustees have taken on specialist advisory and supporting roles that include Safeguarding, Equity and Diversity, Information Governance and Clinical Leadership and chair the sub committees of the Board.

The current Chair and Vice Chair of the Board have remained in these roles since 2019 (when the Board consisted of just five Trustees) even though it is considered good practice to re-elect to these roles every two or three years. There have been significant strategic organisational developments and challenges within Lancashire Women during the tenure of the current Chair and Vice Chair that have resulted in considerable changes within the governance processes and leadership team within the organisation. For this reason, it was decided that the current post holders should remain in these crucial leadership roles to provide sustainability to the Board during these times.

In 2020 further challenges were presented in the form of COVID 19 and the Board had an important role to play in leading and supporting the organisation through this turbulent time.

Subsequently, there have been significant financial issues whereby the Board has had to provide scrutiny, accountability and make difficult decisions in order to ensure the financial stability of the organisation.

Throughout these developments and challenges the Board had only five longstanding Trustees working diligently to ensure that the Board met all the required obligations under the articles of association. Trustees agreed that electing a new Chair and Vice Chair during these times would be counterproductive to the organisation.

In May 2022 there was an external recruitment exercise to expand the number of trustees and to seek the appointment of a new Chair and Vice Chair. The Board was able to recruit a further six Trustees, including a Treasurer through this process which brought the quota of Trustees up to the optimum level cited in the articles of association. There were no applications for the Chair and Vice Chair roles at this time.

Considering that the current line up of the Board is relatively new, it has been agreed after a series of reflective meetings that the Chair and Vice Chair remain in their current roles for a further twelve months to provide stability and continuity to the Board. Plans are beginning to take form to develop the Board and individual trustees into their roles by providing support and training.

One of the more recently appointed Trustees has expressed an interest in becoming the Vice Chair and is embarking on a supportive work shadowing arrangement and programme of familiarisation within the organisation. This is a very encouraging development that the Board will build upon and is, of course, what Lancashire Women do best; supporting women to take the next step.

Lynette Harwood

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CHIEF OPERATIONS OFFICER

From the beginning of the year we knew we had a huge challenge! To be honest every year we have challenges – some bigger than others but this last financial year for Lancashire Women has been monumental. We had to tackle a large forecast deficit to ensure that it never materialised as well as securing one of our core activities and teams where a significant income source was due to end.

All this against the backdrop of a never ending fraught and pressured operating environment, still coming to terms with a post Brexit, almost post covid but war-ing world. The cost-of-living crisis intensified over this time, energy supplies were affected by the war in Ukraine affecting hiked costs in the UK and soaring inflation not only affecting our service users but also us as an organisation. It was the perfect storm.

And yet here we are having made sacrifices and difficult decisions throughout the year as well as succeeding with our income generation enough to move us in a slightly new direction for one of our core services but also to move us from deficit to surplus (albeit slight – nonetheless significant).

All this whilst peddling like mad to deal with the ongoing churn in staff recruitment and retention (a UK wide, all sector phenomenon) and ensure absolute focus and continuity on providing the support and services to the women we serve.

It has not been easy... but the Lancashire Women staff team have again stood firm and resolute so that the women we are working alongside get what they need and we help them tackle what have been extraordinary and difficult times for them too.

My sincere thanks to them all... to our managers who have had to cover and support for those empty staff seats until new postholders have been found and for everyone who has dug deep and kept going.

My thanks as always also to the unsung volunteers who have increased in number this year but also to the 'volunteers' often overlooked as such due to the role title difference as Trustees. We have managed to recruit new members to our Board in this year too which will help build consistency and share the load amongst more members to support the organisation overall. We look forward to working with everyone given the growing breadth and depth of Trustee knowledge and skills which we value hugely and are now working to draw upon and access more productively to benefit both Trustees and organisation.

My personal thanks to Lynette as Chair – for her time and commitment to me and the organisation. It is not taken for granted and the value of the working partnership has been very much appreciated.

It's still stormy out there but we continue to head on in as this is where we need to be given our mission and role to work alongside women across Lancashire who want to live a life they choose and to which we are committed in helping them reach that goal....

Amanda Greenwood

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LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report together with the audited financial statements for the year ended 31 March 2023.

The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), 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).

Since the charitable company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

OBJECTIVES AND ACTIVITIES

a. POLICIES AND OBJECTIVES

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charities Commission relating to public benefit and in particular to its supplementary public benefit guidance (Section 17(5) of the 2011 Charities Act) on the charitable company's activities.

The charity's policies and objectives are the provision of information, support and courses relating to all aspects of women's lives.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

The charity engaged in the following activities to meet its objectives;

i. Services to support positive mental health and emotional wellbeing and including provision of psychological therapies;

ii. The provision of advice, information, guidance and employment support;

iii. Learning, skills and personal development opportunities;

iv. Specialist services for the most vulnerable and at risk women in our communities, including women in the criminal justice system.

Funding was gratefully received from;
Achieve North West
ARC Counselling
Arnold Clark
Asda Foundation
Barclays
British Gas
BwD Borough Council
Department for Health & Social Care
East Lancashire Clinical Commission Group (CCG)
Energy Redress
European Structural and Investment Funds
FHWB Rapid Rehousing
Fishwick & Saint Michaels
Garfield Weston
Health Education England
Household Support Fund
Hyndburn Leisure
Kickstart Scheme
Lancashire County Council / Public Health England
Lancashire Police and Crime Commissioner
Lancashire Warm Grant Scheme
Ministry of Justice
More Positive Together
National Lottery Community Fund
New Look
Screwfix
Selnet Ltd
Shelter
Skelton Bounty Charity
The Smallwood Trust
Smart Energy GB

VOLUNTEERS

Our volunteers make a vital contribution to the organisation, bringing on board skills, expertise and community knowledge. Our volunteers undertake a range of roles including administration, mentoring, service user support and therapy. This area of the organisation is managed by a Volunteer Lead which has resulted in more volunteers coming on board along with a new process being put in place. There is currently a Befriending Pilot taking place and for the future we are looking at more volunteer development along with sourcing funds to help ingrain a more comprehensive volunteer infrastructure in order to build resources and manage volunteer capacity.

ACHIEVEMENTS AND PERFORMANCE

Our Vision

Our vision is where all women in Lancashire are valued and treated as equals.

Our Mission

To empower women to be able to transform their lives by bringing them together to:

- Find their voice
- Share experiences and understanding
- Develop their knowledge and skills
- Challenge stereotypes and misconceptions about them

.... so that they can have choices in becoming the individuals they want to be.

Our Programmes

Communities, Mental Health and Emotional Wellbeing Programme

Providing support to women and their families to help improve their emotional wellbeing and resilience providing them with the skills, knowledge and tools to better manage their mental health within communities.

Projects include:

IAPT (Increasing Access to Psychological Therapies) East Lancashire-Delivering psychological interventions at step two and three of the IAPT stepped care model. Therapy is delivered to clients through one to one or groups. This is through face to face, telephone or online depending on the needs of the individual. We continued to provide support to different priority groups including those with long term conditions, perinatal and BAME communities. We continued to expand our networks and engagement work to ensure we reach those most in need of the service.

Complex Case Hub (CCH) – Blackburn with Darwen - Working with partners through a multi-disciplinary team to support women and their families who are experiencing domestic abuse and/or drug and alcohol dependency. Providing intensive counselling support to help address their complex needs and barriers.

NICU (Neonatal intensive care) – Burnley - Working at the hospital providing bedside counselling therapy to families at this critical time. Signposting to Lancashire Women wider services and IAPT support if needed.

Starting Well/Family Wellbeing Service- Pan Lancashire – Building on the work and track record of the NICU service. This was extended to Preston, Blackpool and Lancaster NICU units. Perinatal bedside support was provided as well as hospital foetal medicine clinics (Rainbow clinics). These were designed to support women experiencing problem pregnancies and/or loss of during pregnancy. The therapy support was also offered in the community for anyone who has experienced and suffered a traumatic perinatal experience from conception to aged two years. Bespoke groups were also offered such as: Baby loss, Mindfit mum pods and groups for those who have had babies removed by statutory services as these women will have also experienced loss.

POW (Positive Outcomes for Women) - Blackpool – Supporting women's emotional health and wellbeing using a person centred approach providing them with access to one-to-one counselling, group activities and peer support from previous service users. Signposting into wider Blackpool based services to build connections and sustain health outcomes.

Raising Aspirations – Blackburn with Darwen - Reducing the number of individuals who are unable to progress and reach their true potential due to specific barriers and issues. Our person centred approach helps them overcome challenges that hinder their ability to progress and enter education, employment or training. Caseworkers, counselling, group delivery and peer support is provided alongside signposting to local delivery organisations and agencies.

ARC - Blackburn with Darwen – Providing counselling support to an organisation called ARC who works with asylum seekers and refugees. Small scale pilot project which works with 32 service users per year.

Justice and Safety Programme

Working with women to build their resilience and skills to help reduce the number of women entering the criminal justice system. The multi-disciplined team provide holistic support which is person centred to ensure women are diverted away from the criminal justice system.

Projects include:

CRS (Community Rehabilitative Service) – Pan Lancashire - Providing community and prison-based support to women who are involved in the criminal justice system. Delivering intensive one to one work through a team of case workers who provide bespoke support to provide opportunities and improve outcomes.

Snap back recovery – Lancashire - Focused on women who are within the criminal justice system and who are struggling with dependency and the ability to access treatment. Recovery workers provide one to one support to overcome the barriers to accessing treatment whilst signposting to the wider Lancashire Women offer.

Achieve – Pan Lancashire - Working with probation to support women with an education, employment and training need. Providing first-step courses and further training or employment support utilising our person centred approach.

Recourse – Pan Lancashire - Working with Lancashire Police with women who were involved in the criminal justice system to offer them out of court disposal options as part of an early intervention approach.

Our impact:

- 622 women supported (182 whilst in custody and 440 in the community)
- 60% women were supported with lifestyle and associates
- 70% women supported with social inclusion issues
- 62% women supported with accommodation
- 59% women supported with education employment or training
- 72% women supported with emotional wellbeing support
- 65% women supported with dependency and recovery
- 70% women supported with finance, benefit, debt advice
- 70% women supported with family significant other

Advice Programme

Our Money and Energy advice team has grown and expanded this year to incorporate a handy women's service that provides help with small scale repairs as part of our energy assessment. This has been hugely successful, and we are exploring opportunities to expand this service and offer different types of household repairs.

The core offer of money and energy advice is provided through one-to-one support, group sessions, case work, drop-ins and outreach in community settings. The main programmes we provide this support through are British Gas, Garfield Weston, Shelter and Energy Redress. We have tailored the service as much as possible and maximized the other pots we have secured such as the Household Support Fund and Smallwood Community Grants. This has enabled us to provide essential goods and provide further financial support to our service users. We provide budgeting pack and money checks and signpost to both internal and external services as and when appropriate. We work with service users to maximise their income and minimize their expenditure along with helping them apply for benefits, have debts written off and apply for grants or small pots of funding to support them.

The team are experienced and qualified to work in this field with all our staff having or working towards the Cert MAP (Level 5 Certificate in Money Advice Practice). Staff regularly undertake CPD and training in this area to help improve their knowledge and skills and improve the overall quality of the service. This work is regulated by the FCA (Financial Conduct Authority) to ensure we adhere to the necessary standards.

Our impact:

773 individuals accessed support

1031 money advice sessions were held

1382 hours of support

73 home visits of over 146 hours of support

£14000 of fuel vouchers supplied

Over £250,000.00 of financial gains for clients

Employment and Guidance Programme

Our team work with women to improve their skills and knowledge and help them move closer to the labour market.

