# NOTTINGHAM WOMEN'S CENTRE LIMITED

England & Wales · Charity number 1105837

## Details

| | |
|---|---|
| **Status** | Registered |
| **Legal form** | Charitable company |
| **Company number** | 05113835 |
| **Registered** | 2004-09-13 |
| **Register** | View on the Charity Commission register |

## Contact

| | |
|---|---|
| **Address** | 30 Chaucer Street<br>Nottingham<br>NG1 5LP |
| **Phone** | 01159411475 |
| **Email** | admin@nottinghamwomenscentre.com |
| **Website** | www.nottinghamwomenscentre.com |

## Activities

**Objects:** TO PROMOTE THE BENEFIT OF THE WOMAN OF NOTTINGHAMSHIRE (HEREINAFTER CALLED 'THE AREA OF BENEFIT') WITHOUT DISTINCTION OF RACE, POLITICAL, RELIGIOUS, OR OTHER OPINIONS BY ASSOCIATING THE LOCAL AUTHORITIES, VOLUNTARY ORGANISATIONS AND IN A COMMON EFFORT TO ADVANCE EDUCATION AND TRAINING AND TO PROVIDE SERVICES FOR WOMEN BY WOMEN IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION AND LEISURE TIME OCCUPATION WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE FOR THE SAID PERSONS;TO ESTABLISH OR TO SECURE THE ESTABLISHMENT OF A COMMUNITY CENTRE (HEREINAFTER CALLED 'THE CENTRE') AND TO MAINTAIN AND MANAGE, AND AS APPROPRIATE TO WORK IN ASSOCIATION WITH ANY LOCAL AUTHORITY IN THE MAINTENANCE AND MANAGEMENT OF SUCH A CENTRE FOR ACTIVITIES PROMOTED BY THE CHARITY AND ITS CONSTITUENT BODIES IN FURTHERANCE OF THE ABOVE OBJECTS.THE CHARITY SHALL BE NON-PARTY IN POLITICS AND NON-SECTARIAN IN RELIGION AND NON-DISCRIMINATORY OF AGE, AIDS/HIV STATUS, BEING BISEXUAL, BODY SIZE, CLASS, NATIONALITY, RELIGION AND POLITICAL BELIEFS. LESBIAN, MENTAL HEALTH, BEING PARENTS OR CARERS, RACE, NATIONALITY, RELIGION AND POLITICAL BELIEFS.THE CHARITY SHALL HAVE POWER TO AFFILIATE TO THE NATIONAL FEDERATION OF COMMUNITY ORGANISATIONS AND TO OTHER ORGANISATIONS WITH SIMILAR CHARITABLE OBJECTS.

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**Activities:** NWC is run by women, for women. It's a women-only space where women achieve amazing things. We offer:Courses and activities like maths, yoga, healthy relationships and archeryAdvice on welfare benefitsCounselling Help to get into workVolunteeringSelf-help groups around mental healthWe also campaign on issues that matter to women and support other women's organisations.

## Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- **Area of benefit:** NOTTINGHAMSHIRE
- Nottinghamshire

## Finances

| Period end | Income | Expenditure | Assets | Employees |
|---|---|---|---|---|
| 2025-03-31 | £1,305,254 | £1,150,976 | £1,003,824 | 35 |
| 2024-03-31 | £1,257,636 | £1,031,644 | £849,546 | 29 |
| 2023-03-31 | £881,155 | £891,644 | £623,554 | 28 |
| 2022-03-31 | £942,418 | £864,814 | £634,043 | 27 |
| 2021-03-31 | £789,950 | £685,510 | £556,439 | 24 |

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## Trustees

| Name | Role | Appointed |
|---|---|---|
| **Justine Weston** | Chair | 2022-10-11 |
| Claire Eden | | 2024-01-10 |
| Davina Kaur Sohal | | 2025-08-21 |
| Deborah Gordon Brown | | 2018-06-26 |
| Diana Ali | | 2018-06-26 |
| Jean Kanana Mbogori | | 2025-08-21 |
| Kay Carpenter | | 2025-08-21 |
| Laura Breach | | 2021-10-13 |
| Niamh Brooks | | 2025-08-21 |
| Paula Black | | 2024-01-10 |
| Sian Kirsten Caulfield | | 2024-01-10 |

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**NOTTINGHAM WOMEN'S CENTRE LIMITED**

England & Wales - Charity number 1105837

# Accounts

Company registration number: 5113835
Charity registration number: 1105837

# Nottingham Women's Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Melvin Bailey FCCA DChA
Newstead House
Pelham Road
Nottingham
NG5 1AP

# Nottingham Women's Centre

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## Nottingham Women's Centre

## Reference and Administrative Details

| | |
|---|---|
| **Trustees** | Justine Weston, Chair |
| | June McCombie |
| | Deborah Gordon-Brown |
| | Diana Ali |
| | Laura Breach |
| | Claire Eden |
| | Shazia Nazir |
| | Sian Caulfield |
| | Paula Black |
| **Senior Management Team** | Louisa Matthews, CEO, from 07/07/2024 |
| | Vandna Gohil, CEO, until 06/07/2024 |
| | Sara Garton, Head of Client Services |
| | Jayne Cotton, Head of Finance |
| | Karen Feely, Head of Quality and Compliance |
| | Zaimal Azad, Head of Policy & Communications |
| | Lesley Padley, Head of Therapeutic Services |
| **Charity Registration Number** | 1105837 |
| **Company Registration Number** | 5113835 |
| **Registered Office** | 30 Chaucer Street<br>NOTTINGHAM<br>NG1 5LP |
| **Auditor** | Melvin Bailey FCCA DChA<br>Newstead House<br>Pelham Road<br>Nottingham<br>NG5 1AP |
| **Solicitors:** | Hopkins Solicitors<br>27 Regent Street<br>Nottingham<br>NG1 5BS |
| **Bankers** | Royal Bank of Scotland<br>36 St Andrew Square<br>Edinburgh<br>EH2 2YB |

# Nottingham Women's Centre

## Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2025.

### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

| | |
|---|---|
| Trustees: | Justine Weston, Chair |
| | June McCombie |
| | Deborah Gordon-Brown |
| | Diana Ali |
| | Laura Breach |
| | Claire Eden |
| | Shazia Nazir |
| | Sian Caulfield |
| | Paula Black |
| | Louisa Matthews (resigned 6 June 2024) |
| | Angelina Bartoli (resigned 5 December 2024) |
| | Balbinder Watkins (resigned 3 October 2024) |
| | Maria Pearson (resigned 1 May 2025) |

### Structure, governance and management

#### *Nature of governing document*

The charity is a company limited by guarantee and registered charity. The organisation is governed by Memorandum & Articles incorporated 27/04/2004 as amended by special resolution(s) dated 19/10/2005 as amended by special resolution(s) dated 20/06/2006 and now articles adopted by special resolution dated 08/12/2011 as amended on 13 Oct 2021. It has no share capital and the liability of each member in the event of winding-up is limited to £10.

#### *Recruitment and appointment of trustees*

We undertake a regular review of the Trustee numbers and skill portfolio on the Board and recruit to fill gaps in both as needed and prioritised by the Chair, Board and CEO. We advertise on our social media platforms, e newsletters, meetings and networks to recruit from a broad pool of potential candidates. We ensure interested potential trustees are invited to an introductory session to meet a couple of Board members for an informal information session to learn more about the work of the Board and the Centre.

They are then asked to submit their CV and shortlisted candidates are invited in for an interview with a panel of Trustees. The panel make recommendations to the full board about whether to co-opt the applicants. At the following AGM or via extraordinary meeting if required, the co-opted members stand for election via a members vote.

New trustees receive an induction pack, introduction to the Centre, complete a skills audit and are offered training materials and opportunities on their roles and responsibilities.

All Trustees give their time voluntarily and receive no benefits from the charity, other than expenses reclaimed, as set out in the accounts.

*Organisational structure*

The organisation is led by a CEO, Louisa Matthews who succeeded the former CEO, Vanda Gohil on 7 July 2024. The CEO is supported by a Senior Leadership Team comprising:

Zaimal Azad - Head of Policy & Communications
Jayne Cotton - Head of Finance
Karen Feely - Head of Quality & Compliance
Sara Garton - Head of Client Services
Lesley Padley - Head of Therapeutic Services

The CEO reports directly to the Board who meet on a monthly basis to oversee strategic direction of the Charity and sign off on policy. The trustees also review salary levels across the charity each year, paying due attention to increases in the Real Living Wage and the cost of living, with any changes taking effect in April wherever possible.

## Objectives and activities

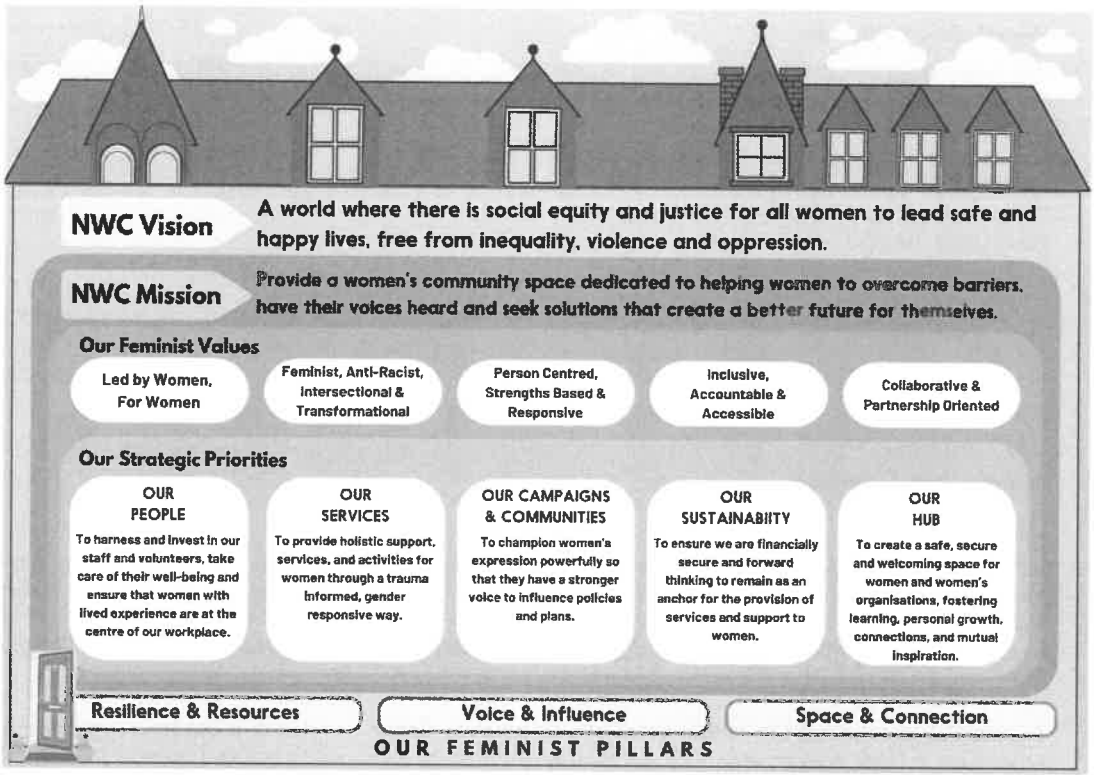
*Objects and aims*

The charity's object is defined in the memorandum and articles: To promote the benefit of the women of Nottinghamshire ... without distinction of race, religious or other opinions by associating the Local Authorities, Voluntary Organisations in a common effort to advance education and training and to provide services for women by women in the interest of social welfare for recreation and leisure time occupation with the object of improving the conditions of life for the said person.

