

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

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 J Ewans H Hamilton-Smith	(Appointed 22 September 2022) (Appointed 22 September 2022) (Appointed 22 September 2022) (Appointed 3 January 2023) (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	

LANCASHIRE WOMEN

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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

LANCASHIRE WOMEN

CHAIRMAN'S STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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

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.

LANCASHIRE WOMEN

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

FOR THE YEAR ENDED 31 MARCH 2023

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.

LANCASHIRE WOMEN

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

FOR THE YEAR ENDED 31 MARCH 2023

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.

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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.

LANCASHIRE WOMEN

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

FOR THE YEAR ENDED 31 MARCH 2023

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.

LANCASHIRE WOMEN

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

FOR THE YEAR ENDED 31 MARCH 2023

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.

LANCASHIRE WOMEN

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

FOR THE YEAR ENDED 31 MARCH 2023

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.

LANCASHIRE WOMEN

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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.

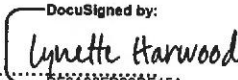
Auditor

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:

DF6A08F6380E454...

L B Harwood (Chair)

Trustee 14 December 2023

Dated:

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.

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.

LANCASHIRE WOMEN

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF LANCASHIRE WOMEN

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 of 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.

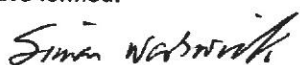
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance 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 than those that arise from error as they may involve deliberate concealment or collusion.

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

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 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

LANCASHIRE WOMEN

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Notes							
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

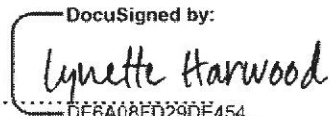
All income and expenditure derive from continuing activities.

LANCASHIRE WOMEN**BALANCE SHEET****AS AT 31 MARCH 2023**

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

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

DocuSigned by:



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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 2023

	Notes	2023 £	£	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).

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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
	<u>2,779,445</u>	<u>2,536,199</u>
Analysis by fund		
Unrestricted funds	1,444,536	1,898,460
Restricted funds	1,334,909	637,739
	<u>2,779,445</u>	<u>2,536,199</u>

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	<u>38,120</u>	<u>51,793</u>

LANCASHIRE WOMEN**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2023****5 Investments**

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Interest receivable	3,158	4
	<u> </u>	<u> </u>

6 Other income

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Other income	1,474	73,871
	<u> </u>	<u> </u>

7 Raising funds

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

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
	<u>2,438,271</u>	<u>2,254,362</u>
Share of support costs (see note 9)	155,799	158,010
Share of governance costs (see note 9)	73,428	82,421
	<u>2,667,498</u>	<u>2,494,793</u>
Analysis by fund		
Unrestricted funds	1,287,931	1,792,780
Restricted funds	1,379,567	702,013
	<u>2,667,498</u>	<u>2,494,793</u>
For the year ended 31 March 2022		
Unrestricted funds	1,792,780	
Restricted funds	702,013	
	<u>2,494,793</u>	

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
Legal and professional	-	7,396	7,396	-	1,632
Professional fees	-	55,272	55,272	-	64,252
Staff recruitment costs	-	2,846	2,846	-	7,079
Depreciation	-	1,042	1,042	-	1,422
	<u>155,799</u>	<u>73,428</u>	<u>229,227</u>	<u>158,010</u>	<u>240,431</u>
Analysed between					
Charitable activities	<u>155,799</u>	<u>73,428</u>	<u>229,227</u>	<u>158,010</u>	<u>240,431</u>

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	<u>7,343</u>	<u>1,389</u>

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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
	<u>2,109,412</u>	<u>2,104,468</u>

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

LANCASHIRE WOMEN**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**
FOR THE YEAR ENDED 31 MARCH 2023**14 Fixed asset investments****(Continued)**

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

15 Debtors

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

16 Creditors: amounts falling due within one year

	2023 £	2022 £
	Notes	
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
	<u>168,374</u>	<u>176,828</u>

17 Deferred income

	2023 £	2022 £
Deferred contract income	<u>60,115</u>	<u>76,537</u>

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
	<u>150,000</u>	<u>5,549</u>	<u>155,549</u>	<u>(73,646)</u>	<u>81,903</u>

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
	<u>1,021,741</u>	<u>102,457</u>	<u>1,124,198</u>	<u>875,266</u>	<u>109,996</u>	<u>985,262</u>

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

LANCASHIRE WOMEN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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 liY 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