Projects include:

Building Better Opportunities programmes - Pan Lancashire - that providing specialist employability and skill development advice. Part of a national programme funded by the National Lottery Community Fund and European Social Fund targeted at tackling poverty and social exclusion in some of the most deprived areas across the country. The programme provides personalised support tailored to the needs of the individuals, giving them the tools to overcome specific barriers and challenges to enable them to make life-changing decisions and choices. Lancashire Women delivered provision under the Invest in Youth, Changing Futures and Age of Opportunity programmes managed by Selnet as the lead provider.

MPT Steps (More Positive Together) – Pan Lancashire project fund through the European Social Fund that provides tailored one to one support to job seekers who may have recently become unemployed or are uneconomically inactive. Support includes confidence building, help with CV writing and interview preparation, job search and application along with any tailored support that is needed. All will help improve their self-esteem and employability skills.

Our impact:

213 individuals accessed support

818 one to one sessions held

1279 hours of support given

52 people supported to gain paid employment

INVESTMENT POLICY AND PERFORMANCE

The Trustees retain funds in an interest bearing account and take advantage of the interest received albeit currently at low rates. The charity also owns a couple of listed investments which again reflect the current economic climate.

FINANCIAL REVIEW

a. **GOING CONCERN**

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. **FINANCIAL RESULTS FOR THE YEAR**

In the year ended 31 March 2023 the charitable company received incoming resources of £1,514,179 in unrestricted funds for the activities of the charity. Resources expended in the year were £1,337,928. After taking account of the increase in investment values of £7,343 the surplus for the year was £183,594 which has been added to the charity reserves. In addition to this the charity received restricted funds of £1,334,909. The expenditure from restricted funds was £1,379,567 resulting in a net application of restricted funds of £44,658 to reduce the restricted funds carried forward. The overall surplus for the year was therefore £138,936.

At 31 March 2023 the charitable company held Total Reserves of £1,108,915. This comprises restricted funds of £109,996, unrestricted general funds of £939,838, and a designated fund of £81,903.

c. RESERVES POLICY

Lancashire Women is required to hold reserves in order to achieve its charitable objectives. Reserves of cash enable current activities and liabilities to be met in the event of a significant drop in funding.

Designated funds are held to cover potential wind-up costs which may arise in the event of sources of funds becoming unavailable.

The Trustees therefore consider it both prudent and realistic to hold general funds of between 3-6 months running costs within which 3 months should be cash balances. The Trustees through their Finance and Audit Risk Sub Committee and otherwise will keep the level of reserves under review and take steps to keep any available surplus funds to the reserve range outlined above fully invested in line with the Charity's Investment Policy or utilised to achieve charitable objectives. They will also seek to ensure, through management, that no decisions of the charity allow the general fund to drop below the levels described above considering the option for sustaining reserves in good time.

The following are the types of funds:-

- Restricted funds are funds subject to special trusts specified by the donor.

- Restricted income funds are received for spending in the short-term on the specified purpose.

- Permanent endowment funds are donations that have been given to a charity to be held as capital with no power to convert the funds to income. These may be cash or other assets.

- Expendable endowment funds are donations that have been given to a charity to be held as capital, where the trustees do have a discretionary power to use the funds as income.

- Unrestricted funds are funds available for the purposes of the charity, to be spent as the trustees see fit.

- Designated funds are unrestricted funds that have been earmarked for a particular purpose by the trustees.

- General funds are unrestricted funds which have not been earmarked and may be used for the charity's objectives.

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d. RISK MANAGEMENT

The Trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Principal risks and strategies include:

Governance

Board of Trustees skills gaps and ability to fill these: Recruitment has proven challenging with some key areas of expertise required, however a revised process has been implemented and will continue to be refined.

Staff churn: as funding programmes/contracts shift and change, the challenge to minimise staff churn and the demand on HR capacity is constant. Recruitment and induction processes have been updated and revised to ensure staff are supported both on entry and exit of the organisation with feedback obtained consistently and fed back into a continuous improvement programme.

Staff management: a mixed range of 'middle' management ability presents issues for dealing with staff generally to support frontline delivery but also in executing consistent and effective communications. New processes and activities have been introduced alongside training and coaching where there continues to be weaknesses identified.

Operational

Competition from similar organisations. This risk could impact on the charity as follows: loss of contract income, reduced fundraising potential, reduced public profile and profitability of trading activities. To mitigate these risks the following strategies have been put in place: monitor and assess performance and quality of service, review market and methods of service delivery, agree fund-raising strategy, ensure regular contact with funders and monitor public awareness and profile of the charity

Financial

Dependency on income sources. The potential impact that this risk could have is the cash flow and budget impact of loss of income source. Steps in place to mitigate the risks are: identify major dependencies, implement adequate reserves policies and execute diversification plans.

Environmental or External factors

The current state of the UK economy and the pressures exerted by global as well as domestic events and decisions will play a significant part in the fortunes not only of Lancashire Women but across all sectors for the foreseeable future. There are some specific challenges – the effect of inflation increases on static, long standing grant and contract values, energy prices for us as an organisation as well as for our service users and clients, overall 'cost of living' increases that add to the demand for our support but where competition for limited resources could potentially reduce what we can achieve.

FUTURE DEVELOPMENTS

Alongside the challenges noted above in the coming years, we must also ensure we plan to meet the need to reduce our carbon footprint as an organisation as well as to develop work that addresses these issues for women and girls.

Our current two-year strategy ends in March 2023 and it will be vital for us to assess its impact and to plan for the next 2 years, pulling through key areas of work to continue alongside our core offer but also to develop and innovate so we are relevant and can pivot in whatever direction is needed at each moment in time.

Our prime focus remains....

- **To have robust leadership and support staff development**
- **To put service users at the heart of everything we do**
- **To lead on developing a Whole System Approach of service delivery**
- **To maintain a sustainable and diverse income stream community**

Our approach is underpinned by our Core Values. We are:

- **Non-judgmental**
- **Honest**
- **Collaborative**
- **Empowering**
- **Creative**

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. CONSTITUTION

The charitable company is a charitable company limited by guarantee and was set up by a Memorandum of Association dated 27 May 2003 (last amended 17 September 2014) and amended by Special Resolution dated 21 October 2003, 1 October 2009 and 21 July 2017, as amended by a Certificate of Incorporation on change of name. The charity was formerly known as The Women's Centre for Blackburn and District Limited. The registered charity number is 1100976.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

L B Harwood (Chair)	
J Hunter	(Retired 29 June 2022)
M A Lishman	
E L Plachciak	
J Lunn	(Resigned 3 October 2023)
P Geraghty MBE	
C Barrow	(Appointed 22 September 2022)
L Brown	(Appointed 22 September 2022)
D Livesey	(Appointed 22 September 2022)
J Ewans	(Appointed 3 January 2023)
H Hamilton-Smith	(Appointed 3 January 2023)
C Cobb	(Appointed 3 January 2023 and resigned 19 April 2023)

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charitable company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

In order to become a trustee the individual must have a strong interest and passion for supporting women in line with our organisational aims and understand the challenges faced by women in our communities. The individual must possess a skill in a specific area which are stated in our 'Trustee Recruitment and Information Pack 2016.

With a view to selecting and appointing the correct trustees we have an essential and desirable criteria which sets out personal attributes, skills and experience that have to be met in order to become a trustee. This can also be found within our 'Trustees Recruitment and Information Pack 2016'.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The charity employed a full time equivalent of 78 members of staff to provide services.

Day to day management of the charity is delegated by the Board of Trustees to the CEO, with the support of the Senior Management Team and Operational Management Team.

The Trustees meet bi-monthly and receive financial management reports and senior management team reports regarding progress against our agreed strategy.

d. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Trustees are inducted in line with Charity Commission recommendations. The documents in use include a Trustee contract, induction programme and disclosure of any conflicts. All trustees sign a confidentiality agreement.

Auditor

In accordance with the company's articles, a resolution proposing that Smith & Goulding Limited be reappointed as auditor of the company will be put at a meeting of the Trustees.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

DocuSigned by:
Lynette Harwood
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L B Harwood (Chair)
Trustee
Dated: 14 December 2023

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LANCASHIRE WOMEN

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

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

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

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; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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LANCASHIRE WOMEN

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF LANCASHIRE WOMEN

Opinion

We have audited the financial statements of Lancashire Women (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

LANCASHIRE WOMEN

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF LANCASHIRE WOMEN

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

Auditor's responsibilities for the audit of the financial statements

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

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.

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, taxation legislation and data protection, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative or potential bias.

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect that those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

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

Simon Warswick

Simon WORSWICK BA FCA
(Senior Statutory Auditor)
for and on behalf of Smith & Goulding Limited

19 December 2023

Chartered Accountants
Statutory Auditor

4 Southport Road
Chorley
Lancashire
PR7 1LD

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LANCASHIRE WOMEN

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income and endowments from:							
Donations and legacies	2	26,891	-	26,891	31,449	-	31,449
Charitable activities	3	1,444,536	1,334,909	2,779,445	1,898,460	637,739	2,536,199
Other trading activities	4	38,120	-	38,120	51,793	-	51,793
Investments	5	3,158	-	3,158	4	-	4
Other income	6	1,474	-	1,474	73,871	-	73,871
Total income		1,514,179	1,334,909	2,849,088	2,055,577	637,739	2,693,316
Expenditure on:							
Raising funds	7	49,997	-	49,997	63,891	-	63,891
Charitable activities	8	1,287,931	1,379,567	2,667,498	1,792,780	702,013	2,494,793
Total expenditure		1,337,928	1,379,567	2,717,495	1,856,671	702,013	2,558,684
Net gains on investments	11	7,343	-	7,343	1,389	-	1,389
Net income/(expenditure)		183,594	(44,658)	138,936	200,295	(64,274)	136,021
Transfers between funds		(37,119)	37,119	-	-	-	-
Net movement in funds		146,475	(7,539)	138,936	200,295	(64,274)	136,021
Reconciliation of funds:							
Fund balances at 1 April 2022		875,266	109,996	985,262	674,971	174,270	849,241
Fund balances at 31 March 2023		1,021,741	102,457	1,124,198	875,266	109,996	985,262

All income and expenditure derive from continuing activities.

LANCASHIRE WOMEN

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	13		242,848		243,890
Investments	14		28,455		21,112
			271,303		265,002
Current assets					
Debtors	15	367,434		306,869	
Cash at bank and in hand		653,835		590,219	
		1,021,269		897,088	
Creditors: amounts falling due within one year	16	(168,374)		(176,828)	
Net current assets			852,895		720,260
Total assets less current liabilities			1,124,198		985,262
Income funds					
Restricted funds	21		102,457		109,996
Unrestricted funds					
Designated funds	19	81,903		155,549	
General unrestricted funds		939,838		719,717	
			1,021,741		875,266
			1,124,198		985,262

The financial statements were approved by the Trustees on 14 December 2023.

DocuSigned by:
Lynette Harwood
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L B Harwood (Chair)

Trustee

Company Registration No. 04777720

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LANCASHIRE WOMEN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash generated from operations	24		60,458		103,335
Investing activities					
Investment income received		3,158		4	
Net cash generated from investing activities			3,158		4
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			63,616		103,339
Cash and cash equivalents at beginning of year			590,219		486,880
Cash and cash equivalents at end of year			653,835		590,219

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Lancashire Women is a private company limited by guarantee incorporated in England and Wales. The registered office is 21-23 Blackburn Road, Accrington, BB5 1HF.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies **(Continued)**

1.5 Resources expended

Income and expenses are included in the financial statements as they become receivable or due.

Expenses include VAT where applicable as the company cannot reclaim it.