To establish or to secure the establishment of a Community Centre . . . and to maintain and manage, and as appropriate to work in association with any local authority in the maintenance and management of such a Centre for activities promoted by the Charity and its constituent bodies in furtherance of the above objects.

The charity is defined as being non-party in politics and non-sectarian in religion and non-discriminatory of women's protected characteristics including race, disability, age, religion, sexual orientation and pregnancy. The Centre shall be trans inclusive welcoming all self-identifying women. The Charity shall have power to affiliate to the National Federation of Community Organisations and to other organisations with similar charitable objects.

This translates into our vision of the world, explored and redefined in our 2024 strategic review which is encapsulated, together with our values and priorities in the Strategy on a Page which is set out below:




***Objectives, strategies and activities***

NWC delivers activities in service of its objectives through the provision of a physical centre and safe space for all women. Access is free and there is no obligation to be referred or to be taking part in any designated activity or service on the day.

Open to all includes
- Counselling (subject to triage)
- Mental Health Support groups
- Casework support
- Use of Kitchen, Showers, Laundry facilities
- Peer to Peer engagement events eg Coffee and Chat
- Craft and Creative sessions such as Crafty Club, Art Studio and Choir
- Educational session eg Empower your future, Conversational English
- Activity classes – eg Salsa & Bachata, Healthy Spines and Boxing
- Services inc Legal advice drop in
- Health & Wellbeing inc Writing for Wellness, Recovery Room for Anxiety and Growing at AMC Gardens
- Sector celebratory events eg International Women's Day and Reclaim the Night

Referred Services includes
• Support for women on probation / coming through the criminal justice system
• Therapies for survivors of domestic violence
• 121 support for those experiencing severe multiple disadvantage

Magnifying the Voices of Women includes
• Dedicated policy work in health matters and focussed issues such as the impact of parental prosecutions for child's missed schooling
• Co-ordination and facilitation with sister organisations and shared service users to campaign and lobby decision makers, political policy makers and funding controllers such as the Council, OPCC and MOJ

The activities of the organisation are delivered by a highly skilled and dedicated team of staff (37), placement counsellors (up to 35 at any one time and 70 across the year) and volunteers (approximately 60 signed up with varying contributions depending on circumstances and preference)
Volunteers lead on the provision of some of the individual activities listed above but under the guidance and oversight of the Volunteer co-ordinator and the senior team. They also contribute to events, peer to peer engagement and enabling women to feel welcome at the centre when new and unfamiliar with what is available.

**How our activities go to the delivery of our objectives**
It is fundamentally a combination of things that create significant risk to the coherence of a woman's life and her confidence in its future stability. The core factors include underlying mental health needs, drug /alcohol problems, coercive relationships, financial difficulties and debt. Over 50% women in prison have suffered domestic violence and 1 in 3 have experienced sexual abuse. In combination these factors perpetually increase risk in a negative spiral as the effects of any of these challenges reduce anyone's ability to even begin to address the challenges of the others. Just because a support service is there does not mean that the woman is able to take advantage of it - there is an aspect of readiness in mental and physical health that needs to be supported to enable a woman to make changes in the direction her life is taking. This is key to supporting sustainable changes, whatever the prioritisation approach.

And this is the focus of the trauma informed and holistic approach of Nottingham Women's Centre. Whilst we offer commissioned and grant funded support services it is the context of a women only safe and warm space, increased exposure to shared experience and peer support and the ability to join activities, groups and course with neither pressure nor expectation that makes the difference in sustainable and positive outcomes for the individual women. Support is provided and meets the individual woman wherever they are at and without creating shame or jeopardy, focusses on the emotional well-being and development of confidence that is core to the ability of many women to be able to take steps forward to combat their own personal challenges.

***Public benefit***

The trustees of NWC have due regard to the Commission's public benefit guidance throughout the exercise of their powers and duties to which the guidance is relevant.
As a registered charity, we provide a wide range of accessible services and activities that directly benefit women and the wider community. These include mental health and wellbeing support, domestic abuse services, skills-building programmes, advice on housing and access to benefits, advocacy, and a welcoming, safe space for women to connect with peers and build confidence through conversation and activities.
Our centre prioritises the needs of those who are most marginalised, including women affected by poverty, discrimination, abuse, or social isolation. We actively work to remove barriers to participation, ensuring that our services are inclusive and relevant, especially for women facing multiple disadvantages.
The public benefit of our work is evident in the improved wellbeing, safety, social connection, and life outcomes of the women we support. Through early intervention and holistic support, we reduce demand on crisis services and contribute to a stronger, fairer community.
We continue to assess our impact through regular feedback, outcome measurement, and consultation with the women who use our services, ensuring our work remains responsive and beneficial to those who need it most.

## Nottingham Women's Centre

## Trustees' Report

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

**Achievements and performance**

**Our Year in Numbers**

This section provides a snapshot of our year in numbers (pending finalisation of Q4 figures), highlighting the number of women who have benefited from different aspects of our delivery.

| | |
|---|---|
| **Centre usage** | |
| Footfall | 10, 931 |
| Facilities (shower, kitchen, laundry, welcome space) | 742 |
| Library | 115 |
| | |
| **Number of women accessing casework services** | **622** |
| Women's Justice Services – MoJ contract | 425 |
| New Changes | 188 |
| Changing Futures | 9 |
| | |
| **Therapeutic Services** | **291** |
| Renew counselling | 126 |
| Domestic abuse service | 131 |
| Community languages | 20 |
| Severe and Multiple Disadvantage service | 14 |
| | |
| **Volunteering** | |
| Number of volunteers | 98 |
| Volunteer hours (excluding placement therapists) | 2, 523 |
| Placement therapists | 41 |
| | |
| **Courses, activities and events attendance** | **1,259** |
| Events | 590 |
| Courses and activities | 669 |

# Nottingham Women's Centre

## Trustees' Report

### Our services and projects

We provide a network of services that women step in and out of at different points in their journeys. This section cover the main projects and achievements for the year, with a brief overview of plans for the year ahead.

### Therapeutic Services

**Renew**
Our affordable, in-person counselling service for self-identifying women had a hugely busy year, underscoring the critical need for low-cost, women-only therapeutic spaces. Over the past year, our dedicated therapists supported approximately 126 women, delivering a total of 2,305 hours of vital counselling. This service, which is unfunded and operates on a sliding fee scale, ensures that women who might otherwise have no access to long-term mental health support can receive the care they need. Funded solely through client fees and occasional donations, RENEW continues to be a vital resource to those who need it most.

*"My Counsellor was really helpful and understanding. She helped me understand why I was thinking or feeling different things and helped me sort out my head...All staff were welcoming and everyone said hello as soon as you walked in the centre"*
*"I understood myself and felt I was back on my feet."*
*"I found the service very positive. I felt comfortable to ask for a different counsellor as felt the style of therapy wasn't right for me...there was no fuss about this, I felt like I was at the centre of everything"*

**Domestic Abuse therapy service**
The core of our Domestic Abuse therapy service continued this year with funding from Nottingham City Council. The service offers up to 8 sessions of one-to-one therapy with a qualified therapist, who has specialist training and experience working with survivors of Domestic Abuse. Clients are given choice about having sessions online, in person at the Centre, or on site if they are currently living in refuge accommodation, empowering them to choose the best setting to engage with therapy for themselves. Swift assessment after referral from local Domestic Abuse agencies, and focus on the client's feelings of internal safety and stabilization are our primary goals. We want to be the best first step on their road to psychological recovery, and the life they want for themselves.

In total, the service supported 131 women and delivered 272 therapeutic sessions.

*"I found this service a lot more comfortable and accommodating than a lot of services I've accessed previously - every single member of staff at the centre has been so gentle, polite, kind and welcoming - I've never felt like an inconvenience to anyone there.*
*"I had a wonderful therapist that made me feel heard, seen and understood for the first time in my life. She provided a safe space, non-judgemental and accepting. I am grateful to her and the service"*

**Community Languages**
Our Community Languages Service, also funded by the Police and Crime Commissioner, continued to provide survivors with therapy in different languages and cultural contexts. We engaged eight skilled sessional therapists to offer online counselling in Urdu, Punjabi, Mirpuri, Bengali, Hindi, Kutchi, Gujarati, Polish and Ukrainian, ensuring that survivors can access therapy that feels personal and accessible. By offering therapy in a language that resonates with women's experiences alongside greater cultural understanding, we are able to make it possible for more survivors to be supported in a way that feels safe and meaningful to them.

*"...Counselling has motivated me and given me confidence...I feel more secure now where I live and where I now talk to my support worker...I did not have confidence in myself before, but now I have my own confidence"*
*"I found the women's centre warm and welcoming, everyone here was kind and felt like they really listened"*

As part of our Homes for Ukraine Integration project, with funding from Nottingham City Council, we have established a therapy service in Ukrainian, Russian or English -with 12 funded sessions, provided to women who are in the UK as part of the scheme. We are currently developing links with the community to build trust and engagement with the service.

**Specialist Severe and Multiple Disadvantage therapy service**

We have continued in our commitment to support women facing severe disadvantage and complex needs. This highly specialized work is a vital addition to our support portfolio, providing therapy to some of the most marginalized women-those who are often overlooked and undeserved by other services and with experiences of severe trauma. This year, we were able to support 14 women, offering them the therapy and support they so urgently need. This is a critical addition to our service, and one that we hope to build on.

*"Liked looking at the noticeboard and seeing different activities going on...weekly [therapy] sessions were really good. I enjoyed seeing all different people, especially when people were cooking in the kitchen. Thinking of coming in to use the library as used to love to read and I miss this."*
*"Yes, it's been a lot different. I felt understood, I felt I connected with the therapist and what they said. It was consistent - therapist wasn't off sick all the time or didn't run off screaming! Also the therapist didn't frighten me away - I felt safe -I'm just sorry it was time limited"*

**Developing Group Work**

Funding from the Police and Crime Commissioner allowed us continue our development of the 'Surviving to Thriving' therapeutic group. This group offers a safe, supportive space for survivors of domestic abuse to explore the lasting impact of trauma and find ways to deal with anxiety, anger, shame and other challenging emotions. It's a vital program that empowers women to reclaim their lives and find connection over shared experience.

A second group funded by the Thomas Farr Foundation had its inaugural run this year. The Black and Dual Heritage Women's Wellbeing Group has been developed to support survivors with intersectional needs to make connections and empower themselves to thrive.

*"Great tutor, and very helpful to be with other people who've been through abusive relationships too"*
*"Thankyou so much for this course! It's really been cathartic and helpful for me, and I feel has changed my life for the better..."*
*"I feel reassured that I didn't cause the abuse. It's helped me to forgive myself...I feel stronger and my mental health has improved. I have hope again, which I'd lost. Thank you for helping me in my journey to finding my new self and feeling like I want and deserve a future again."*

In the coming year, we are looking at piloting a 'Writing for Wellness' course as well as exploring other ways to enable women to explore their mental health in a group setting.