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

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Charitable expenditure comprises those costs incurred by the charity in the delivery of activities and services for its beneficiaries. Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management at the registered office. Governance costs are those incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Expenditure includes any VAT which cannot be fully recovered, as part of the expenditure to which it relates.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £1,000 with an expected life of at least five years are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities incorporating income and expenditure account.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Not depreciated
Leasehold land and buildings	Not depreciated
Fixtures and fittings	10% on cost
Equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

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1 Accounting policies **(Continued)**

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

2 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Donations and gifts	26,891	31,449

3 Charitable activities

	Charitable activities 2023	Charitable activities 2022
	£	**£**
Courses	222	185
Services provided under contract	1,268,713	1,291,828
Performance related grants	1,510,510	1,244,186
	2,779,445	2,536,199
Analysis by fund		
Unrestricted funds	1,444,536	1,898,460
Restricted funds	1,334,909	637,739
	2,779,445	2,536,199

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Fundraising events	36,124	50,911
Shop income	1,996	582
Other income	-	300
Other trading activities	38,120	51,793

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5 Investments

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Interest receivable	3,158	4

6 Other income

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Other income	1,474	73,871

7 Raising funds

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Fundraising and publicity		
Staging fundraising events	1,193	355
Staff costs	48,804	63,536
Fundraising and publicity	49,997	63,891
	49,997	63,891

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8 Analysis of charitable expenditure

	Charitable activities 2023 £	Charitable activities 2022 £
Staff costs	1,904,809	1,882,922
Training costs	10,299	23,814
Volunteer expenses	2,181	1,360
Tutor, course fees and bank staff	1,936	3,583
IT and communication costs	108,583	71,943
Books and leaflets	6,581	9,398
Travelling costs	23,877	12,804
Rent, rates, utilities and room hire	77,302	24,504
Repairs and renewals	24,897	47,162
Postage, stationery and office costs	14,116	14,995
Sundry expenses	17,914	4,545
Subcontracted services	180,408	118,065
Insurance	13,426	9,791
Bank charges	799	877
Other charitable expenditure	51,143	28,599
	2,438,271	2,254,362
Share of support costs (see note 9)	155,799	158,010
Share of governance costs (see note 9)	73,428	82,421
	2,667,498	2,494,793
Analysis by fund		
Unrestricted funds	1,287,931	1,792,780
Restricted funds	1,379,567	702,013
	2,667,498	2,494,793
For the year ended 31 March 2022		
Unrestricted funds	1,792,780	
Restricted funds	702,013	
	2,494,793	

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

9 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	155,799	-	155,799	158,010	-	158,010
Accountancy	-	6,872	6,872	-	8,036	8,036
Legal and professional	-	7,396	7,396	-	1,632	1,632
Professional fees	-	55,272	55,272	-	64,252	64,252
Staff recruitment costs	-	2,846	2,846	-	7,079	7,079
Depreciation	-	1,042	1,042	-	1,422	1,422
	155,799	73,428	229,227	158,010	82,421	240,431
Analysed between						
Charitable activities	155,799	73,428	229,227	158,010	82,421	240,431

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Net gains/(losses) on investments

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Revaluation of investments	7,343	1,389

12 Employees

Number of employees

The average monthly number of employees during the year was 95 (2022:95) and the average monthly number of persons employed by the charitable company during the year was as follows (including casual and part time staff):

	2023 Number	2022 Number
Charitable activities	95	95

Employment costs	2023 £	2022 £
Wages and salaries	1,915,011	1,915,433
Social security costs	157,865	161,893
Other pension costs	36,536	27,142
	2,109,412	2,104,468

The total remuneration and benefits received by key management personnel including the CEO amounted to £155,799 (2022 - £158,010) within the financial year.

There were no employees whose annual remuneration was £60,000 or more.

13 Tangible fixed assets

	Freehold land and buildings	Leasehold land and buildings	Fixtures and fittings	Equipment	Total
	£	£	£	£	£
Cost					
At 1 April 2022	116,000	125,156	57,152	34,740	333,048
At 31 March 2023	116,000	125,156	57,152	34,740	333,048
Depreciation and impairment					
At 1 April 2022	-	-	55,178	33,980	89,158
Depreciation charged in the year	-	-	282	760	1,042
At 31 March 2023	-	-	55,460	34,740	90,200
Carrying amount					
At 31 March 2023	116,000	125,156	1,692	-	242,848
At 31 March 2022	116,000	125,156	1,974	760	243,890

14 Fixed asset investments

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14 Fixed asset investments (Continued)

	Listed investments £
Cost or valuation	
At 1 April 2022	21,112
Valuation changes	7,343
At 31 March 2023	28,455
Carrying amount	
At 31 March 2023	28,455
At 31 March 2022	21,112

15 Debtors

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	177,195	163,723
Other debtors	159,548	125,713
Prepayments and accrued income	30,691	17,433
	367,434	306,869

16 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		40,943	42,176
Deferred income	17	60,115	76,537
Trade creditors		42,892	24,493
Accruals and deferred income		24,424	33,622
		168,374	176,828

17 Deferred income

	2023 £	2022 £
Deferred contract income	60,115	76,537

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

18 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £36,536 (2022 - £27,142).

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021	Transfers	Balance at 1 April 2022	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Designated fund	150,000	5,549	155,549	(73,646)	81,903
	150,000	5,549	155,549	(73,646)	81,903

The trustees have designated £81,903 to ensure that funds are available for the settlement of redundancy costs and outstanding lease obligations in the event of the winding up of the charitable company.

20 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Fund balances at 31 March 2023 are represented by:						
Tangible assets	242,848	-	242,848	243,890	-	243,890
Investments	28,455	-	28,455	21,112	-	21,112
Current assets/(liabilities)	750,438	102,457	852,895	610,264	109,996	720,260
	1,021,741	102,457	1,124,198	875,266	109,996	985,262

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

21 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Lottery Digital Fund	39,374	36,752	(76,126)	-	-
BBO Age of Opportunity	3,422	21,838	(47,010)	21,750	-
Smallwood - Set to Go and Covid 19 Response	16,792	31,042	(29,901)	892	18,825
Big Lottery - Positive Outcomes for Women	22,238	30,021	(49,163)	-	3,096
Starting Well	23,170	218,797	(235,438)	-	6,529
Household Support	5,000	-	(3,026)	-	1,974
BBO3 Changing Futures	-	118,305	(100,141)	-	18,164
ESF MPT	-	84,008	(98,485)	14,477	-
POW2	-	47,151	(49,350)	-	(2,199)
BWD Complex Case Hub	-	30,000	(30,000)	-	-
British Gas	-	45,000	(42,956)	-	2,044
British Gas Energy Measures	-	30,270	(28,578)	-	1,692
Energy Redress 2	-	168,465	(168,465)	-	-
Energy Trust (Money Redress)	-	29,948	(29,948)	-	-
HSF 3 Fund	-	8,000	(2,342)	-	5,658
LCC Drugs / Alcohol	-	205,275	(164,438)	-	40,837
Lot 3 Raising Aspirations	-	176,416	(175,627)	-	789
FAM (fishwick & St Matthews)	-	45,621	(41,897)	-	3,724
HSF Blackpool COL Grant	-	8,000	(6,676)	-	1,324
	109,996	1,334,909	(1,379,567)	37,119	102,457

21 Restricted funds **(Continued)**

Lottery Digital Fund - Developing digital early intervention support for women facing multiple disadvantages.

BBO Age of Opportunity - Provision of digital inclusion support to participants in the Lancashire wide BBO AoO Programme.

BBO Invest In Youth - Provision of digital inclusion support to participants in the Lancashire wide BBO IiY Programme.

ESIF - A holistic package of employment support activities funded by ESF to women who are not in employment and over 24 years old.

DWP South Asian Women Mentoring Group - support group for South Asian women.

Culture Club - Tesco PLC - Funding of the project for building better community relationships.

BUPA - Development and delivery of a volunteer training programme.

Ministry of Justice FOWSA - Supporting local areas to develop a joined-up, multi agency approach to improve support for female offenders and other women with complex needs who may be at risk of offending.

Smallwood Set to Go and Covid 19 Response - To provide grants to individual women as part of Smallwood Trust's Community Grant Partner Programme.

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

22 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

23 Analysis of changes in net funds

The charity had no debt during the year.

24 Cash generated from operations

	2023	2022
	£	£
Surplus for the year	138,936	136,021
Adjustments for:		
Investment income recognised in statement of financial activities	(3,158)	(4)
Fair value gains and losses on investments	(7,343)	(1,389)
Depreciation and impairment of tangible fixed assets	1,042	1,422
Movements in working capital:		
(Increase)/decrease in debtors	(60,565)	6,224
Increase/(decrease) in creditors	7,968	(873)
(Decrease) in deferred income	(16,422)	(38,066)
Cash generated from operations	60,458	103,335

LANCASHIRE WOMEN

England & Wales - Charity number 1100976

Accounts

Charity registration number 1100976

Company registration number 04777720 (England and Wales)

LANCASHIRE WOMEN

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

LANCASHIRE WOMEN

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L B Harwood (Chair) M A Lishman E L Plachciak J Lunn P Geraghty MBE	 (Appointed 1 January 2022)
Charity number	1100976	
Company number	04777720	
Registered office	21-23 Blackburn Road Accrington BB5 1HF	
Chief executive officer	Amanda Greenwood	
Auditor	Smith & Goulding Limited 4 Southport Road Chorley Lancashire PR7 1LD	
Bankers	Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB	
Solicitors	Robinson's Solicitors Beckett House 17 Sovereign Court Wyrefields Poulton FY6 8JX	

LANCASHIRE WOMEN

CONTENTS

	Page
Chairperson's report	1
Chief Operations Officer's report	2
Trustees' report	3 - 11
Statement of trustees' responsibilities	12
Independent auditor's report	13 - 15
Statement of financial activities	16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19 - 30

LANCASHIRE WOMEN

CHAIRPERSON'S REPORT

FOR THE YEAR ENDED 31 MARCH 2022

As I end my third year as Chair of Lancashire Women, I am able to reflect on how much we have progressed and overcome in that time. COVID presented its own problems experienced by us all and forced us into looking at working differently and how we can find innovative ways to continue to offer services and support women and their families. As an organisation we have changed the ways in which we work but we have not changed our core beliefs and principles around why we are here.

In developing our Strategic Plan and ensuring business and financial continuity things have been tough during the past year; as a Board we have often coined the phrase “let’s hold our nerve” whilst working hard to ensure the financial stability of the organisation and this, in general, has paid off. We have worked hard to preserve and enhance some of our larger contracts with the National Health Service and the Ministry of Justice so that there is stability across our service provision and we continue to support the most vulnerable women. Our lists of services and support offer are too numerous to mention here but one thing we have done is strengthened our volunteer base and made good use of our drop-in centres to provide a place of safety, warmth and welcome which is evident when you walk through those doors.

As a Board we are looking towards the future and we have uncertain times ahead with the rising economic difficulties, we will need to step up to the challenges this presents us and we will be proactive and flexible in order to meet the needs of our communities. We are already thinking about how we can enhance our services to deliver what will be required.

Our Board has undergone some significant changes during the past year; we have increased our number of Trustees and subsequently our combined knowledge and expertise to support the organisation. One of our priorities is to strengthen our governance and business arrangements so that we are able to continue to develop our service offer, sustain financial stability and move quickly to bring in more business when the opportunity presents itself.

I often hear how Lancashire Women has changed the lives of those people we support – it is humbling but, it also carries a huge responsibility and my heartfelt gratitude goes to my fellow Trustees, the Senior leadership Team and all my colleagues in every corner of the organisation.

Lynette Harwood

LANCASHIRE WOMEN

CHAIRPERSON'S REPORT

FOR THE YEAR ENDED 31 MARCH 2022

CHIEF OPERATIONS OFFICER

I write this from yet another time of uncertainty – many would say 'and thus it ever was' but there is little indication after the covid pandemic and the chaos that it brought from March 2019, that we are moving into more settled times.

This last twelve months has been a time when we began to emerge as an organisation with our staff, volunteers and Trustees into the big wide world again, working more face to face but finding some balance into a hybrid way of managing this with the newly acquired habit of working from home.

From the outset however, it has been clear that there is and has been 'no return to business as usual'. This directly informed our two year Strategic Plan which we began to enact at the beginning of April 2021. This had at its heart the core Lancashire Women strategic 'offer' (mental health and wellbeing, rehabilitation and female offender support, employment support and money advice and guidance) as well as further developing areas of work we knew we needed to improve (internal infrastructure, governance and support systems and processes). However, we also wanted to look to the future and think about how climate change would affect women and girls, to consider our own environmental footprint and also to move forward with our income generation work to broaden the overall financial base of the organisation.

We have made progress across of these areas and more (too much to list here!) but there has been no respite from the pressures exerted by the external operating environment – a poor economy post covid and from February 2022, the Russian invasion of Ukraine and the global fall out from this on resources – notably energy. These challenges prevail and, as I write this today, we are heading into a difficult period with those pressures and their effects at the forefront of our minds – and our planning!

Under such extraordinary times, it is even more important to recognise the dedication, professionalism and skills of our staff supported by our growing group of volunteers with our new Volunteer Coordinator. Equally my thanks go to our Trustees who have continued to support Lancashire Women, guiding us and providing their considerable experience and expertise to ensure we are meeting our strategic objectives across the range of contract and grant sources and in keeping with our core aims as a charity.

In terms of what comes next, it is increasingly difficult to understand given the state of the UK economy, let alone anticipate but what we do know is that we will continue to focus on the women across Lancashire that need us most and to ensure we are there when it matters most… whatever that may be.

Amanda Greenwood

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report together with the audited financial statements for the year ended 31 March 2022.

The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), 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).

Since the charitable company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

OBJECTIVES AND ACTIVITIES

a. POLICIES AND OBJECTIVES

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the charity commission relating to public benefit and in particular to its supplementary public benefit guidance (Section 17(5) of the 2011 Charities Act) on the charitable company's activities.

The charity's policies and objectives are the provision of information, support and courses relating to all aspects of women's lives.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

The charity engaged in the following activities to meet its objectives;

i. Services to support positive mental health and emotional wellbeing and including provision of psychological therapies.

i. The provision of advice, information, guidance and employment support.

iii. Learning, skills and personal development opportunities.

iv. Specialist services for the most vulnerable and at risk women in our communities, including women in the criminal justice system.

Funding was gratefully received from;
Achieve North West
Ministry of Justice
BwD Borough Council
Lancashire County Council / Public Health England
East Lancashire Clinical Commission Group (CCG)
Department for Health & Social Care
National Lottery Community Fund
Lancashire Police and Crime Commissioner
European Structural and Investment Funds
Selnet Ltd
Shelter
The Smallwood Trust
Barclays
The National Lottery Community Fund - Digital Fund
Children in Need
More Positive Together
Co-op local community fund
Smart Energy GB
Arnold Clark
Hyndburn Leisure
B&Q
Sainsbury's
Health Education England
Morrisons Foundation
Tesco Community Grant
Wham Foundation
Skelton Bounty Charity
Screwfix
Onward Homes

VOLUNTEERS

Our volunteers make a vital contribution to the organisation, bringing on board skills, expertise and community knowledge. Our volunteers undertake a range of roles including administration, mentoring, service user support and therapy.
During the past 12 months we have recruited a Volunteer Lead to manage this area of the organisation which has resulted in more volunteers coming on board along with a new process being put in place. There is currently a Befriending Pilot taking place and for the future we are looking at more volunteer development along with sourcing funds to help ingrain a more comprehensive volunteer infrastructure in order to build resources and manage volunteer capacity.

ACHIEVEMENTS AND PERFORMANCE

Our Vision

Our vision is where all women in Lancashire are valued and treated as equals.

Our Mission

- To empower women to be able to transform their lives by bringing them together to
- Find their voice
- Share experiences and understanding
- Develop their knowledge and skills
- Challenge stereotypes and misconceptions about them

…. so that they can have choices in becoming the individuals they want to be.

Our Programmes:

Communities, Mental Health and Emotional Wellbeing Programme

Working with women and their families to improve their emotional wellbeing, and provide them with the skills, tools and resources to be able to better manage their mental health within communities.

Examples of projects include:

Increase Access to Psychological Therapies (IAPT) - Delivering psychological interventions at step two and three of the IAPT stepped care model across East Lancashire.
Therapy delivered to clients through 1-1 and groups through a choice of Face to face, telephone or online. Working with priority categories peri-natal and veterans with a focus on long term conditions and BAME community.

Complex Case Hub (CCH) - Multi – Disciplinary Team, working with partners in Blackburn as part of a project supporting Women experiencing domestic abuse and/or drug & alcohol dependency with complex needs with a package of counselling support.

Nicu (Neonatal Intensive Care Unit) Burnley Hospital – Working on the ward at Burnley hospital, delivering bedside counselling therapy to families and sign posting into further Lancashire Women perinatal support - IAPT service.

Starting Well / Family Wellbeing Service (Pan Lancs) – Expanding on our success of the NICU service above we now also work in Preston, Blackpool and Lancaster NICU's providing perinatal bedside therapy and support as well as in the Hospital's foetal Medicine clinics (Rainbow Clinics) supporting Women experiencing problem pregnancies and/or loss during pregnancy.
The therapy support is then offered out in the community pan Lancs to anyone who has suffered a traumatic perinatal experience, from conception to aged two years old.
We also provide bespoke Group work such as Baby Loss, Mindfit Mums PODs and groups for those who have had babies/children removed by statutory services, as these Women will have also suffered loss.

POW (Positive Outcomes for Women), Blackpool - Supporting women's emotional health and wellbeing; delivering a person-centred approach into 1-1 counselling, group activities and/or Peer led activities led by women who have accessed support from our service. Community Development and working collaboratively with Blackpool services to sign post and help sustain women and their family's' wellbeing.

Raising Aspirations, Blackburn with Darwen – Reducing the number of people (including young people) whose circumstances cause barriers to achieve their aspirations for work, training and education; helping to support change in the lives of people who want to develop positive futures, but who face challenges and barriers which they find too difficult to overcome without support. Caseworkers, counselling support, group work and Peer Support used to deliver a person-centred approach, whilst also sign posting to partners within Blackburn with Darwen.

Justice and Safety Programme

Working with women to build their resilience to reduce the numbers of women coming into contact with the with criminal Justice System. The team's aim is to reduce re-offending and divert women away from entering into the Criminal Justice System by offering a whole system approach across Lancashire and delivering a holistic service that addresses the individual needs of the women.

Examples of projects include:

- CRS (Community Rehabilitative Services) - Providing community and prison-based support to women involved in the criminal justice system, we offer a gendered response with an aim to reduce reoffending by women, offer opportunities and improve outcomes.
- Snap Back Recovery Project – providing a gender specific approach for women involved or at risk of involvement in the criminal justice system. The project aims to reduce barriers to engagement for women.
- Achieve – handholding support for women on probation who want support to enter into employment or education in a in partnership with Achieve northwest.
- Recourse – a project working in partnership with Lancashire Police with an aim to divert women away from becoming involved in the criminal justice system by offering out of court disposal options.

In summary:

- 855 referrals received from Police, Probation and Prison
- 197 women supported into accommodation
- 442 assessment appointments attended by women on probation
- 70 % of women reduced the risk of reoffending
- 140 women engaged with recovery support

Money Advice Programme:

This period April 21 to March 22 saw us having to change our delivery to not only offer families financial advice but to look at energy efficiency advice, with the team working proactively head of the energy hikes to produce an Energy /Budgeting help pack for clients, with high demand in Jan – Mar 22 that we had reprint as the first 500 were utilised. Money and Energy advice remained our core offer supporting people with financial worries and growing the education part of the service.

This service following the return to centres is delivered through the provision of one-to-one money advice, casework support, group delivery, drop ins and outreach support. The service is tailored around the needs of the client and this year has seen us become part of the Breathing Space incentive allowing us the opportunity to buy the much-needed time for clients to get the right help and support. We were fortunate to also be awarded Smallwood Trust Community Grant Partner status allowing us to financially support clients in crisis.

We were able to support clients to ensure they have money health checks, making sure income was at its maximum and expenditure at the minimum, we worked to apply for benefits, trusts and grants as well as apply to have debt written off which saw a financial gain mentioned below.

Continued work has been undertaken to sustain and develop the quality of our provision, which is regulated by the Financial Conduct Authority and with all project staff holding (or are working towards) MAP (Money Advice Practice) Certification and professional membership of the Institute of Money Advice.

In summary:

- 947 individuals accessed support
- 1379 money advice sessions were held.
- Over ½ millions of financial gains made by clients accessing this service
- 119 essential items sourced for participants inc. 20 emergency food parcels, 16 internet ready devices, 11 property deposits or arrears payments to help the homeless, 11 utilities top ups, 10 clothing grants, 17 white goods, 6 household items, 4 carpets, 2 emergency accommodation costs and10 items of furniture's.

Employment and Guidance Programme:

Working with women to improve their skills and to help them move towards employment. Projects include:

Building Better Opportunities – provides specialist employability and skills support. It is part of the nationwide Building Better Opportunities programme, funded by the European Social Fund and The National Lottery Community Fund Support to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. It is tailored to each individuals' personal needs and interests, with help provided to overcome barriers and help people move towards work and training.

MPT – Steps – MPT Steps is a Lancashire partnership project, funded by the European Social Fund (ESF), set to provide tailored 1-2-1 support to job seekers who may have recently been made unemployed following the Covid-19 Pandemic, or those who are economically inactive living in Lancashire. Participants will have the opportunity to engage in a range of activities, linking together wellbeing with economic activity, boosting confidence, embracing positive change and stepping back into work.

Life skills/confidence cafes and digital coffee mornings – the group delivery to build on resilience to increase, confidence, improve communication skills, problem solving and further goal setting. Giving women positive goals and increasing confidence in a group setting, moving them towards volunteering, education and employment.

In summary:

- 335 individuals accessed support
- 1091 one to one support sessions held.
- 37 % of those accessing support were disabled
- 500 life skills sessions were held.

INVESTMENT POLICY AND PERFORMANCE

The Trustees retain funds in an interest bearing account and take advantage of the interest received albeit currently at low rates. The charity also owns a couple of listed investments which again reflect the current economic climate.

FINANCIAL REVIEW

ii. GOING CONCERN

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

ii. FINANCIAL RESULTS FOR THE YEAR

In the year ended 31 March 2022 the charitable company received incoming resources of £2,055,577 in unrestricted funds for the activities of the charity. Resources expended in the year were £1,856,671. After taking account of the increase in investment values of £1,389 the surplus for the year was £200,295 which has been added to the charity reserves. In addition to this the charity received restricted funds of £637,739. The expenditure from restricted funds was £702,013 resulting in a net application of restricted funds of £64,274 to the restricted funds carried forward. The overall surplus for the year was therefore £136,021.

At 31 March 2022 the charitable company held Total Reserves of £985,262 This comprises restricted funds of £109,996, unrestricted general funds of £719,717, and a designated fund above of £155,549.

c. RESERVES POLICY

Lancashire Women is required to hold reserves in order to achieve its charitable objectives. Reserves of cash enable current activities and liabilities to be met in the event of a significant drop in funding.

Designated funds are held to cover potential wind-up costs which may arise in the event of sources of funds becoming unavailable.

The Trustees therefore consider it both prudent and realistic to hold general funds of between 3-6 months running costs within which 3 months should be cash balances. The trustees through their Finance and Audit Risk Sub Committee and otherwise will keep the level of reserves under review and take steps to keep any available surplus funds to the reserve range outlined above fully invested in line with the Charity's Investment Policy or utilised to achieve Charitable objectives. They will also seek to ensure, through management, that no decisions of the Charity allow the general fund to drop below the levels described above considering the option for sustaining reserves in good time.

The following are the types of funds:-

• Restricted funds are funds subject to special trusts specified by the donor.

• Restricted income funds are received for spending in the short-term on the specified purpose.

• Permanent endowment funds are donations that have been given to a charity to be held as capital with no power to convert the funds to income. These may be cash or other assets.