**Empowering Placement Counsellors**

We had 41 placement therapists in the service working towards their qualifications and developing their understanding and experience of the wider world of mental health in modern society through our service. We pride ourselves on supporting our trainees to achieve a thorough understanding of trauma therapy in the real world, and to help prepare them to work with women from a wide range of backgrounds in the next stage of their career.

## Casework services

### Women's Justice Services - CRS

Now in its third year, our Community Rehabilitative Service provides trauma-informed, gender-responsive support to women on probation-whether they are returning to the community following custody or are serving their sentence in the community. Delivered in partnership with women's specialists within probation, the service recognises the distinct pathways, needs, and experiences of women in the criminal justice system, many of whom have experienced abuse, poverty, loss, and isolation. We offer one-to-one casework, group sessions, and access to the wider facilities of Nottingham Women's Centre-including a safe, welcoming space and opportunities for support, connection and learning.

Over the past year, we worked with 425 women through this service. The impact of the service is felt not only in outcomes-improvements in wellbeing, reduced isolation, increased financial stability-but in the voices of the women themselves.

One woman shared: *"(caseworker) is amazing, really nice, listened, let me speak and asked what can I do for you. I've been involved with so many services and they've just said right, this is what we are doing. You can't knock it. Thank you so much. It's a pity some people don't see it that way and don't take the help that's offered to them when some people really want the help to change."*

Behind these outcomes is a dedicated and adaptable team working creatively and collaboratively. Over the past year, we've expanded our group programme to engage more women and support stronger outcomes, including delivering sessions in county locations to increase accessibility. We've continued to co-locate with Probation staff in both Nottingham and Mansfield, and we host probation officers within our own building-strengthening communication and improving continuity of support. As an active member of the East Midlands CRS Providers Group, we also contribute to shared learning and practice across the region. Looking ahead, we remain committed to offering a high-quality, woman-centred service that listens, responds, and helps women move forward.

### New Changes

The New Changes project provides intensive, trauma-informed casework support for women across Nottingham and Nottinghamshire who are at risk of contact with the criminal justice system. Many of the women we support are survivors of domestic and sexual abuse and face multiple, interconnected challenges. The service is built around seven key pathways-accommodation; employability and training; finance, benefits and debt; dependency and recovery; family and relationships; health and wellbeing; and attitudes, thinking and behaviour. By focusing on these areas, New Changes aims to prevent offending and reoffending by addressing the underlying causes of women's vulnerability, while also empowering them to take control of their futures.

Now in its second year, the service has continued to offer flexible, personalised support, with caseworkers maintaining full caseloads and working face-to-face, remotely, and during extended hours, including evenings and weekends. We exceeded our annual targets for the number of women supported overall and those accessing the service during extended hours, reaching a total of 188 women. Feedback remains consistently positive, with women telling us they feel genuinely heard, supported, and better equipped to make decisions that improve their lives. Many report increased confidence, stability, and a renewed sense of agency.

While we've made significant strides in reaching women across the county, this remains an area for ongoing development. To help address this, we've delivered outreach events-including a joint drop-in with our Women's Health Matters project, in Mansfield-and promoted the service through local and county-wide networks. These activities have strengthened our community links and increased awareness of the support available.

Looking ahead, we plan to introduce a dedicated drop-in service to make New Changes even more accessible. This will not only provide a low-barrier entry point to casework but also open up the wider facilities of Nottingham Women's Centre-including our community kitchen, hot drinks and food bank items, shower, and social activities-to more women who could benefit from a welcoming, supportive environment.

*"You came at a point I really needed someone. You listened and you were the only one that helped me at the time. Thank you very much."*

**Changing Futures - Specialist Navigator (Severe and Multiple Disadvantage/Domestic and Sexual Violence and Abuse)**

This year marked the first year of Nottingham Women's Centre hosting a Specialist Navigator role as part of the national Changing Futures programme. The Navigator supports women experiencing Severe and Multiple Disadvantage (SMD) with a particular focus on domestic and sexual violence and abuse (DSVA). The role is well placed within our women-only space, which offers access to practical essentials such as food, hot drinks, shower facilities and a community kitchen, as well as groups, therapeutic services, and a safe, trauma-informed environment.

The Navigator provides long-term, one-to-one support to women with highly complex needs, often working across multiple services to ensure each woman receives coordinated, consistent care. Many women supported this year have had difficult histories with services-being passed between agencies or disengaging due to fear, trauma, or lack of trust. By taking time to build relationships, prioritising safety, and offering both emotional and practical support, the Navigator has helped 9 women to begin to stabilise and take steps toward independence.

The navigator's work has also strengthened the wider Nottingham Women's Centre team, supporting referrals into Changing Futures, advising caseworkers and upskilling all staff around the dynamics of DSVA and SMD. This work complements our other services supporting women at risk of entering the criminal justice system, including our MOJ-funded probation and preventative services, as well as our specialist domestic abuse counselling for women experiencing multiple disadvantage.

With an extension of the role confirmed for next year, we are proud to continue contributing to a partnership programme that centres women who are too often overlooked, and to ensure their voices are heard in the design of more inclusive, responsive services across the city.

**Volunteering**

Volunteering is the connector between everything we do at the Centre. It is a pathway for clients at different points in their journeys, a way for our wider Nottingham community to support us, and an indispensable resource that multiplies out output and impact way beyond what we would otherwise be able to deliver. The scale of what it gives us is evident in the numbers - in the last financial year, we had 98 general volunteers who gave us 2,523 hours in total. Alongside these volunteers, we also had 41 placement therapists in Renew, delivering counselling and getting valuable experience that will enable them to gain their qualification.

Our volunteers supported a huge range of activity, running our monthly Coffee & Chat sessions, delivering Life Coaching, looking after our library and archive, collecting surplus food from supermarkets for clients to take, helping with events, fundraising, and supporting with marketing and communications amongst many other activities. Our policy and campaigns volunteers supported Women's Health Matters, while our Reclaim the Night march had volunteer stewards helping keep women safe.

So much of what happens at the Centre is made possible by our brilliant volunteers who give us their time, skills, and energy. In particular, our extensive programme of courses and activities is almost completely volunteer run - with activities that are volunteer led including Crafty Club, Quilting and Textiles, Laughter Yoga, Women Write, and Art Studio. We are also so grateful to student groups from both Nottingham Trent University and University of Nottingham, who run our Conversational English classes and provide free legal advice through the NTU Law School.

We also work with corporate volunteers and in the past year, this has involved a team from John Lewis redecorating our welcome space and Nottingham City Council Women's Network collecting donations for us.

As this shows, volunteering takes many shapes and forms here at the Centre and all of it is built on reciprocal relationships that bring so much value to everyone involved. We celebrated all things volunteering with our 'Volunteers - the Heart of the Centre' campaign, for Volunteers' Week which included thank you messages from staff, and a volunteers' picnic.

**Campaigning and activism**

*'I am not free while any woman is unfree, even when her shackles are very different from my own.'* **Audre Lorde**. From influencing election agendas to shifting narratives on women's health, we have continued to campaign for women's voices.

Our campaigning and influencing work at Nottingham Women's Centre is shaped by the lived experiences of women, community voice and evidence. We continue to champion the rights of women, amplifying women's voices, and working to influence policy through direct engagement with decision-makers.

In April 2024, we welcomed candidates standing to be East Midlands Mayor and Nottinghamshire Police and Crime Commissioner (PCC) to our 'She Votes hustings.' Ahead of the event, we launched our Women's Manifesto, setting out our demands for what we would like to see from the newly elected Mayor and from the PCC alongside our Women's Organisation Network manifesto, co-created with over 100 local organisations. Ahead of the General Election, we sent every Nottingham parliamentary candidate six critical questions-shaped by the priorities of women in our city-and published their responses to empower women to make informed choices on who to vote.

In October 2024, we joined forces with our partners, Notts Sexual Violence Support Services, Equation, and POW to lead Reclaim the Night - our annual march through the centre of Nottingham to raise awareness of violence against women and girls. Hundreds of women came together to demand safer streets and send a clear message to our leaders that residents and voters care about women's safety.

We intensified our campaign against the criminalisation of mothers for their children's absences at school. In September 2024, we co-signed a national letter led by Place2Be, addressed to the Secretary of State for Education, Rt Hon Bridget Phillipson MP, calling for a whole school approach to wellbeing to make school cultures inclusive, with a focus on mental health, and support for families. With support from the Priority Education Investment Area(PEIA) Nottingham Attendance Project, we hosted a series of listening sessions (between Oct-Dec 2024) with over 50 women including those affected by prosecution for school non-attendance. Our upcoming report sets out our findings and recommendations for a more holistic and compassionate approach to attendance that recognises the structural barriers women and their families face.

Our work on women's health continues to grow, following on from our campaign on endometriosis in 2023, which saw our research with local women featured in the Women and Equalities Select Committee's report on women's health. In September 2024, we launched our Women's Health Matters campaign (funded by Women's Health Community Fund, run by Wellbeing of Women and Holland & Barrett) aimed at educating and empowering women about their gynaecological health and well-being through a series of workshops and events celebrating women's bodies. In collaboration with sector partners from the NHS, University of Nottingham, and local women's organisations, over 100 women joined us at our Open Day- a vibrant day featuring stalls, expert Q&As, laughter yoga, and free health checks.

In November 2024, we hosted a panel discussion featuring medical experts to raise awareness on Vaginismus-an under-recognised condition affecting 1 in 500 women. We continued in the same momentum in 2025 and in February, in collaboration with Nottingham Muslim Women's Network, we hosted a workshop led by expert gynaecologist, Dr Sanya Kurmani, for an enlightening discussion on vaginal health. In March, our Women's Health Open Day in Mansfield-delivered with New Changes Project-reached even more women. With 16 partner organisations hosting stalls (including Endometriosis Support Group and Healthwatch), a workshop on menopause and aromatherapy, the day was a celebration of collective care and practical empowerment for women.

# Nottingham Women's Centre

## Trustees' Report

**Women's Hub and Warm Space**
In continuation of our work supporting women through the cost-of-living crisis, we formally launched as a 'Warm Space', joining a national network of Warm Welcome spaces. We are grateful to the support of John Lewis Nottingham, who redecorated our Welcome Space, donating new furniture and making it warm and cosy ahead of the winter.

Our warm space offer includes hot drinks, the use of our kitchen for women to cook in, our quiet room, shower and laundry facilities, and our women's library. Our space and facilities were used by women 742 times, with the Library accessed 115 times. In particular, we have seen increased use of the kitchen by women asylum seekers housed in hotels with no access to cooking facilities. Our kitchen enables them to cook for their families, giving them more agency over what they eat and allowing them to cater to specific dietary or cultural food requirements. We hope to expand the support for this cohort of women through the Asylum Welcome Grant from Nottingham City Council in the next year.

Being an open warm, space space that any woman can walk into without an appointment is a core component of our women's hub that brings together women's services. We continue to have Nottinghamshire Sexual Violence Support Services and Juno Women's Aid deliver from our space, and hosted other groups and organisations throughout the year such as Refugee Roots, When Women Gather, and Second Chance Learning Academy. Towards the end of year, we said goodbye to Nergiz Kurdish Women's Group as they take a break from activities - it was a pleasure having them with us over the past few years and we hope to see them again.

**Activities, courses and events**
Nottingham Women's Centre hosts a wide range of courses, activities, and events - from one-off celebrations to regular groups and ongoing programmes. Many of these are led by volunteers and grow directly out of the interests and needs expressed by women themselves. These activities and events are a vital part of what we offer, creating opportunities for women to connect, build confidence, and combat isolation through shared interests and community. Other organisations and groups also run activities from the Centre, such as popular courses by Second Chance Learning Academy, Own My Life by Juno, and When Women Gather. We are also pleased to have been hosting the Refugee Roots' Women's Group over the past winter.

Activities over the past year included Coffee & Chat, Crafty Club, Quilting and Textiles, Conversational English, Women Write poetry group, Art Studio, Women United choir, Growing at AMC Gardens, Recovery Room for Anxiety, Aromatherapy and the Menopause, Women's Health Matter workshops, and much more.

We also held a number of celebration events and open days that welcomed many new women into the Centre and created valuable networking opportunities for other organisations in the sector. One highlight was our Women's Health Matters Open Day in September. Our biggest event of the year was our International Women's Day celebration in March, which brought together over 240 women! It was a joy to deliver this in collaboration with our sister organisations - When Women Gather, POW, Nottinghamshire Sexual Violence Support Services, Juno, and Nottingham Muslim Women's Network.

This year saw two new initiatives, which enabled us to expand our activities and better meet the needs of women.

**Support for Ukrainian Women - Homes for Ukraine Integration Grant**
This project provides tailored support to Ukrainian women who have arrived in Nottingham as a result of the war, helping them rebuild their lives, regain confidence, and integrate into the local community. Our aim is to create safe, inclusive spaces where women can connect, grow, and continue pursuing their personal and professional goals in a new environment.

Over the past year, we have delivered English classes specifically adapted for older women, alongside practical workshops - including a session on using ChatGPT for everyday life and professional tasks - and a confidence-building workshop designed to address challenges such as job rejection due to unrecognised qualifications, as well as experiences of isolation and loneliness. Cultural events, such as a Ukrainian-style Christmas celebration, have played a key role in fostering community and mutual understanding. We have also supported Ukrainian women in continuing their professional paths from Ukraine - for example, enabling dance and fitness instructors to lead classes here in Nottingham. In total, more than 126 women have taken part in the activities organised throughout the year.

Looking ahead, we plan to expand our language provision, introduce more creative and wellbeing-focused activities, and build new partnerships to broaden our impact. A core priority remains supporting women's integration and empowerment, so they can feel at home, engage confidently in the community, and pursue their ambitions with renewed strength.

**Digital inclusion**
Thanks to a Digital Capital Grant from Nottingham City Council, we've been able to support women in developing their digital skills and accessing technology. Two of our rooms are now fully equipped with digital resources, making it possible for women to take part in workshops and courses. We've also introduced a laptop loan scheme for use within the Centre - a lifeline for those without personal access to devices. Our weekly tech drop-in sessions have helped women with everything from job applications and managing utility bills to building essential digital confidence. Over the past year, around 180 women have benefitted from this project.

**Nottingham Women's Library and Archive**
Overseen by a dedicated team of volunteers, Nottingham Women's Library is the jewel in the attic - tucked away on the top floor of Nottingham Women's Centre. Any woman is welcome to come in and browse the library during the Centre opening hours, or to sit a read a book. The collection hosts a wide range of books, magazines, and articles by female authors, including rare feminist literature from the 70s & 80s.

The volunteer team have done an amazing job of cataloguing and preserved our archive and now we offer inductions in how to access it. Our volunteers can also support researchers, students and anyone with a particular interest in finding relevant materials.

The Library and Archive are a great way to introduce us to new audiences and our brilliant volunteers are always out there, doing outreach at community events and telling people about all we have to offer. Last year, they spoke to over 100 people at the annual Green Festival and had a stall at the Nottingham Central Library for International Women's Day.

**Financial review**

Financially the charity continues to succesfully run on a combination of income from room and office rentals, contracts to deliver specific services, fees for services and donations/fundraising.

We would like to thank all our supporters and partners who financially supported the organisation and our service users during the year be that through contracts, small grants or donations. Your generosity, partnership and commitment to NWC and its service users has been vital in helping us pursue our aims and missions and provide vital front line services to Women. Whilst we aim for full-cost recovery from our projects this isn't always possible so donations and fundraising efforts really are crucial to helping us to continue to support our service users.

In particular we would like to thank

- Our staff, trustees, partners and volunteers for their dedications and hard work which have shaped our yearly efforts and outcomes
- Our individual donors whose contributions big and small have all helped us support women using our services.
- All the funders who provide income for our direct charitable activities which are detailed within the accounts.

This has been another challenging year in the financial environment for many charities within our sector including ourselves. Faced with funding ending, higher competition for available tenders and funding coupled with the cost of living increasing, maintaining a balance book for the year was a challenge but with the hard work behind the scenes we were able to maximise on opportunities which arose in 2024-25 and end the year with a surplus.

We successfully secured existing contracts and obtained additional funding to extend service delivery into new areas which demonstrates the confidence funders have in our viability as an organisation and ability to deliver high quality services.

Whilst restricted funding has allowed us to successfully deliver front line services, we have directed designated and unrestricted funds to fund our core services and costs which are becoming increasingly difficult to directly fund but are vital to the running of the organisation.

The trustees are encouraged by the financial performance of the charity during this year especially as the beginning of the year significant funds had ended.

The financial statement as set out on page 18 shows the balance of reserves at 31 March 2025 was £1,003,824 made up of £100,886 restricted funds and £902,938 of unrestricted reserves including £153,858 designated reserves for future costs of maintaining the current premises and funds carried forward for activities not yet completed and £26,032 fixed assets.

***Policy on reserves***

As at 31st March 2025 we held £723,048 in free cash reserves.

The Board of Trustees reviewed NWC reserve policy and confirmed that NWC unrestricted funds should equate to no less than 3 months running costs for the organisation. They also strongly support the use of unrestricted reserves over the next few years in supporting vital service development including the building project. The board have agreed to designate £150,000 of unrestricted reserves towards the future building needs. The remaining reserves level as of 31st March 2025 is felt to be enough to allow sustainability of the organisation plus enable capacity for growth and development of the building whilst addition funding is sourced.

***Principal risks and uncertainties***

It is one of the Trustees' roles to ensure that risks to the charity, in particular those relating to the operations and finances of the charity, are managed, minimised and mitigated. To achieve this, the Trustees work to identify and score the major risks that the charity faces and together with the CEO agree mitigations and controls to manage and reduce risk wherever possible. An annual deep dive review of the Risk Register is carried out by the Trustees.

**Plans for future periods**

Our 2024 Strategy defines our direction for the coming 3 years. The key Priorities are defined as:

**Our People** - *To harness and invest in our staff and volunteers, take care of their well-being and ensure that women with lived experience are at the centre of our workplace.* In 2025/26 this focusses on recognising existing quality and skills within the workforce and investing in the gaps to increase a quality experience for people and enable a development trajectory for individuals even within an organisation where it is challenging to enable a traditional career structure.

**Our Services** - *To provide holistic support, services, and activities for women through a trauma informed, gender responsive way.* In 2025/26 this focusses on the increased development of mental health services through accessible and affordable paid for services as a self sustaining model, dedicated services for those who have experienced domestic violence in any form, and focussed services to support minority groups such as a Black Women's MH group programme. We also continue to develop "Prevention" orientated services that look to actively engage women at risk of deterioration in their life journey and provide practical support, casework and sign posting to support access to services and facilities that can provide momentum for a different direction. This runs alongside support for women on probation who benefit from a more prescribed pathway approach to again enable access to services, tools and facilities for a new direction on release from prison. A critical third strand of services encompasses evolving a more deliberate look at activities provided within the Centre to develop a meaningful programme of informal peer support, skills development and social confidence that supports women in all or any part of their journey.

**Our Campaigns & Communities** - *To champion women's expression powerfully so that they have a stronger voice to influence policies and plans* Our focus for 2025/26 is to continue to develop a bespoke approach for the amplification of women's voices and ensure increasing impact on decision makers. Alongside this we lead on the provision of key community events with our partner organisations to promote the cause and voice of women from multiple communities and drive 3 key policy initiatives over the year.

**Our Sustainability** - *To ensure we are financially secure and forward thinking so we can remain as an anchor for the provision of services and support to women in need.* For 2025/26 we are looking to consolidate our strong financial position whilst hopefully making an investment in our building as a secure long term home for us. We will be developing an improved model for the future which increases both income and the variety of income streams we benefit from and continuing innovation in a self-sustaining service model and improving leverage of our expertise in the sector.

**Our Hub** - *To create a safe, secure and welcoming space for women and women's organisations, fostering learning, personal growth, connections, and mutual inspiration.* The big ambition for 25/26 is to purchase the building that has been our home for approximately 35 years in which we currently have no security of tenure. This step will cement our position as an anchor organisation for the sector and city and set NWC for the future with an asset that we can utilise for the benefit of women in Nottingham city and county and enable closer working with our sister organisations in the provision of services for our common cause.

# Nottingham Women's Centre

## Trustees' Report

### Chair's Report April 2024 - March 2025

We hope that you will enjoy reading this Annual Report, and hearing about our achievements and outputs for the year. We are also pleased to share more about our new strategy and plans for our future focus areas.

In July we welcomed Louisa Matthews as our new CEO. We have all enjoyed getting to know Louisa in her new position and have welcomed her energy and expertise in helping us to shape our strategy and future plans.

Earlier in the year we came together as staff, volunteer and trustee teams to reflect on our context, history and the needs of all women in Nottingham and Nottinghamshire. We all felt inspired as we worked together to shape a refreshed vision of the future. The work identifies our vision, mission, strategic priorities and restates our values. We're confident that this work will guide us as we plan out the years ahead, build the Centre's capabilities and put our plans into action!
The staff team worked tirelessly through the year to consolidate and improve outcomes across our existing projects such as our women's justice services, our casework service New Changes and Renew, our therapeutic service. We've also had the chance to develop new projects that have brought new energy and focus, such as our work supporting the integration of Ukrainian women fleeing war, digital inclusion and Women's Health Matters. The difference we have made to women's lives has been inspiring and it has been amazing to have almost 11,000 visits through the year. The new strategy makes clear that campaigning and working in the community to raise the voices of women across the city is a critical part of our work. This year we worked hard to do this during the election period, with three major elections happening in the city: the East Midlands Mayor, the Police and Crime Commissioner and the General Election. We organised women only hustings for all the candidates and shaped the voices and concerns of Nottingham's women into manifestos that we used to raise awareness and drive discussions on the topics that matter to women.

We arranged and hosted a fantastic Reclaim the night march attended by over 300 women and supported many groups including Refugee Roots and When Women Gather when they urgently needed space to meet.

We closed out the financial year with our International Women's Day celebrations, which were all about celebrating self-care, activism and community. It was wonderful to come together with our sister organisations in the sector for a joint event that was attended by over 230 women - a new record for us! We look forward to doing it all over again next year.

We have our sights firmly set on the future with an exciting programme for the year ahead and exciting plans to secure investment to make the 30 Chaucer Street a fitting home for the Centre and the women of Nottingham when, hopefully, we can secure its purchase from NCC.