• Expendable endowment funds are donations that have been given to a charity to be held as capital, where the trustees do have a discretionary power to use the funds as income.

• Unrestricted funds are funds available for the purposes of the charity, to be spent as the trustees see fit.

• Designated funds are unrestricted funds that have been earmarked for a particular purpose by the trustees.

• General funds are unrestricted funds which have not been earmarked and may be used for the charity's objectives.

d. RISK MANAGEMENT

The Trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Principal risks and strategies include:

Governance

Board of Trustees skills gaps and ability to fill these: Recruitment has proven challenging with some key areas of expertise required however a revised process has been implemented and will continue to be refined.

Staff churn: as funding programmes / contracts shift and change, the challenge to minimise staff churn and the demand on HR capacity is constant. Recruitment and induction processes have been updated and revised to ensure staff are supported both on entry and exit of the organisation with feedback obtained consistently and fed back into a continuous improvement programme.

Staff management: a mixed range of 'middle' management ability presents issues for dealing with staff generally to support frontline delivery but also in executing consistent and effective communications. New processes and activities have been introduced alongside training and coaching where there continues to be weaknesses identified.

Operational

Competition from similar organisations. This risk could impact on the charity as follows: loss of contract income, reduced fundraising potential, reduced public profile and profitability of trading activities. To mitigate these risks the following strategies have been put in place: monitor and assess performance and quality of service, review market and methods of service delivery, agree fund-raising strategy, ensure regular contact with funders and monitor public awareness and profile of the charity

Financial

Dependency on income sources. The potential impact that this risk could have is the cash flow and budget impact of loss of income source. Steps in place to mitigate the risks are: identify major dependencies, implement adequate reserves policies and execute diversification plans.

Environmental or External factors

The current state of the UK economy and the pressures exerted by global as well as domestic events and decisions will play a significant part in the fortunes not only of Lancashire Women but across all sectors for the foreseeable future. There are some specific challenges – the effect of inflation increases on static, long standing grant and contract values, energy prices for us as an organisation as well as for our service users and clients, overall 'cost of living' increases that add to the demand for our support but where competition for limited resources could potentially reduce what we can achieve.

FUTURE DEVELOPMENTS

Alongside the challenges noted above in the coming years, we must also ensure we plan to meet the need to reduce our carbon footprint as an organisation as well as to develop work that addresses these issues for women and girls.

Our current two-year strategy ends in March 2023 and it will be vital for us to assess its impact and to plan for the next 2 years, pulling through key areas of work to continue alongside our core offer but also to develop and innovate so we are relevant and can pivot in whatever direction is needed at each moment in time.

Our prime focus remains....

- **To have robust leadership and support staff development**
- **To put service users at the heart of everything we do**
- **To lead on developing a Whole System Approach of service delivery**
- **To maintain a sustainable and diverse income stream community**

Our approach is underpinned by our Core Values: We are

- **Non-judgmental**
- **Honest**
- **Collaborative**
- **Empowering**
- **Creative**

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. CONSTITUTION

The charitable company is a charitable company limited by guarantee and was set up by a Memorandum of Association dated 27 May 2003 (last amended 17 September 2014) and amended by Special Resolution dated 21 October 2003, 1 October 2009 and 21 July 2017, as amended by a Certificate of Incorporation on change of name. The charity was formerly known as The Women's Centre for Blackburn and District Limited. The registered charity number is 1100976.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

L B Harwood (Chair)	
J Hunter	(Resigned 29 June 2022)
M A Lishman	
E L Plachciak	
J Lunn	
C Taylor	(Resigned 22 September 2021)
N Saulle	(Resigned 7 October 2021)
P Geraghty MBE	(Appointed 1 January 2022)

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charitable company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

In order to become a trustee the individual must have a strong interest and passion for supporting women in line with our organisational aims and understand the challenges faced by women in our communities. The individual must possess a skill in a specific area which are stated in our 'Trustee Recruitment and Information Pack 2016.

With a view to selecting and appointing the correct trustees we have an essential and desirable criteria which sets out personal attributes, skills and experience that have to be met in order to become a trustee. This can also be found within our 'Trustees Recruitment and Information Pack 2016'.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The charity employed a full time equivalent of 78 members of staff to provide services.

Day to day management of the charity is delegated by the Board of Trustees to the CEO, with the support of the Senior Management Team and Operational Management Team.

The Trustees meet bi-monthly and receive financial management reports and senior management team reports regarding progress against our agreed strategy.

d. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Trustees are inducted in line with Charity Commission recommendations. The documents in use include a Trustee contract, induction programme and disclosure of any conflicts. All trustees sign a confidentiality agreement.

Auditor
In accordance with the company's articles, a resolution proposing that Smith & Goulding Limited be reappointed as auditor of the company will be put at a meeting of the Trustees.

Disclosure of information to auditor
Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

.....
L B Harwood (Chair)
Trustee
Dated: .....

LANCASHIRE WOMEN

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

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

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

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; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

LANCASHIRE WOMEN

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF LANCASHIRE WOMEN

Opinion

We have audited the financial statements of Lancashire Women (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 Worswick BA FCA (Senior Statutory Auditor)
for and on behalf of Smith & Goulding Limited .....

Chartered Accountants
Statutory Auditor

4 Southport Road
Chorley
Lancashire
PR7 1LD

LANCASHIRE WOMEN

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income and endowments from:							
Donations and legacies	**2**	31,449	-	31,449	39,079	-	39,079
Charitable activities	**3**	1,898,460	637,739	2,536,199	1,818,434	502,566	2,321,000
Other trading activities	**4**	51,793	-	51,793	10,459	-	10,459
Investments	**5**	4	-	4	3,380	-	3,380
Other income	**6**	73,871	-	73,871	-	-	-
Total income		2,055,577	637,739	2,693,316	1,871,352	502,566	2,373,918
Expenditure on:							
Raising funds	**7**	63,891	-	63,891	39,075	-	39,075
Charitable activities	**8**	1,792,780	702,013	2,494,793	1,980,915	392,512	2,373,427
Total expenditure		1,856,671	702,013	2,558,684	2,019,990	392,512	2,412,502
Net gains/(losses) on investments	**11**	1,389	-	1,389	1,069	-	1,069
Gross transfers between funds		-	-	-	13,905	(13,905)	-
Net movement in funds		200,295	(64,274)	136,021	(133,664)	96,149	(37,515)
Fund balances at 1 April 2021		674,971	174,270	849,241	808,635	78,121	886,756
Fund balances at 31 March 2022		875,266	109,996	985,262	674,971	174,270	849,241

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

LANCASHIRE WOMEN

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	**13**		243,890		245,312
Investments	**14**		21,112		19,723
			265,002		265,035
Current assets					
Debtors	**15**	306,869		313,093	
Cash at bank and in hand		590,219		486,880	
		897,088		799,973	
Creditors: amounts falling due within one year	**16**	(176,828)		(215,767)	
Net current assets			720,260		584,206
Total assets less current liabilities			985,262		849,241
Income funds					
Restricted funds	**21**		109,996		174,270
Unrestricted funds					
Designated funds	**19**	155,549		150,000	
General unrestricted funds		719,717		524,971	
			875,266		674,971
			985,262		849,241

The financial statements were approved by the Trustees on .....

.....
L B Harwood (Chair)
Trustee

Company Registration No. 04777720

LANCASHIRE WOMEN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	**24**		103,335		(163,983)
Investing activities					
Purchase of investments		-		(3,062)	
Investment income received		4		3,380	
Net cash generated from investing activities			4		318
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			103,339		(163,665)
Cash and cash equivalents at beginning of year			486,880		650,545
Cash and cash equivalents at end of year			590,219		486,880

1 Accounting policies

Charity information

Lancashire Women is a private company limited by guarantee incorporated in England and Wales. The registered office is 21-23 Blackburn Road, Accrington, BB5 1HF.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1 Accounting policies **(Continued)**

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Charitable expenditure comprises those costs incurred by the charity in the delivery of activities and services for its beneficiaries. Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management at the registered office. Governance costs are those incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Expenditure includes any VAT which cannot be fully recovered, as part of the expenditure to which it relates.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £1,000 with an expected life of at least five years are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities incorporating income and expenditure account.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Not depreciated
Leasehold land and buildings	Not depreciated
Fixtures and fittings	10% on cost
Equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1 Accounting policies **(Continued)**

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1 Accounting policies **(Continued)**

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	31,449	39,079

3 Charitable activities

	Charitable activities 2022	**Charitable activities 2021**
	£	**£**
Courses	185	7,899
Services provided under contract	1,291,828	1,801,280
Performance related grants	1,244,186	511,821
	2,536,199	2,321,000
Analysis by fund		
Unrestricted funds	1,898,460	1,818,434
Restricted funds	637,739	502,566
	2,536,199	2,321,000

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Fundraising events	50,911	5,450
Shop income	582	-
Other income	300	5,009
Other trading activities	51,793	10,459

5 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	4	3,380

6 Other income

	Unrestricted funds	Total
	2022	2021
	£	£
Other income	73,871	-

7 Raising funds

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Fundraising and publicity		
Staging fundraising events	355	639
Staff costs	63,536	38,436
Fundraising and publicity	63,891	39,075
	63,891	39,075

8 Analysis of charitable expenditure

	Charitable activities 2022 £	Charitable activities 2021 £
Staff costs	1,882,922	1,756,117
Training costs	23,814	5,529
Volunteer expenses	1,360	217
Tutor, course fees and bank staff	3,583	8,820
IT and communication costs	71,943	78,635
Books and leaflets	9,398	5,457
Travelling costs	12,804	5,317
Rent, rates, utilities and room hire	24,504	30,061
Repairs and renewals	47,162	28,467
Postage, stationery and office costs	14,995	1,828
Sundry expenses	4,545	5,528
Subcontracted services	118,065	138,992
Insurance	9,791	9,839
Bank charges	877	757
Other charitable expenditure	28,599	35,405
	2,254,362	2,110,969
Share of support costs (see note 9)	158,010	197,011
Share of governance costs (see note 9)	82,421	65,447
	2,494,793	2,373,427
Analysis by fund		
Unrestricted funds	1,792,780	1,980,915
Restricted funds	702,013	392,512
	2,494,793	2,373,427
For the year ended 31 March 2021		
Unrestricted funds	1,980,915	
Restricted funds	392,512	
	2,373,427	

9 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	158,010	-	158,010	197,011	-	197,011
Audit fees	-	-	-	-	2,200	2,200
Accountancy	-	8,036	8,036	-	5,364	5,364
Legal and professional	-	1,632	1,632	-	-	-
Professional fees	-	64,252	64,252	-	53,295	53,295
Staff recruitment costs	-	7,079	7,079	-	2,881	2,881
Depreciation	-	1,422	1,422	-	1,707	1,707
	158,010	82,421	240,431	197,011	65,447	262,458
Analysed between						
Charitable activities	158,010	82,421	240,431	197,011	65,447	262,458

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

11 Net gains/(losses) on investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Revaluation of investments	1,389	1,069

12 Employees

Number of employees

The average monthly number of employees during the year was 92 (2019:83) and the average monthly number of persons employed by the charitable company during the year was as follows (including casual and part time staff):

	2022 Number	2021 Number
Charitable activities	95	91

Employment costs	2022 £	2021 £
Wages and salaries	1,915,433	1,810,467
Social security costs	161,893	144,908
Other pension costs	27,142	36,189
	2,104,468	1,991,564

The total remuneration and benefits received by key management personnel including the CEO amounted to £158,010 (2021 - £197,011) within the financial year.

There were no employees whose annual remuneration was £60,000 or more.