Justine Weston
Board Chair

## Nottingham Women's Centre

## Trustees' Report

**Statement of Responsibilities**

The trustees (who are also the directors of Nottingham Women's Centre for the purposes 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 charitable company will continue in business.

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

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

**Small companies provision statement**

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 3/7/25 and signed on its behalf by:

.....

Justine Weston
Trustee

## Nottingham Women's Centre

## Independent Auditor's Report to the Trustees of Nottingham Women's Centre

### Opinion

We have audited the financial statements of Nottingham Women's Centre (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet 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, 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 Charities Act 2011.

### 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

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

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

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

### Other information

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

## Independent Auditor's Report to the Trustees of Nottingham Women's Centre

**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 require us to report to you if, in our opinion:
• the information given in the trustees' report is inconsistent in any material respect with the financial statements; 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 trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor 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:

• Ensuring that the Audit Team has the appropriate competence and capabilities to identify or recognise non compliance with laws and regulations, with specific susceptible areas (e.g. expense authorisation) having been outlined at the planning stage.
• Enquiry of management and those charges with governance around actual and potential litigation and claims and fraudulent transactions.
• Reviewing minutes of meetings of those charged with governance.
• Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
• Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

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

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

## Independent Auditor's Report to the Trustees of Nottingham Women's Centre

**Other Matters**

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended) in preferences to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting practise.

**Use of our report**

This report is made solely to the charitable company'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 charitable company'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 charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Melvin Bailey FCCA DChA (Senior statutory auditor)

Rogers Spencer
Chartered Accountants
Statutory Auditor

Newstead House
Pelham Road
Nottingham
NG5 1AP

9 July 2025

Rogers Spencer 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.

## Nottingham Women's Centre

## Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

| | Note | Unrestricted funds £ | Restricted funds £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|---|
| **Income and Endowments from:** | | | | | |
| Donations and legacies | 3 | 39,277 | - | 39,277 | 65,920 |
| Charitable activities | 4 | 88,760 | 1,163,029 | 1,251,789 | 1,181,130 |
| Investment income | 2 | 14,188 | - | 14,188 | 10,586 |
| Total income | | 142,225 | 1,163,029 | 1,305,254 | 1,257,636 |
| **Expenditure on:** | | | | | |
| Charitable activities | 6 | (62,778) | (1,088,198) | (1,150,976) | (1,031,644) |
| Total expenditure | | (62,778) | (1,088,198) | (1,150,976) | (1,031,644) |
| Net income | | 79,447 | 74,831 | 154,278 | 225,992 |
| Transfers between funds | | 47,680 | (47,680) | - | - |
| Net movement in funds | | 127,127 | 27,151 | 154,278 | 225,992 |
| **Reconciliation of funds** | | | | | |
| Total funds brought forward | | 775,811 | 73,735 | 849,546 | 623,554 |
| Total funds carried forward | 20 | 902,938 | 100,886 | 1,003,824 | 849,546 |

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 20.

## Nottingham Women's Centre

## Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

**These are the figures for the previous accounting period and are included for comparative purposes**

| | Note | Unrestricted funds General £ | Restricted funds £ | Total 2024 £ |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Donations and legacies | 3 | 64,670 | 1,250 | 65,920 |
| Charitable activities | 4 | 97,320 | 1,083,810 | 1,181,130 |
| Investment income | 2 | 10,586 | - | 10,586 |
| Total Income | | 172,576 | 1,085,060 | 1,257,636 |
| **Expenditure on:** | | | | |
| Charitable activities | 6 | (42,209) | (989,435) | (1,031,644) |
| Total Expenditure | | (42,209) | (989,435) | (1,031,644) |
| Net income | | 130,367 | 95,625 | 225,992 |
| Transfers between funds | | 43,736 | (43,736) | - |
| Net movement in funds | | 174,103 | 51,889 | 225,992 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 601,708 | 21,846 | 623,554 |
| Total funds carried forward | 20 | 775,811 | 73,735 | 849,546 |

The notes on pages 25 to 36 form an integral part of these financial statements.

## Nottingham Women's Centre

## (Registration number: 5113835)
## Balance Sheet as at 31 March 2025

| | Note | 2025 £ | 2024 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 10 | 26,032 | 23,736 |
| **Current assets** | | | |
| Debtors | 11 | 56,402 | 49,496 |
| Cash at bank and in hand | 12 | 939,940 | 795,376 |
| | | 996,342 | 844,872 |
| **Creditors: Amounts falling due within one year** | 13 | (18,550) | (19,062) |
| **Net current assets** | | 977,792 | 825,810 |
| **Net assets** | | 1,003,824 | 849,546 |
| **Funds of the charity:** | | | |
| **Restricted income funds** | | | |
| Restricted funds | 20 | 100,886 | 73,735 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 902,938 | 775,811 |
| **Total funds** | 20 | 1,003,824 | 849,546 |

For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 21 to 36 were approved by the trustees, and authorised for issue on 3/7/25 and signed on their behalf by:

.....
Justine Weston
Trustee

The notes on pages 25 to 36 form an integral part of these financial statements.

## Nottingham Women's Centre

## Statement of Cash Flows for the Year Ended 31 March 2025

| | Note | 2025 £ | 2024 £ |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net cash income | | 154,278 | 225,992 |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | | 13,364 | 9,386 |
| Investment income | 2 | (14,188) | (10,586) |
| | | 153,454 | 224,792 |
| **Working capital adjustments** | | | |
| Increase in debtors | 11 | (6,906) | (15,211) |
| (Decrease)/increase in creditors | 13 | (512) | 14,007 |
| Decrease in deferred income | 13 | - | (26,300) |
| Net cash flows from operating activities | | 146,036 | 197,288 |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 2 | 14,188 | 10,586 |
| Purchase of tangible fixed assets | 10 | (15,660) | (22,008) |
| Net cash flows from investing activities | | (1,472) | (11,422) |
| Net increase in cash and cash equivalents | | 144,564 | 185,866 |
| Cash and cash equivalents at 1 April | | 795,376 | 609,510 |
| Cash and cash equivalents at 31 March | | 939,940 | 795,376 |
| **Reconciliation of net cash flow to movement in net funds** | | | |
| Increase in cash | | 144,564 | 185,866 |
| Net funds at 1 April 2024 | | 795,376 | 609,510 |
| Net funds at 31 March 2025 | | 939,940 | 795,376 |

All of the cash flows are derived from continuing operations during the above two periods.

## Notes to the Financial Statements for the Year Ended 31 March 2025

### 1 Accounting policies

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

**Statement of compliance**
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Basis of preparation**
Nottingham Women's Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going concern**
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

**Income and endowments**
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

**Expenditure**
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**Governance costs**
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

**Government grants**
Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

**Taxation**
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Tangible fixed assets**
Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

**Depreciation and amortisation**
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Equipment | 25% on a reducing balance basis |
| Library | 20% on a straight line basis |
| Computer equipment | 33.33% on a straight line basis |

**Trade debtors**
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

**Cash and cash equivalents**
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Fund structure**
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

**Pensions and other post retirement obligations**
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## 2 Investment income

| | Unrestricted funds General £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 14,188 | 14,188 | 10,586 |

## 3 Income from donations and legacies

| | Unrestricted funds General £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|
| Donations and legacies; | | | |
| Donations from companies, trusts and similar proceeds | 37,277 | 37,277 | 57,860 |
| Gift aid reclaimed | - | - | 8,060 |
| Grants, including capital grants; | | | |
| Government grants | 2,000 | 2,000 | - |
| | 39,277 | 39,277 | 65,920 |

## 4 Income from charitable activities

| | Therapeutic services £ | Client support £ | Other £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|---|
| Grants & donations | 177,735 | 819,304 | 165,990 | 1,163,029 | 1,103,936 |
| Rent & room hire | - | - | 48,946 | 48,946 | 37,708 |
| Counselling donations/fees | 39,814 | - | - | 39,814 | 38,360 |
| Other income | - | - | - | - | 1,126 |
| | 217,549 | 819,304 | 214,936 | 1,251,789 | 1,181,130 |

## 5 Grants & donations

| | Unrestricted funds £ | Restricted funds £ | Total £ |
|---|---|---|---|
| Garfield Weston Foundation | - | 30,000 | 30,000 |
| Thomas Farr Charity | - | 2,000 | 2,000 |
| Henry Smith Charity | - | 65,400 | 65,400 |
| Local Giving | 13,071 | - | 13,071 |
| Ministry of Justice | - | 830,305 | 830,305 |
| Nottingham City Council | 2,000 | 159,614 | 161,614 |
| Nottinghamshire County Council | - | 5,000 | 5,000 |
| Women's Health Community Fund | - | 4,602 | 4,602 |
| Notts Police & Crime Commissioner | - | 51,108 | 51,108 |
| NCC - UKSPF | - | 15,000 | 15,000 |
| Sundry grants & donations | 24,206 | - | 24,206 |
| | 39,277 | 1,163,029 | 1,202,306 |

## 6 Expenditure on charitable activities

| | Therapeutic services £ | Client support £ | Other £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|---|
| Activities | 64 | 517 | 240 | 821 | 318 |
| Affiliations & subscriptions | - | 434 | 1,471 | 1,905 | 3,939 |
| Bank charges | - | 803 | - | 803 | 725 |
| Centre events & workshops | 147 | 6,623 | 2,365 | 9,135 | 1,868 |
| Communications | 1,276 | 9,005 | 2,140 | 12,421 | 11,261 |
| Depreciation | - | 220 | 13,144 | 13,364 | 9,386 |
| EDI/staff and service users | 512 | 797 | 136 | 1,445 | 2,368 |
| Equipment | - | - | - | - | 2,641 |
| Access fund/Access to work | - | - | 836 | 836 | (2,882) |
| Grants paid | - | - | - | - | 49,676 |
| Hardship fund | - | 5,354 | 6,279 | 11,633 | 7,530 |
| Grant repayment | 3,913 | - | - | 3,913 | - |
| Insurance | - | 3,936 | - | 3,936 | 3,537 |
| Audit fee | - | 8,340 | - | 8,340 | 8,100 |
| IT support & maintenance | 2,006 | 8,630 | 6,932 | 17,568 | 15,767 |
| Maintenance & refurbishment | 627 | 9,363 | 3,663 | 13,653 | 3,913 |
| Marketing & fundraising costs | 94 | 1,942 | 778 | 2,814 | 5,413 |
| New building project | - | - | 9,654 | 9,654 | 68,850 |
| Office & cleaning supplies | 610 | 4,742 | 150 | 5,502 | 12,070 |
| Organisational development | 21 | 26,684 | 18,990 | 45,695 | 16,126 |
| Other expenditure | - | 46 | 2,548 | 2,594 | 2,559 |
| Printing & postage | 572 | 2,383 | 226 | 3,181 | 2,643 |
| Professional fees, payroll & supervision | 21,094 | 6,977 | 1,530 | 29,601 | 23,175 |
| Recruitment | - | 727 | 283 | 1,010 | 1,044 |
| Rent & utilities | 1,119 | 5,246 | 12,892 | 19,257 | 19,657 |
| Salaries, NI & pension | 144,771 | 708,888 | 55,958 | 909,617 | 741,381 |
| Staff training, travel & wellbeing | 5,009 | 14,223 | 45 | 19,277 | 17,955 |
| Trustee training & other expenses | - | 91 | - | 91 | 330 |
| Volunteer costs | 2,539 | 331 | 40 | 2,910 | 2,294 |
| | 184,374 | 826,302 | 140,300 | 1,150,976 | 1,031,644 |

Governance costs of £10,615 (2024 - £10,530) See note 9 for further details.

## 7 Net incoming/outgoing resources

Net incoming resources for the year include:

| | 2025<br>£ | 2024<br>£ |
|---|---|---|
| Audit fees | 8,340 | 8,100 |
| Depreciation of fixed assets | 13,364 | 9,386 |

## 8 Staff costs

The aggregate payroll costs were as follows:

| | 2025<br>£ | 2024<br>£ |
|---|---|---|
| **Staff costs during the year were:** | | |
| Wages and salaries | 818,071 | 672,213 |
| Social security costs | 66,020 | 49,072 |
| Pension costs | 25,526 | 20,096 |
| | 909,617 | 741,381 |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

| | 2025<br>No | 2024<br>No |
|---|---|---|
| Average number of employees | 35 | 29 |

31 (2024 - 28) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £25,526 (2024 - £20,096).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £215,112 (2024 - £178,862).

## 9 Analysis of governance and support costs

Support costs have not been separately allocated and disclosed as the Trustees believe they are immaterial to the financial statements.

**Governance costs**

| | Restricted funds £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|
| Audit fees | | | |
| Audit of the financial statements | 8,340 | 8,340 | 8,100 |
| Other governance costs | 2,275 | 2,275 | 2,430 |
| | 10,615 | 10,615 | 10,530 |

## 10 Tangible fixed assets

| | Library £ | Equipment £ | Computer equipment £ | Total £ |
|---|---|---|---|---|
| **Cost** | | | | |
| At 1 April 2024 | 24,991 | 86,575 | 13,260 | 124,826 |
| Additions | - | - | 15,660 | 15,660 |
| At 31 March 2025 | 24,991 | 86,575 | 28,920 | 140,486 |
| **Depreciation** | | | | |
| At 1 April 2024 | 24,991 | 71,679 | 4,420 | 101,090 |
| Charge for the year | - | 3,724 | 9,640 | 13,364 |
| At 31 March 2025 | 24,991 | 75,403 | 14,060 | 114,454 |
| **Net book value** | | | | |
| At 31 March 2025 | - | 11,172 | 14,860 | 26,032 |
| At 31 March 2024 | - | 14,896 | 8,840 | 23,736 |

## 11 Debtors

| | 2025 £ | 2024 £ |
|---|---|---|
| Trade debtors | 54,661 | 47,225 |
| Prepayments | 1,741 | 2,271 |
| | 56,402 | 49,496 |

## 12 Cash and cash equivalents

| | 2025 £ | 2024 £ |
|---|---|---|
| Cash on hand | 369 | 381 |
| Cash at bank | 939,571 | 794,995 |
| | 939,940 | 795,376 |

## 13 Creditors: amounts falling due within one year

| | 2025 £ | 2024 £ |
|---|---|---|
| Other creditors | 3,255 | 2,778 |
| Accruals | 15,295 | 16,284 |
| | 18,550 | 19,062 |

## 14 Auditor's remuneration

During the period, the fees payable (excluding VAT) to the charity's auditor, Roger Spencer was as follows:

| | 2025 £ | 2024 £ |
|---|---|---|
| Audit fee | 6,950 | 6,750 |
| | 6,950 | 6,750 |

## 15 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

## 16 Taxation

The charity is a registered charity and is therefore exempt from taxation.

## 17 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

## 18 Related party transactions

There were no related party transactions in the year.

## 19 Analysis of net assets between funds

| | Unrestricted | | | |
|---|---|---|---|---|
| | General £ | Designated £ | Restricted £ | 2025 Total funds £ |
| Tangible fixed assets | 26,032 | - | - | 26,032 |
| Current assets | 741,598 | 153,858 | 100,886 | 996,342 |
| Current liabilities | (18,550) | - | - | (18,550) |
| Total net assets | 749,080 | 153,858 | 100,886 | 1,003,824 |

| | Unrestricted | | | |
|---|---|---|---|---|
| | General £ | Designated £ | Restricted £ | 2024 Total funds £ |
| Tangible fixed assets | 23,736 | - | - | 23,736 |
| Current assets | 642,447 | 128,690 | 73,735 | 844,872 |
| Current liabilities | (19,062) | - | - | (19,062) |
| Total net assets | 647,121 | 128,690 | 73,735 | 849,546 |

## 20 Funds

| | Balance at 1 April 2024 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2025 £ |
|---|---|---|---|---|---|
| **Unrestricted funds** | | | | | |
| ***General*** | | | | | |
| General fund | 647,121 | 136,052 | (60,108) | 26,015 | 749,080 |
| ***Designated*** | | | | | |
| Building fund | 100,000 | - | - | 50,000 | 150,000 |
| Activities not yet completed | 355 | 6,173 | (2,670) | - | 3,858 |
| Core funding contingency | 28,335 | - | - | (28,335) | - |
| | 128,690 | 6,173 | (2,670) | 21,665 | 153,858 |
| **Total unrestricted funds** | 775,811 | 142,225 | (62,778) | 47,680 | 902,938 |
| **Restricted funds** | | | | | |
| MOJ New Changes (Prevent) | - | 142,389 | (131,489) | (10,900) | - |
| Building fund | 22,460 | - | (9,654) | - | 12,806 |
| Statutory duty (NCC) | 1,430 | 69,617 | (71,047) | - | - |
| MOJ Core | - | 61,000 | (61,000) | - | - |
| PCC MOJ DSV | 3,913 | 51,108 | (53,751) | (1,270) | - |
| MOJ CRS contract | 45,932 | 626,916 | (648,288) | (24,560) | - |
| Changing Futures (NCC) | - | 49,999 | (46,525) | - | 3,474 |
| Homes for Ukraine (NCC) | - | 19,998 | (6,555) | (450) | 12,993 |
| Homes for Ukraine - Counselling | - | 25,000 | (4,666) | - | 20,334 |
| Core costs (Henry Smith) | - | 65,400 | (18,434) | - | 46,966 |
| Mental Health Support for Women (Thomas Farr) | - | 2,000 | (48) | - | 1,952 |
| Women's Health Community Fund | - | 4,602 | (1,741) | (500) | 2,361 |
| Garfield Weston | - | 30,000 | (30,000) | - | - |
| IT equipment (NCC) | - | 15,000 | (5,000) | (10,000) | - |
| **Total restricted funds** | 73,735 | 1,163,029 | (1,088,198) | (47,680) | 100,886 |
| **Total funds** | 849,546 | 1,305,254 | (1,150,976) | - | 1,003,824 |

The specific purposes for which the funds are to be applied are as follows:

Building fund - funds for the purchase and shared services designing.
Statutory Duty (NCC) - A therapeutic service providing support to survivors of domestic abuse and their children residing within safe accommodation.
PCC MOJ DSV funding - A therapeutic service providing support to survivors of domestic abuse and their children not residing in refuge accommodation.
MOJ Core - Funds towards the organisation's core costs.
MOJ CRS contract - A service supporting women in the criminal justice system.
MOJ New Changes - A support service for women, aiming to prevent or reduce women's involvement in the criminal justice system.
Changing futures (NCC) - 1 to 1 navigator service supporting women experiencing domestic and sexual violence and abuse.
Homes for Ukraine (NCC) & Homes for Ukraine (Counselling) - activities and counselling for Ukrainian Women.
Thomas Farr Charity- mental health support for women.
Core costs (Henry Smith) - funds to support the cost of the organisation.
Women's Health Community Fund – to run women health workshops.
Garfield Weston - funds to support the cost of the organisation.
IT equipment (NCC) - towards purchase of IT equipment.

Designated funds were set up to cover the future costs of maintaining current premises (Building fund) and for activities not yet completed.

The transfers from the MOJ CRS contract and IT equipment (NCC) funds to the General fund represent the net book value of fixed assets, the use of which is not subject to any restriction.
The transfer from the General fund to the Building fund represents an amount the Trustees have agreed to further designate towards the future building needs.
The transfer from the Core funding contingency fund to the General fund represents an amount no longer needing ring fencing for core funds.
The transfers from the MOJ CRS, MOJ New Changes, PCC MOJ DSV, Homes for Ukraine (NCC) and Women's Health Community Fund to the General fund represent caseworker rent charges.

***These are the figures for the previous accounting period and are included for comparative purposes***

| | Balance at 1 April 2023 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2024 £ |
|---|---|---|---|---|---|
| **Unrestricted funds** | | | | | |
| ***General*** | | | | | |
| General fund | 541,247 | 172,358 | (41,885) | (24,599) | 647,121 |
| ***Designated*** | | | | | |
| Building fund | 60,000 | - | - | 40,000 | 100,000 |
| Activities not yet completed | 461 | 218 | (324) | - | 355 |
| Core funding contingency | - | - | - | 28,335 | 28,335 |
| | 60,461 | 218 | (324) | 68,335 | 128,690 |
| **Total unrestricted funds** | 601,708 | 172,576 | (42,209) | 43,736 | 775,811 |

## Notes to the Financial Statements for the Year Ended 31 March 2025

| | Balance at 1 April 2023 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2024 £ |
|---|---|---|---|---|---|
| **Restricted** | | | | | |
| MOJ New Changes (Prevent) | - | 141,241 | (132,873) | (8,368) | - |
| Building fund | 18,992 | 72,318 | (68,850) | - | 22,460 |
| Statutory duty (NCC) | 924 | 67,590 | (66,684) | (400) | 1,430 |
| MOJ Core | - | 61,000 | (61,000) | - | - |
| PCC MOJ DSV | 963 | 36,308 | (33,358) | - | 3,913 |
| MOJ CRS contract | 967 | 566,693 | (490,321) | (31,407) | 45,932 |
| COI NWC | - | 64,786 | (64,786) | - | - |
| COI Partners | - | 50,124 | (50,124) | - | - |
| Lloyds | - | 25,000 | (21,439) | (3,561) | - |
| **Total restricted funds** | 21,846 | 1,085,060 | (989,435) | (43,736) | 73,735 |
| **Total funds** | 623,554 | 1,257,636 | (1,031,644) | - | 849,546 |

**NOTTINGHAM WOMEN'S CENTRE LIMITED**

England & Wales - Charity number 1105837

# Accounts

Company registration number: 5113835
Charity registration number: 1105837

# Nottingham Women's Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Melvin Bailey FCCA DChA
Newstead House
Pelham Road
Nottingham
NG5 1AP

# Nottingham Women's Centre

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## Nottingham Women's Centre

## Reference and Administrative Details

| | |
|---|---|
| **Trustees** | Justine Weston, Chair<br>June McCombie<br>Deborah Gordon-Brown<br>Diana Ali<br>Laura Breach<br>Louisa Matthews<br>Angelina Bartoli<br>Balbinder Watkins<br>Maria Pearson<br>Shazia Nazir<br>Claire Eden<br>Sian Caulfield<br>Paula Black |
| **Senior Management Team** | Sara Garton, Head of Client Services, acting CEO from 01/04/23 - 31/08/23<br>Vandna Gohil, CEO, from 01/09/23<br>Jayne Cotton, Head of Finance<br>Karen Feely, Head of Quality and Compliance<br>Kate Lewin, Head of External Relations |
| **Charity Registration Number** | 1105837 |
| **Company Registration Number** | 5113835 |
| **Registered Office** | 30 Chaucer Street<br>NOTTINGHAM<br>NG1 5LP |
| **Auditor** | Melvin Bailey FCCA DChA<br>Newstead House<br>Pelham Road<br>Nottingham<br>NG5 1AP |
| **Solicitors:** | Hopkins Solicitors<br>27 Regent Street<br>Nottingham<br>NG1 5BS |
| **Bankers** | Royal Bank of Scotland<br>36 St Andrew Square<br>Edinburgh<br>EH2 2YB |

# Nottingham Women's Centre

## Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2024.

### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

| | |
|---|---|
| Trustees: | Justine Weston, Chair |
| | June McCombie |
| | Deborah Gordon-Brown |
| | Diana Ali |
| | Laura Breach |
| | Louisa Matthews |
| | Angelina Bartoli |
| | Balbinder Watkins |
| | Maria Pearson |
| | Shazia Nazir |
| | Claire Eden (appointed 10 January 2024) |
| | Sian Caulfield (appointed 10 January 2024) |
| | Paula Black (appointed 10 January 2024) |
| | Nichola McTaggart (resigned 10 January 2024) |

### Structure, governance and management

***Nature of governing document***

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 27/04/2004 and most recently amended 13/10/2021. It has no share capital and the liability of each member in the event of winding-up is limited to £10.

***Recruitment and appointment of trustees***

We advertise on our social media platforms, e newsletters, meetings and interested potential trustees are invited to meet a couple of Board members for an informal information session to learn more about the work of the Board.

They are then asked to submit their CV and shortlisted candidates are invited in for an interview with a panel of Trustees.

The panel make recommendations to the full board about whether to co-opt the applicants.

At the following AGM the co-opted members stand for election via a members vote.

New trustees receive an induction pack, complete a skills audit and are offered training materials on their roles and responsibilities.

All Trustees give their time voluntarily and receive no benefits from the charity, other than expenses reclaimed, as set out in the accounts.

# Nottingham Women's Centre

## Trustees' Report

***Organisational structure***

The organisation is a charitable company limited by guarantee and has been in existence since 1971. The organisation was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The charity continues to be governed by a Board of Directors, known as Trustees under charity law, made up of volunteers from a range of professional sectors. Trustees are elected at the Annual General Meeting.

The charity's day-to-day provision of services is managed by the Chief Executive Officer who reports directly to the Trustees. The Trustees meet monthly to discuss the strategic direction and policy of the charity.

The trustees review salary levels across the charity each year, paying due attention to increases in the Real Living Wage and the cost of living, with any changes taking effect in April.

**Objectives and activities**

***Objects and aims***

The charity's objects ('Objects') are specifically restricted to the following:
To promote the benefit of the women of Nottinghamshire (hereinafter called "the area of benefit") without distinction of race, religious or other opinions by associating the Local Authorities, Voluntary Organisations and in a common effort to advance education and training and to provide services for women by women in the interest of social welfare for recreation and leisure time occupation with the object of improving the conditions of life for the said person.

To establish or to secure the establishment of a Community Centre (hereinafter called "the Centre") and to maintain and manage, and as appropriate to work in association with any local authority in the maintenance and management of such a Centre for activities promoted by the Charity and its constituent bodies in furtherance of the above objects.

The Charity shall be non-party in politics and non-sectarian in religion and non-discriminatory of women's protected characteristics including race, disability, age, religion, sexual orientation and pregnancy. The Centre shall be trans inclusive welcoming all self-identifying women.
The Charity shall have power to affiliate to the National Federation of Community Organisations and to other organisations with similar charitable objects.

This translates into our vision of a world where women take their rightful place in a just and fair society, free from inequality, violence and oppression.

# Nottingham Women's Centre

## Trustees' Report

***Public benefit***

We are run by women for women and aim to help women in Nottingham and Nottinghamshire to gain the confidence and skills to achieve their potential and become stronger and more independent. We provide a safe and supportive environment in which women can do this, either by taking part in training or activities, getting support and services, or campaigning and becoming active in bringing about change. We bring women and women's organisations together at our base in Chaucer Street, online and with partners at other venues in the city and county.

We operate within our values
- We are feminist, working intersectionally towards transformational and substantive political, economic and social equality for all women; through our activities, we will raise awareness of the inequalities experienced by all women in society and provide interventions to redress the balance;
- We are inclusive, taking action to ensure we are accessible, welcoming and relevant to all women.
- We are responsive, listening to the needs of women and targeting services and resources to meet the needs of the women who need us the most;
- We believe in person-centred solutions, recognising that each woman has unique needs and a unique background, and we tailor our services as a result;
- We are partners, recognising that more is achieved through collaboration and co-operation than competition; we will work with other organisations which share our values to achieve more for women;
- We are stewards, taking great care of the resources entrusted to us by others, whether this is money, time or trust, and we are open and transparent in our reporting;
- We listen, learn and adapt, involving our stakeholders in what we do and how we do it; we seek feedback and say sorry and put things right if something has gone wrong;
- We are professional, aiming for excellence in everything we do;

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

***Grant making policies***

We administer grants to women and LGBT+ organisations. There is a decision making panel, that includes outside agencies, that allocates the grants. SLA's are in place for grants over £1,000 and quarterly monitoring information is collected from recipients.

**Achievements and performance**

715 unique women engaged with our support services. 310 counselling, 320 MoJ casework and 85 New Changes casework. 212 unique women attended a course or activity. A total of 927.

***Counselling***

Our general counselling service (Renew), has had an amazingly busy and successful year. With 40 trainee therapists in the service working towards their qualifications and developing their understanding of the wider world of mental health in modern society through our service. We pride ourselves on supporting our trainees to achieve a much more thorough understanding of trauma therapy above and beyond what their training providers give them. This year Renew therapists have worked with approximately 202 women, providing 2,408 clinical hours of therapy at reasonable cost to women who were unlikely to be able to access longer term therapeutic support anywhere else.

The Core of the Domestic Abuse therapy service continued with funding from Nottingham City Council. After trialling 6 week sessions in 2022/23, we decided to increase the offer up to 8 sessions to each client to give them the best opportunity to access our support whilst often going through a very difficult time. This was very well received by clients and funders alike. We also occasionally had the option to work with a very small number of clients for up to 20 sessions -depending on service restraints at the time. We have worked with 93 women this year, and completing 347 therapeutic support sessions within the 8 session part of the service. For the first time in the history of the service we are delighted to have successfully hit all our KPI targets.
Alongside this core service, our funding from the Police and Crime Commissioner has continued to uplift the Domestic Abuse service. Funding 3 different streams of work:
• A specialist 'Severe Multiple Disadvantage' therapist who received 22 referrals and worked with 15 women in the year offering 26 sessions to women who had more complex needs and experience severe disadvantage.
• A domestic abuse therapeutic group called 'Surviving To Thriving', exploring how Domestic Abuse trauma can show up for survivors and supporting them to take another step towards building the life they want. 15 more women have accessed this group during 2 iterations this year.
• The Community Languages service has now become active, with 8 sessional therapists paid to work online with survivors who benefit from working in a language other than English, or from improved cultural understanding from their therapist. We have therapy available in Urdu/Punjabi/Mirpuri/Bengali/Hindi/Kutchi/Gujurati and Polish. We have worked with 9 clients across the service and expect that this develops further in the coming year.

In total 139 women have been supported this year within the domestic abuse side of the service. We were able to accept a few more internal referrals from our case workers as we improved communication around referrals and continue to build understanding with all stakeholders about the nature and strengths of therapy, when it is safest to refer survivors for support and how to guide survivors along our developing pathway to building a thriving and satisfying life for themselves.
"I have received counselling before though that was for general mental health issues. My counselling with the women's centre has been around helping me deal with the domestic abuse I have received from my two last partners. It was focused on helping me understand why I feel the way I do. Helped me pick apart all the (what felt to me odd) feelings I was having. Give me clarity on my own thoughts and feelings. "
"I loved my counselling experience and I really feel connected to my therapist. The Counselling service to me was great, nothing to be improved"
"I have gained my confidence back"
"I had been isolated from friends and family. We are slowly creeping back to normal relationships"

**CASEWORK**

***Accommodation***

We continued to work with women to achieve their goals. We used our initial assessment tool to gauge where the woman is at the time of presenting and to identify what her goals are in the area. We offered information and realistic advice to support her to either seek accommodation or to maintain her tenancy. We have developed excellent working relationships with some specialist housing providers which has been instrumental in helping us to secure accommodation for women on release from custody.
50% of the women who identified this as an area of need said their circumstances had improved. *47% showed no change and for 3% their circumstances worsened.
"You are brilliant. I've been with you for over a year since I came out of prison and you helped me with housing. My caseworker has done everything she can to help me. I have nothing but good things to say about you to be honest"

***Education, training and work***

We offered information, advice and guidance on training, education volunteering and work opportunities that are available including support and referrals to identify progression routes. We supported women to identify and improve their skills, particularly around AI so they do not get left behind in an ever changing world of work. We worked with Ingeus, a specialist support service. They delivered sessions on a fortnightly basis supporting women with concerns about how criminal convictions might affect their job prospects. Support included advice on how to disclose unspent convictions to a potential employer.

57% of the women who identified this as an area of need said their circumstances had improved. *39% showed no change and 6% said their circumstances had worsened.
"I would just like to say thank u again for all the help honestly no one has really looked out for me with good intention before so it really means a lot"
"You've helped me feel like I'm finding my purpose again"
"Speechless. When I was in deep depression at the job centre they saw me and gave me the number and then came here. After coming here, this place is my capital. I'm feeling much better and happy. There's one place I can always come."

***Finance, benefit and debt***
We have offered a range of support including income maximisation, debt management and claiming benefits. Personal independent payment (PIP) has proved particularly challenging for women experiencing poor mental health to apply for due to the complexity of the forms and the time it takes to complete them.
51% of the women who identified this as an area of need said their circumstances had improved. For *47% their situation was unchanged and for 3% their situation worsened.
"It is amazing to hear that I qualified for PIP. This is the best Christmas news I could've receive... this is thanks to you"
"The Tesco voucher you provided meant that I could get enough food to last me until my universal credit payment comes through"

***Family and significant others***
We delivered healthy relationships workshops to encourage women to recognise whether their relationships are healthy and respectful or not. As part of the sessions we taught that respect means that each person values who the other is and understands the other person's boundaries whether they be family or romantic relationships.
51% of the women who identified this as an area of need said their circumstances had improved. For *44% their situation was unchanged and for 4% their situation worsened.
"Thank you so much for all you've done for me, the Centre is very lucky to have staff like you and thank you for being part of my life"
"Since speaking to you it's been such a revelation I was never kind to myself"
"Talking to you through the sessions I've been thinking hard and you've made a lot of valid points which has impacted my soul"
Lifestyle and associates
Offered support and encouragement to women to become involved in the Centre and to have new interests that are often outside of their comfort zone. Some became volunteers, others joined groups and some got involved in International Women's Day.