13 Tangible fixed assets

	Freehold land and buildings	Leasehold land and buildings	Fixtures and fittings	Equipment	Total
	£	£	£	£	£
Cost					
At 1 April 2021	116,000	125,156	57,152	34,740	333,048
At 31 March 2022	116,000	125,156	57,152	34,740	333,048
Depreciation and impairment					
At 1 April 2021	-	-	54,896	32,840	87,736
Depreciation charged in the year	-	-	282	1,140	1,422
At 31 March 2022	-	-	55,178	33,980	89,158
Carrying amount					
At 31 March 2022	116,000	125,156	1,974	760	243,890
At 31 March 2021	116,000	125,156	2,256	1,900	245,312

14 Fixed asset investments

14 Fixed asset investments **(Continued)**

	Listed investments £
Cost or valuation	
At 1 April 2021 & 31 March 2022	19,723
Carrying amount	
At 31 March 2022	19,723
At 31 March 2021	19,723

15 Debtors

	2022	2021
Amounts falling due within one year:	**£**	**£**
Trade debtors	163,723	239,141
Other debtors	125,713	63,753
Prepayments and accrued income	17,433	10,199
	306,869	313,093

16 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		42,176	-
Deferred income	**17**	76,537	114,603
Trade creditors		24,493	20,579
Other creditors		-	70,239
Accruals and deferred income		33,622	10,346
		176,828	215,767

17 Deferred income

	2022 £	2021 £
Deferred contract income	76,537	114,603

18 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £27,142 (2021 - £36,189).

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2020	Transfers	Balance at 1 April 2021	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Designated fund	133,500	16,500	150,000	5,549	155,549
	133,500	16,500	150,000	5,549	155,549

The trustees have designated £155,549 to ensure that funds are available for the settlement of redundancy costs and outstanding lease obligations in the event of the winding up of the charitable company.

20 Analysis of net assets between funds

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Fund balances at 31 March 2022 are represented by:						
Tangible assets	243,890	-	243,890	245,312	-	245,312
Investments	21,112	-	21,112	19,723	-	19,723
Current assets/(liabilities)	610,264	109,996	720,260	409,936	174,270	584,206
	875,266	109,996	985,262	674,971	174,270	849,241

21 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds		
	Balance at 1 April 2021	Incoming resources	Resources expended	Balance at 31 March 2022
	£	£	£	£
Lottery Digital Fund	43,957	107,478	(112,061)	39,374
BBO Age of Opportunity	19,329	29,293	(45,200)	3,422
ESIF	27,347	972	28,319	56,638
Preston Community Network	9,290	3,400	(12,690)	-
Smallwood Trust - Unlock Your Potential	3,928	-	(3,928)	-
BUPA	15,924	-	(15,924)	-
Smallwood - Set to Go and Covid 19 Response	8,159	27,123	(18,490)	16,792
B&Q Foundation	4,956	-	(4,956)	-
Big Lottery - Positive Outcomes For Women	15,133	71,402	(64,297)	22,238
BWD Complex Case Hub	6,716	30,000	(36,716)	-
Smallwood Trust - Barclays Life Skills	10,147	33,738	(43,885)	-
Starting Well	9,384	223,464	(209,678)	23,170
Household Support	-	5,000	-	5,000
BBO 2 Invest in Youth	-	8,119	(8,119)	-
BBO 3 Changing Futures	-	86,246	(86,246)	-
ESF MPT	-	11,504	(11,504)	-
	174,270	637,739	(734,485)	109,996

Lottery Digital Fund - Developing digital early intervention support for women facing multiple disadvantages.

BBO Age of Opportunity - Provision of digital inclusion support to participants in the Lancashire wide BBO AoO Programme.

BBO Invest In Youth - Provision of digital inclusion support to participants in the Lancashire wide BBO IiY Programme.

ESIF - A holistic package of employment support activities funded by ESF to women who are not in employment and over 24 years old.

DWP South Asian Women Mentoring Group - support group for South Asian women.

Culture Club - Tesco PLC - Funding of the project for building better community relationships.

BUPA - Development and delivery of a volunteer training programme.

Ministry of Justice FOWSA - Supporting local areas to develop a joined-up, multi agency approach to improve support for female offenders and other women with complex needs who may be at risk of offending.

Smallwood Set to Go and Covid 19 Response - To provide grants to individual women as part of Smallwood Trust's Community Grant Partner Programme.

22 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

23 Analysis of changes in net funds

The charity had no debt during the year.

24 Cash generated from operations

	2022	2021
	£	£
Surplus/(deficit) for the year	136,021	(37,515)
Adjustments for:		
Investment income recognised in statement of financial activities	(4)	(3,380)
Fair value gains and losses on investments	(1,389)	(1,069)
Depreciation and impairment of tangible fixed assets	1,422	1,707
Movements in working capital:		
Decrease/(increase) in debtors	6,224	(109,205)
(Decrease) in creditors	(873)	(61,434)
(Decrease)/increase in deferred income	(38,066)	46,913
Cash generated from/(applied to) operations	103,335	(163,983)

LANCASHIRE WOMEN

England & Wales - Charity number 1100976

Accounts

Charity Registration No. 1100976

Company Registration No. 04777720 (England and Wales)

LANCASHIRE WOMEN

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

LANCASHIRE WOMEN

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L B Harwood (Chair)	
	J Hunter	
	M A Lishman	
	E L Plachciak	
	J Lunn	(Appointed 12 November 2020)
	N Saulle	(Appointed 12 November 2020)
Charity number	1100976	
Company number	04777720	
Registered office	21-23 Blackburn Road Accrington BB5 1HF	
Chief executive officer	Amanda Greenwood	
Auditor	R P Smith & Co 2 Southport Road Chorley Lancashire PR7 1LB	
Bankers	Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB	
Solicitors	Robinson's Solicitors Beckett House 17 Sovereign Court Wyrefields Poulton FY6 8JX	

LANCASHIRE WOMEN

CONTENTS

	Page
Chairperson's report	1
Chief Executive Officer's report	2
Trustees' report	4 - 12
Statement of trustees' responsibilities	3
Independent auditor's report	13 - 15
Statement of financial activities	16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19 - 32

LANCASHIRE WOMEN

CHAIRPERSON'S REPORT

FOR THE YEAR ENDED 31 MARCH 2021

At the start of 2020 no one could have anticipated the effect that Coronavirus would have on our lives. Given the challenges this presented, much of Lancashire Women's time and resources have been focused on mitigating its impact both on the organisation and the women and families we support.

We have looked at the effects Coronavirus has had on how we work and how we offer our services. We have tried to take the positives out of a challenging situation and to learn from how we can work more effectively to provide women with choices in how we connect and have contact. We have reviewed our estate and premises, have listened to our user voices in how these should be utilised and we have a new and exciting focus to our Accrington branch as a result.

As a board we have focused on strengthening our leadership, reviewing our delivery offer and ensuring that we are keeping close to our original core values. We remain committed to our staff, our volunteers, our women and families and continue to develop our services to support the most vulnerable.

My gratitude goes to the Trustees who have supported me and the Senior Leadership Team with their time and expertise. I would like to thank each and every member of staff who has worked so hard to ensure that our services have continued to be delivered and for seeking and being successful in achieving new contracts.

We look forward to working with all our stakeholders to build a strong recovery and a return to economic growth. We will continue to support and create new opportunities for the Women of Lancashire.

Lynette Harwood

LANCASHIRE WOMEN

CHAIRPERSON'S REPORT

FOR THE YEAR ENDED 31 MARCH 2021

CHIEF OPERATIONS OFFICER

It has been said many times to date – and undoubtedly this will not be the last – but it has been an extraordinary year and one we could not have possibly imagined, for all the Hollywood blockbusters that have tried over decades of storytelling.

The pressures brought to society overall let alone to Lancashire Women are well documented but as an organisation I want to reflect on how we actually managed to work, to keep going and to ensure our beneficiaries were our prime focus and priority.

There is no doubt that who we are and what we do is very much driven by the passion, skills and commitment of our staff, volunteers and Trustees. From the outset of the pandemic and lockdown in March 2020, we mobilised every resource we had access to, appealed to everyone working in partnership with us to continue to work as best we could not knowing any timescales or having had any previous experience of such a global, life changing event.

Eighteen months on and it has been a heck of a journey and one which there could be no second guessing or reference to a map to guide us through. We succeeded in ways we hoped we would knowing what our core work is but we also achieved things we didn't even imagine we could; adopting new methods of delivering our services, creating new initiatives and projects, providing support for the most vulnerable women across Lancashire and ensuring that when the usual 'safety net' of local organisations were closed in lockdown, we didn't leave any one stranded or isolated with nowhere to go or access to help.

This is testament to our team....

The challenge has not disappeared however and now our work has not only to continue, but we need to extend the areas and locations across Lancashire where we work and to reach even more women and their families.

In the aftermath of the pandemic, economic and social recovery will be hard and alongside this is the unavoidable presence of climate change which can no longer be ignored. Lancashire Women must show leadership to ensure social and climate inequity is seen as a concern for us all where we continue to address the issues from these across all areas of our work – to make a difference no matter how big or small.

Our world is fragile.... We are more fragile than perhaps we have had cause to think about – Covid has changed all that..... or has it? This moment in time must not be forgotten, the cost has been high for so many where inequality has been a root cause of suffering - Lancashire Women will continue to play its part in creating the kind of society where we can all take our place regardless of who you are or where you are from.

Amanda Greenwood

LANCASHIRE WOMEN

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

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

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

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; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their annual report together with the audited financial statements for the year ended 31 March 2021.

The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), 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).

Since the charitable company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

OBJECTIVES AND ACTIVITIES

a. POLICIES AND OBJECTIVES

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the charity commission relating to public benefit and in particular to its supplementary public benefit guidance (Section 17(5) of the 2011 Charities Act) on the charitable company's activities.

The charity's policies and objectives are the provision of information, support and courses relating to all aspects of women's lives.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

The charity engaged in the following activities to meet its objectives;

i. Services to support positive mental health and emotional wellbeing and including provision of psychological therapies.

ii. The provision of advice, information, guidance and employment support.

iii. Learning, skills and personal development opportunities.

iv. Specialist services for the most vulnerable and at risk women in our communities, including women in the criminal justice system.

Funding was gratefully received from;

Access Impact
Achieve North West
Avert (PCC)
Building Better Opportunities through Selnet and WEA
Big Lottery
Big Potential
Blackpool Borough Council
Blackburn with Darwen Council
CGL (Step)
Changing Lives
Charles Hayward Foundation
East Lancashire Clinical Commissioning Group
Cumbria and Lancashire Community Rehabilitation Company
European Social Fund
Families Health and Wellbeing Consortium
Ministry of Justice
Health Education England
Henry Smith Charity
Lancashire Adult Learning
Lancashire Care Foundation Trust
MIND Side By Side Peer Support Grant
New Ground Together
Pilgrim Trust
Preston Community Network
Shelter
Smallwood Trust
Tesco
The Prospects Foundation
United Utilities
Victim Support

VOLUNTEERS

Our volunteers make a vital contribution to the organisation, bringing on board skills, expertise and community knowledge. Our volunteers undertake a range of roles including administration, mentoring, service user support and therapy. This element of our service has been very restricted during the pandemic, we have had a small co-hort of volunteers giving their time between lockdowns. This has allowed LW time to review this element of our service and put a plan in place as to how we take this forward into 21/22.

ACHIEVEMENTS AND PERFORMANCE

Our Vision

Our vision is where all women in Lancashire are valued and treated as equals.

Our Mission

- To empower women to be able to transform their lives by bringing them together to
- Find their voice
- Share experiences and understanding
- Develop their knowledge and skills
- Challenge stereotypes and misconceptions about them

.... so that they can have choices in becoming the individuals they want to be.

Our Programmes:

Communities, Mental Health and Emotional Wellbeing Programme

Working with women and their families to improve their emotional wellbeing, and provide them with the skills, tools and resources to be able to better manage their mental health within communities.

Examples of projects include:

Increase Access to Psychological Therapies (IAPT) - Delivering psychological interventions at step two and three of the IAPT stepped care model across East Lancashire.

Complex Case Hub (CCH) - Multi – Disciplinary Team, working with partners in Blackburn as part of a project supporting families and individual adults experiencing domestic abuse and/or drug & alcohol dependency with complex needs with a package of counselling support.

Nicu (Neonatal Intensive Care Unit) Burnley Hospital – Working on the ward at Burnley hospital, delivering bedside counselling therapy to families and sign posting into further Lancashire Women support

POW (Positive Outcomes for Women), Blackpool - Supporting women's emotional health and wellbeing; delivering a person-centred approach into 1-1 counselling, trainers delivering group activities and/or Peer led activities led by women who have accessed support from our service. Community Development and working collaboratively with Blackpool services to sign post and help sustain women and their family's' wellbeing.

Raising Aspirations, Blackburn with Darwen – A new service to reduce the number of people (including young people) whose circumstances cause barriers to achieve their aspirations for work, training and education; helping to support change in the lives of people who want to develop positive futures, but who face challenges and barriers which they find too difficult to overcome without support. Caseworkers, counselling support, group work and Peer Support used to deliver a person centred approach, whilst also sign posting to partners within Blackburn with Darwen.

Refugee Resettlement Programme, Central and North Lancashire - A pilot / research Counselling programme working with Refugees that have been through Lancashire County Council's Resettlement programme to explore the trauma experienced on their journey. Three-way counselling sessions which

included a translator to provide feedback into a wider LCC project to support refugees. (This had to go on hold through lockdown due to the ethics of working with such cohorts).

In summary:

- 4809 individuals accessed one to one Support **
- 25564 approx hours (using average of 10 weeks in therapy for ELCCG) of one to one support provided
- 700 people attending wellbeing group training/support, including peer support provision
- 77% of clients accessing our mental health services have recovered or experienced significant and meaningful improvement in their wellbeing.
- 76.8% of clients felt that our therapeutic services had helped them to better understand and address their difficulties
- 98.5% are extremely likely/ likely to recommend our services to their family and friends

Justice and Safety Programme

Working with women to build their resilience to reduce the numbers of women coming into contact with the with criminal Justice System. The team's aim is to reduce re-offending and divert women away from entering into the Criminal Justice System by offering a whole system approach across Lancashire and delivering a holistic service that addresses the individual needs of the women.

Examples of projects include:

- Vision - Providing community-based support, including the co-location of Community Rehabilitation Company (CRC) staff in our centres, to offer a gendered response to the supporting a reduction in reoffending by women under the supervision of probation in the community
- Sodexo Enhanced Through the Gate – Through the gate support for women being received into a and released from custody to reduce barriers for women leaving custody.
- Making Every Adult Matter – intensive community support for women with multiple disadvantages to assist them to help themselves in moving towards a more positive future in Blackburn and Darwen.
- Rapid Rehousing – Support for female rough sleepers in Blackburn and Darwen to access accommodation.
- Achieve – handholding support for women on probation who want support to enter into employment or education in a in partnership with Achieve northwest.
- Recourse – a new project working in partnership with Lancashire Police with an aim to divert women away from becoming involved in the criminal justice system.

In summary:

- 843 referrals received from Police, CRC, NPS and Prison
- 205 women supported entering into and being released from HMP Styal
- 79% of all participants successfully completed their intervention.
- 92% showed an improvement in their mental health and wellbeing
- 100% of women referred in for conditional cautions successfully completed

Money Advice Programme:

Working with women to improve their financial literacy and increase their financial stability.

This service is delivered through the provision of one-to-one money advice, casework support, group delivery which due to COVID has all been delivered remotely.

Our service delivery model works on whole person approach led by the person and recognises that the initial engagement will often be a person at a 'crisis' point, such as loss of income or relationship breakdown, and which once dealt can provide a foundation to begin work around building financial skills and literacy.

For some, it is more about education and giving them the guidance, advice and tools to work through to overcome the problems for themselves.

This is a recognition of our LifeSkills resources, energy advice leaflets and signposting to resources and tools (for example online tools and calculator) is all that is required, with our advisors with closely with women to access further support.

Continued work has been undertaken to sustain and develop the quality of our provision, which is regulated by the Financial Conduct Authority and with all project staff holding (or are working towards) MAP (Money Advice Practice) Certification and professional membership of the Institute of Money Advice.

In summary:

- 822 individuals accessed support
- 1122 money advice sessions were held.
- Over 1.1 million of financial gains made by clients accessing this service
- 133 essential items sourced for participants inc. 18 emergency food parcels, 43 internet ready devices, 10 property deposits for those who had lost their homes.

Employment and Guidance Programme:

Working with women to improve their skills and to help them move towards employment. Projects include:

Building Better Opportunities – Delivery on a range of projects working under this pan Lancashire partnership project, providing targeted employability support to older adults, younger adults and adults experiencing multiple and complex needs.

Inspiring Futures – Delivery of person-centred mentoring for Women aged 16 – 25 in a bespoke tailored way looking at Mental Health, Exercise, Education and Employment to give them the aspirations to achieve their future goals

Life skills – the group delivery to build on resilience to increase, confidence, improve communication skills, problem solving and further goal setting.

Mentoring South Asian Women – this mentored woman in Blackburn and Darwen in a person-centred way to increase functional skills, confidence and learn new skills to remove barriers to accessing the community and employment.

In summary:

- 251 individuals accessed support
- 1213 one to one support sessions held.
- 32% of those accessing support were disabled
- 508 life skills sessions were held.

INVESTMENT POLICY AND PERFORMANCE

The Trustees retain funds in an interest bearing account and take advantage of the interest received albeit currently at low rates. The charity also owns a couple of listed investments which again reflect the current economic climate.

FINANCIAL REVIEW

a. GOING CONCERN

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. FINANCIAL RESULTS FOR THE YEAR

In the year ended 31 March 2021 the charitable company received incoming resources of £1,871,352 in unrestricted funds for the activities of the charity. Resources expended in the year were £2,019,990 resulting in a deficit for the year of £148,638. In addition to this the charity received restricted funds of £502,566. The expenditure from restricted funds was £392,512 resulting in a surplus of £110,054 to the restricted funds carried forward. The total deficit for the year is therefore £38,584.

c. RESERVES POLICY

The Trustees aim to hold free reserves of approximately six months of the resources expended to enable current activities and liabilities to be met in the event of a significant drop in funding. Designated funds are held to cover potential wind-up costs which may arise in the event of sources of funds becoming unavailable. This amounted to £150,000 in this financial year

At 31 March 2021 the charitable company holds Total Reserves of £849,241 This comprises restricted funds of £174,270 unrestricted general funds of £524,971, and a designated fund above of £150,000.

d. RISK MANAGEMENT

The Trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Principal risks and strategies include:

Governance

Board of Trustees skills gaps and ability to fill these: Recruitment has proven challenging with some key areas of expertise required however a revised process has been implemented and will continue to be refined.

Staff churn: as funding programmes / contracts shift and change, the challenge to minimise staff churn and the demand on HR capacity is constant. Recruitment and induction processes have been updated and revised to ensure staff are supported both on entry and exit of the organisation.

Staff management: a mixed range of 'middle' management ability presents issues for dealing with staff generally to support frontline delivery but also in executing consistent and effective communications. New processes and activities have been introduced alongside training and coaching where there continues to be weaknesses identified.

Operational

Competition from similar organisations. This risk could impact on the charity as follows: loss of contract income, reduced fundraising potential, reduced public profile and profitability of trading activities. To mitigate these risks the following strategies have been put in place: monitor and assess performance and quality of service, review market and methods of service delivery, agree fund-raising strategy, ensure regular contact with funders and monitor public awareness and profile of the charity.

Financial

Dependency on income sources. The potential impact that this risk could have is the cash flow and budget impact of loss of income source. Steps in place to mitigate the risks are: identify major dependencies, implement adequate reserves policies and execute diversification plans.

Environmental or External factors

Brexit: the uncertainty of the political and economic environment presents some challenges to LW but none that are unfamiliar or extraordinary given those presented by a Government policy of austerity over the last 10 years. The more direct implication for the organisation from Brexit is to our European funded work / skills development programmes but plans have been put in place to ensure a staged exit between now and 2022 when funding will cease.

Covid will continue to have a significant impact on Lancashire Women as would be expected. Primarily its greatest impact will be felt through the imposition of further lockdowns as not only does this place operational restrictions on how we work with our beneficiaries but can affect our target achievement and in turn the income potential attached.
We have mitigated the effects of this successfully over the last 12 - 18 months but without being able to predict with any certainty what covid will do, managing this in the longer term becomes more difficult.
What is not in any doubt however is that the demand and depth of need for our work and services will not diminish and therefore our planning will ensure we continue to be prepared for this eventuality should it arise.

FUTURE DEVELOPMENTS

Lancashire Women are in the process of undergoing significant internal change that reflects the need to ensure we can develop a clear strategy for the years ahead and which reflect both a continuing demand for our services coupled with increasing complexity amongst the women we support.

Work is currently underway to shape a new strategy for 2020 – 2023 involving the Board, CEO and SLT including a review and update of Governance arrangements and processes and an external appraisal of environmental factors affecting Lancashire Women's aspirations for the future. This will also reflect the way in which women only provision and the classification of gender across society is being redefined and implemented across all sectors and areas of work.

Our approach includes design thinking and the use of data to underpin our decision making as well as reference and implementation of our Theory of Change which we are in the process of finalising.

For the years ahead we will ensure:

- **We will have robust leadership and support staff development**
- **We will put service users at the heart of everything we do**
- **We will lead on developing a Whole System Approach of service delivery**
- **We will maintain a sustainable and diverse income stream community**

Our approach is underpinned by our Core Values: We are

- **Non judgemental**
- **Honest**
- **Collaborative**
- **Empowering**
- **Creative**

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. CONSTITUTION

The charitable company is a charitable company limited by guarantee and was set up by a Memorandum of Association dated 27 May 2003 (last amended 17 September 2014) and amended by Special Resolution dated 21 October 2003, 1 October 2009 and 21 July 2017, as amended by a Certificate of Incorporation on change of name. The charity was formerly known as The Women's Centre for Blackburn and District Limited. The registered charity number is 1100976.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

L B Harwood (Chair)	
J Hunter	
M A Lishman	
S Lowe	(Resigned 6 April 2020)
E L Plachciak	
S Biggs	(Resigned 8 July 2020)
J Lunn	(Appointed 12 November 2020)
C Taylor	(Appointed 12 November 2020 and resigned 22 September 2021)
N Saulle	(Appointed 12 November 2020)

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charitable company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

In order to become a trustee the individual must have a strong interest and passion for supporting women in line with our organisational aims and understand the challenges faced by women in our communities. The individual must possess a skill in a specific area which are stated in our 'Trustee Recruitment and Information Pack 2016.

With a view to selecting and appointing the correct trustees we have an essential and desirable criteria which sets out personal attributes, skills and experience that have to be met in order to become a trustee. This can also be found within our 'Trustees Recruitment and Information Pack 2016'.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The charity employed a full time equivalent of 78 members of staff to provide services.

Day to day management of the charity is delegated by the Board of Trustees to the CEO, with the support of the Senior Management Team and Operational Management Team.

The Trustees meet bi-monthly and receive financial management reports and senior management team reports regarding progress against our agreed strategy.

d. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Trustees are inducted in line with Charity Commission recommendations. The documents in use include a Trustee contract, induction programme and disclosure of any conflicts. All trustees sign a confidentiality agreement.

Auditor

In accordance with the company's articles, a resolution proposing that R P Smith & Co be reappointed as auditor of the company will be put at a meeting of the Trustees.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

.....

L B Harwood (Chair)
Trustee
Dated: 7.10.2021

LANCASHIRE WOMEN

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF LANCASHIRE WOMEN

Opinion

We have audited the financial statements of Lancashire Women (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

Auditor's responsibilities for the audit of the financial statements

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

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.

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

Use of our report

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

Simon Worswick

Simon Worswick BA FCA (Senior Statutory Auditor)
for and on behalf of R P Smith & Co

7 October 2021

Chartered Accountants
Statutory Auditor

2 Southport Road
Chorley
Lancashire
PR7 1LB

LANCASHIRE WOMEN

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income and endowments from:							
Donations and legacies	3	39,079	-	39,079	13,107	-	13,107
Charitable activities	4	1,818,434	502,566	2,321,000	1,409,116	696,303	2,105,419
Other trading activities	5	10,459	-	10,459	25,071	-	25,071
Investments	6	3,380	-	3,380	1,975	-	1,975
Other income	7	-	-	-	19,536	-	19,536
Total income		1,871,352	502,566	2,373,918	1,468,805	696,303	2,165,108
Expenditure on:							
Raising funds	8	39,075	-	39,075	53,343	-	53,343
Charitable activities	9	1,980,915	392,512	2,373,427	1,826,768	676,630	2,503,398
Total resources expended		2,019,990	392,512	2,412,502	1,880,111	676,630	2,556,741
Net gains/(losses) on investments	12	1,069	-	1,069	(2,537)	-	(2,537)
Net (outgoing)/ incoming resources before transfers		(147,569)	110,054	(37,515)	(413,843)	19,673	(394,170)
Gross transfers between funds		13,905	(13,905)	-	31,984	(31,984)	-
Net movement in funds		(133,664)	96,149	(37,515)	(381,859)	(12,311)	(394,170)
Fund balances at 1 April 2020		808,635	78,121	886,756	1,190,494	90,432	1,280,926
Fund balances at 31 March 2021		674,971	174,270	849,241	808,635	78,121	886,756

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

LANCASHIRE WOMEN

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	**14**		245,312		247,019
Investments	**15**		19,723		15,592
			265,035		262,611
Current assets					
Debtors	**16**	313,093		203,888	
Cash at bank and in hand		486,880		650,545	
		799,973		854,433	
Creditors: amounts falling due within one year	**17**	(215,767)		(230,288)	
Net current assets			584,206		624,145
Total assets less current liabilities			849,241		886,756
Income funds					
Restricted funds	**22**		174,270		78,121
Unrestricted funds					
Designated funds	**20**	150,000		133,500	
General unrestricted funds		524,971		675,135	
			674,971		808,635
			849,241		886,756

The financial statements were approved by the Trustees on 7.10.2021.

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L B Harwood (Chair)
Trustee

Company Registration No. 04777720

LANCASHIRE WOMEN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities					
Cash absorbed by operations	**25**		(163,983)		(30,005)
Investing activities					
Proceeds on disposal of tangible fixed assets		-		119,536	
Purchase of investments		(3,062)		-	
Investment income received		3,380		1,975	
Net cash generated from investing activities			318		121,511
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(163,665)		91,506
Cash and cash equivalents at beginning of year			650,545		559,039
Cash and cash equivalents at end of year			486,880		650,545

1 Accounting policies

Charity information

Lancashire Women is a private company limited by guarantee incorporated in England and Wales. The registered office is 21-23 Blackburn Road, Accrington, BB5 1HF.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1 Accounting policies **(Continued)**

1.5 Resources expended

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

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Charitable expenditure comprises those costs incurred by the charity in the delivery of activities and services for its beneficiaries. Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management at the registered office. Governance costs are those incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Expenditure includes any VAT which cannot be fully recovered, as part of the expenditure to which it relates.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £1,000 with an expected life of at least five years are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities incorporating income and expenditure account.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Not depreciated
Leasehold land and buildings	Not depreciated
Fixtures and fittings	10% on cost
Equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1 Accounting policies **(Continued)**

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations and gifts	39,079	13,107

4 Charitable activities

	Charitable activities 2021	**Charitable activities 2020**
	£	**£**
Courses	7,899	1,270
Services provided under contract	1,801,280	2,100,130
Performance related grants	511,821	4,019
	2,321,000	2,105,419
Analysis by fund		
Unrestricted funds	1,818,434	1,409,116
Restricted funds	502,566	696,303
	2,321,000	2,105,419

5 Other trading activities

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Fundraising events	5,450	18,851
Shop income	-	2,945
Other income	5,009	3,275
Other trading activities	10,459	25,071

6 Investments

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Interest receivable	3,380	1,975

7 Other income

	Total 2021 £	Unrestricted funds 2020 £
Net gain on disposal of tangible fixed assets	-	19,536

8 Raising funds

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Fundraising and publicity		
Staging fundraising events	639	6,424
Staff costs	38,436	46,919
Fundraising and publicity	39,075	53,343
	39,075	53,343

9 Analysis of charitable expenditure

	Charitable activities 2021 £	Charitable activities 2020 £
Staff costs	1,756,117	1,778,433
Training costs	5,529	22,999
Volunteer expenses	217	4,343
Tutor, course fees and bank staff	8,820	6,423
IT and communication costs	78,635	75,405
Books and leaflets	5,457	3,666
Travelling costs	5,317	37,929
Rent, rates, utilities and room hire	30,061	62,018
Repairs and renewals	28,467	49,286
Postage, stationery and office costs	1,828	10,561
Sundry expenses	5,528	16,237
Bursary payments	-	2,800
Subcontracted services	138,992	147,302
Insurance	9,839	11,486
Bank charges	757	1,108
Other charitable expenditure	35,405	6,213
	2,110,969	2,236,209
Share of support costs (see note 10)	197,011	232,064
Share of governance costs (see note 10)	65,447	35,125
	2,373,427	2,503,398
Analysis by fund		
Unrestricted funds	1,980,915	1,826,768
Restricted funds	392,512	676,630
	2,373,427	2,503,398
For the year ended 31 March 2020		
Unrestricted funds	1,826,768	
Restricted funds	676,630	
	2,503,398	

10 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Staff costs	197,011	-	197,011	232,064	-	232,064
Audit fees	-	2,200	2,200	-	2,200	2,200
Accountancy	-	5,364	5,364	-	5,732	5,732
Professional fees	-	53,295	53,295	-	24,046	24,046
Staff recruitment costs	-	2,881	2,881	-	1,440	1,440
Depreciation	-	1,707	1,707	-	1,707	1,707
	197,011	65,447	262,458	232,064	35,125	267,189
Analysed between						
Charitable activities	197,011	65,447	262,458	232,064	35,125	267,189

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

12 Net gains/(losses) on investments

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Revaluation of investments	1,069	(2,537)

13 Employees

Number of employees

The average monthly number of employees during the year was 92 (2019:83) and the average monthly number of persons employed by the charitable company during the year was as follows (including casual and part time staff):

	2021 Number	2020 Number
Charitable activities	91	92

Employment costs	2021 £	2020 £
Wages and salaries	1,810,467	1,873,991
Social security costs	144,908	149,880
Other pension costs	36,189	33,545
	1,991,564	2,057,416

The total remuneration and benefits received by key management personnel including the CEO amounted to £197,011 (2020 - £262,119) within the financial year.

There were no employees whose annual remuneration was £60,000 or more.

14 Tangible fixed assets

	Freehold land and buildings	Leasehold land and buildings	Fixtures and fittings	Equipment	Total
	£	£	£	£	£
Cost					
At 1 April 2020	116,000	125,156	57,152	34,740	333,048
At 31 March 2021	116,000	125,156	57,152	34,740	333,048
Depreciation and impairment					
At 1 April 2020	-	-	54,896	32,840	87,736
At 31 March 2021	-	-	54,896	32,840	87,736
Carrying amount					
At 31 March 2021	116,000	125,156	2,256	1,900	245,312
At 31 March 2020	116,000	125,156	2,538	3,325	247,019

15 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2020	15,592
Additions	3,062
Valuation changes	1,069
At 31 March 2021	19,723
Carrying amount	
At 31 March 2021	19,723
At 31 March 2020	15,592

16 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	239,141	126,506
Other debtors	63,753	52,500
Prepayments and accrued income	10,199	24,882
	313,093	203,888

17 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Deferred income	18	114,603	67,690
Trade creditors		20,579	16,060
Gross amounts owed to contract customers		-	62,197
Other creditors		70,239	41,934
Accruals and deferred income		10,346	42,407
		215,767	230,288

18 Deferred income

	2021 £	2020 £
Deferred contract income	114,603	67,690

19 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £36,189 (2020 - £33,545).

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds			
	Balance at 1 April 2019	Incoming resources	Balance at 1 April 2020	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Designated fund	133,500	-	133,500	16,500	150,000
	133,500	-	133,500	16,500	150,000

The trustees have designated £150,000 to ensure that funds are available for the settlement of redundancy costs and outstanding lease obligations in the event of the winding up of the charitable company.

21 Analysis of net assets between funds

	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020	Restricted funds 2020	Total 2020
	£	£	£	£	£	£
Fund balances at 31 March 2021 are represented by:						
Tangible assets	245,312	-	245,312	247,019	-	247,019
Investments	19,723	-	19,723	15,592	-	15,592
Current assets/ (liabilities)	409,936	174,270	584,206	546,024	78,121	624,145
	674,971	174,270	849,241	808,635	78,121	886,756

22 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Lottery Digital Fund	16,988	97,267	(70,298)	-	43,957
BBO Age of Opportunity	4,678	34,470	(19,819)	-	19,329
BBO Invest In Youth	706	9,231	(16,236)	6,299	-
ESIF	26,847	23,460	(22,960)	-	27,347
Int Comm S Asian Women	2,715	-	(5,571)	2,856	-
Preston Community Network	6,299	3,000	(9)	-	9,290
Smallwood Trust - Unlock Your Potential	4,804	-	(876)	-	3,928
Culture Club	8,113	-	-	(8,113)	-
BUPA	2,678	13,316	(70)	-	15,924
FOWSA	2,208	-	-	(2,208)	-
Smallwood - Set to Go and Covid 19 Response	2,085	24,998	(18,924)	-	8,159
B&Q Foundation	-	5,000	(44)	-	4,956
BBO Changing Futures	-	107,004	(95,261)	(11,743)	-
Big Lottery - Positive Outcomes For Women	-	77,751	(61,622)	(996)	15,133
BWD Complex Case Hub	-	30,000	(23,284)	-	6,716
Smallwood Trust - Barclays Life Skills	-	33,742	(23,595)	-	10,147
Starting Well	-	43,327	(33,943)	-	9,384
	78,121	502,566	(392,512)	(13,905)	174,270

22 Restricted funds **(Continued)**

Lottery Digital Fund - Developing digital early intervention support for women facing multiple disadvantages.

BBO Age of Opportunity - Provision of digital inclusion support to participants in the Lancashire wide BBO AoO Programme.

BBO Invest In Youth - Provision of digital inclusion support to participants in the Lancashire wide BBO IiY Programme.

ESIF - A holistic package of employment support activities funded by ESF to women who are not in employment and over 24 years old.

DWP South Asian Women Mentoring Group - support group for South Asian women.

Culture Club - Tesco PLC - Funding of the project for building better community relationships.

BUPA - Development and delivery of a volunteer training programme.

Ministry of Justice FOWSA - Supporting local areas to develop a joined-up, multi agency approach to improve support for female offenders and other women with complex needs who may be at risk of offending.

Smallwood Set to Go and Covid 19 Response - To provide grants to individual women as part of Smallwood Trust's Community Grant Partner Programme.

23 Related party transactions

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

24 **Analysis of changes in net funds**
The charity had no debt during the year.

25 Cash generated from operations

	2021	2020
	£	£
Deficit for the year	(37,515)	(394,170)
Adjustments for:		
Investment income recognised in statement of financial activities	(3,380)	(1,975)
Gain on disposal of tangible fixed assets	-	(19,536)
Fair value gains and losses on investments	(1,069)	2,537
Depreciation and impairment of tangible fixed assets	1,707	1,707
Movements in working capital:		
(Increase)/decrease in debtors	(109,205)	287,663
(Decrease)/increase in creditors	(61,434)	81,400
Increase in deferred income	46,913	12,369
Cash applied to operations	(163,983)	(30,005)