60% of the women who identified this as an area of need said their circumstances had improved. For *39% their situation was unchanged and for 1% their situation worsened.
"My caseworker was amazing, really nice, listened, let me speak and asked what can I do for you. I've been involved with so many services and they've just said right, this is what we are doing"
"You can't knock it. Thank you so much. It's a pity some people don't see it that way and don't take the help that's offered to them when some people really want the help to change"
"Through your support, I have been empowered to do more self-centred things such as walking more regularly, gardening and reading books which specifically target emotional well-being and through this I have identified behaviours that I recognise I would like counselling for. I am so grateful for the door of empowerment that with your support has opened up for me and I genuinely feel as though I have turned a page since being released from prison."

***Dependency and recovery***
We supported women by providing a space where they can be without fear of judgement. We know that providing enriching activities and opportunities is supportive for those who are in recovery. We have close links with the specialist services and are able to make effective and timely referrals. We also have a support group who meet weekly, for individuals in recovery who want to help others with their substance use.

23% of the women who identified this as an area of need said their circumstances had improved. For *73% their situation was unchanged and for 4% their situation worsened.
"It is so lovely to be able to meet up here in the evenings, nobody knows who we are or why we are here. It really does help take the pressure off from everyday life"

***Emotional wellbeing***
We provided a range of workshops and courses to support emotional wellbeing such as the ever popular Crafty Club, which has grown into such a large group that they have moved rooms 3 times in order to have space to accommodate them. We have delivered counselling on a one to one basis alongside group therapy.
75% of the women who identified this as an area of need said their circumstances had improved. For *19% their situation was unchanged and for 6% their situation worsened.
"It was good to speak with others about their experience and also the teacher was amazing"
"I really enjoyed the session. Thank you, I will go home and reflect more on what I have learned in the self-esteem workshop"
"When I had my first session and the overwhelming realisation sunk in that I've been to prison and I'm now seeking support for my well-being was a lot. I've never accepted support from anyone or any organisation before and I am so glad I continued to engage in our sessions"
"It has been a really positive experience. I enjoyed working with W. I feel that a lot more can be done to help me and I would be happy to be referred again. My caseworker has gone above and beyond for me. She has been patient and understanding of my difficulties and has been flexible with appointments when I have struggled. I appreciated the short 'wellbeing' calls on weeks when I didn't have a formal appointment."

*An explanation of the high occurrence of no change data:
o women who did not state a need in a particular area and therefore nothing changed upon completion
o women may have had the need but were working with other agencies
o the work was incomplete at time of assessment

**SUPPORT FOR WOMEN WITH THE COST OF LIVING**
• We have been lucky enough to receive support from Lidl and Sainsbury's. Thanks to their donations we collected and in some cases delivered food parcels to women in need of food and toiletries for themselves and their children
• A new group of asylum seeking women started using the kitchen this year to make food for themselves and their families. They are currently housed in local hotels and do not have the facilities to cook hot nutritious, culturally appropriate food. An air fryer was donated to the Centre by a group facilitator who was in the Centre delivering training and she heard about the situation the women were in and wanted to do something to help. There was an unexpected bonus here as the women said that by coming to the Centre it meant that they felt less isolated, had somewhere to go so didn't have to keep walking around the city centre when they wanted a break from the hotel rooms.
• We received a large donation of toothpaste and toothbrushes for adults and children
• £42,105.70 raised in benefit value
• £2,487.10 in benefit arrears
• £25,422.52 debt resolved
• £1,260.00 in emergency vouchers
• £295.00 worth of festive hampers
• £46.50 in travel expenses
• £415 worth of support packages
• In total 71 women in crisis received support
• The Winter Warmer fundraising team raised £200 by selling cakes, handmade decorations, holding a raffle and a bauble making workshop. The funds raised bought a new lightweight sewing machine for the club so that those with disabilities could have access to suitable equipment. Our old ones were very heavy and some women found them too difficult to lift.
• 40 toys were donated by Lidl neighbourly toy scheme. They were given to families in need
• £930 Tesco vouchers were purchased with the money raised from a member of staffs skydive. The vouchers have proven to be a valuable resource to support women in crisis

• Several donations of fresh flowers which women commented on saying how much they brighten up the Centre and their mood
• 12 women have regularly used the Centre to have a shower, wash their clothes or just rest in a safe space

***Service user demographics***
• We supported a range of women from across all protected characteristics. Where disclosed to us, 42% of our service users identified as Black or minority ethnicity (2021 Nottingham census: 43%) 64% identified as having a disability (10% Nottingham), 18% identified as LGBTQ+ (15% Nottingham).

***Partnerships and outreach***
• All caseworkers attended Women's Work in Derby for a tour and to attend the Peer Support event with Women's Work (Derby) and New Dawn New Day from Leicester. This was a really successful event which gave all Caseworkers an opportunity to share good working practice.
• Green Festival: This was amazing, we spoke to over 130 people about the Centre. We had some really wonderful conversations and made some good connections.
• Follow up discussions/ mentoring with some partners- (NMWN, Kairos, Heya, Notts Trans Hub and Nyasa Daughters)
• Had meeting with Nottingham Muslim Women's Network's new campaigns officer about current work and shared areas of interest.
• A team from Hunter Douglas decorated room 3 and then put up blinds and curtains.
• Created content for the Bonington Art Gallery exhibition
• Castle Rock Brewery raised £819 for us via beer sales for International Women's Day
• We helped to plan, market and run the recent Girls, Women, Violence Network event with Juno, Equation and NCC. The event called 'An Introduction to Domestic Abuse' was well attended and all the feedback was on how well organised it was!

***Policy and campaigning***
• We added a new Voting Guide live on our website which provided advice on how and when to vote, the requirement that photo ID is needed and what to do if you do not have it
• Delivered a Parliament workshop for women to teach them about voting and democracy
• We are speaking to relevant stakeholders as we seek storage provision for women fleeing domestic abuse
• Ran a 'How to be Politically Engaged' workshop and had the support of two volunteers
• Prepared evidence for submission to the Ministry of Justice on the issue of the use of alcohol tags
• Hosted the 'How to be more politically involved' workshop which covered topics such as: the role of MPs, how parliament links to daily life in the UK, and how to vote. This was then translated into a blog post on our website
• Meeting was held with Nottinghamshire Police to discuss our Women's Perceptions of the Police report and next steps. Published an executive summary of the report online with women's specific asks of the police
• Organised an Endometriosis awareness event hosted by two Nottingham based healthcare professionals offering women here an opportunity to learn more and talk about their experiences of endometriosis, as well as where to go, in light of Nottingham's lack of a specialist clinic
• Submitted evidence to the Government's inquiry into Women's Gynecological Health for the Women and Equality Committee.
• Our evidence submission to the Women and Equalities Committee's inquiry into women's reproductive health (and the specific impact that lack of endometriosis care in Nottingham was having on women here) was accepted and published.
• Drafted an evaluation report for the campaign/event on endometriosis
• We have provided Nottingham Trent University with an Equality, Diversity and Inclusion champion to work with them on inclusive recruitment training
• Prepared a write up for the website on the summary of the childcare campaign
• Prepared Summer Issues paper
• Prepared a social media poll for the parliamentary workshop in September
• Write up of childcare project to be turned into a landing page on the website with updates on the recent law change

• Women's Organisation Network met to look at learnings and future planning
• Girls, Women, and Violence network planning meeting held on 31st October
• We have been continuing to support grassroots groups to apply for our small grants.
• Submitted written evidence to the Women and Equalities Committee's inquiry into the impact of the rising cost of living on women and not only was it accepted and published. The Centre was invited to give oral evidence in Parliament on December 6th as a result! The session was live streamed on Parliament TV.
• We continued to work on the issue of school non-attendance and women (as the primary caregivers) being disproportionally punished for children's school non-attendance (in scenarios such as special educational needs or bullying) which has resulted in many of them being prosecuted and some given prison sentences (and taken away from their children).
• We took part in Nottingham Hate Crime Partnership's quarterly meetings to serve as a voice for women in the partnership, find out what is going on and gave updates on our current work within the partnership.

***Social media***
• The new website is working very well, the self-enquiry form the women can fill out and email over to us, is super useful. It gives women a chance to explain what they would want from our service, without the pressure of having to email or call the Centre.
• 18K followers and fans across networks
• 488K people who saw any content from or about your Facebook, Instagram, and LinkedIn Pages or accounts.
• 1.6K posts we published to our Pages or accounts
• 634K people saw our posts on your Facebook, Instagram, and TikTok Pages or accounts
• 598 new people who liked our Pages
• 811 new followers gained per day
• 3.53% is the number of times people clicked, retweeted, replied, followed, and liked your organic tweets, divided by the number of times people saw them
• 1.1K people following our Pages
• 9.82% is the number of times people clicked, liked, commented, or shared content from our Pages, as a percentage of the people who saw them

***Business development***
• Funding for MoJ 'preventative work' agreed. A new project 'New Changes' is supporting women at risk of entering the criminal justice system. We are working in Nottingham City and the County. A senior caseworker has been appointed from our current team. 2 further 30 hour per week caseworkers were recruited. We started accepting referrals in July.
• Away day - we went to Attenborough Nature reserve on 5th September for a team building day for the staff team. A facilitated day giving us a chance to get to know each other better, focus on the value in the work we do and celebrate our work of the last couple of year coming out of the pandemic and acknowledging all of the staff changes.
• Anti-racism and respect delivered by Anita Davies on Thursday 18th January 2024. Excellent feedback from staff and Trustees. Of those who completed an evaluation form, at the start 69% said they had good knowledge in the subject area. After the training 94% said it had increased their knowledge.

***Volunteering***
• We held an evening induction session for new library volunteers and as a refresher for newer members.
• Volunteers attended training on equality, diversity and inclusion; boundaries; safeguarding and food hygiene
• The Library and Archive team made great progress with the organising and sorting of donations and women can now access the resources
• For Sherwood Arts Week we were invited to decorate a tree to advertise Crafty Club and the Quilting and Textiles group
• Volunteers' Week celebrations saw us meeting up for a picnic in June at the Arboretum
• Volunteers made up 20 hampers for women to have as part of the 'Surviving Christmas workshop'

## Nottingham Women's Centre

## Trustees' Report

This year we had 60 general volunteers who supported us with a range of activities including managing our library, administration and supporting with preparing support packages for women. 32 Conversational English volunteers (spans two fiscal years as they volunteer October to May). 7 Legal Advice student volunteers and 5 corporate volunteers, a total of 104 for the year.
Some reasons people gave for wanting to volunteer with us were:
"To give something back"
"I had the time, the will and I love books so wanted to help in the library"
"To help me to develop social skills as I am a bit social anxious"
"To gain experience and meet new people"
"I had retired and needed something I felt was worthwhile to do. Needed to widen my horizons"
"To say thank you for counselling I received at NWC"
"To help other women"

Employment status of volunteers:
31% retired
23% unemployed
15% student
15% in full-time work
15% in part-time work

"I love this little community and want to continue, it's a crucial part of who I am. Generally don't think I would have got this job if hadn't been for here. Staff lovely and I want to be here. Volunteering really grounded me and made things worthwhile"

***Coffee and Chat***
These monthly sessions are designed to give women a regular opportunity to come along to the Centre and find out what we have on offer. They are offered an introduction and a tour to welcome them. Women have told us that they help with social isolation as they can meet new people in a warm and friendly community environment. We find that it is also a good chance to promote new initiatives and projects. Agencies are also welcome to come along so that they can get a sense of how we work which encourages them to make effective referrals to our services.
"I believe in the Women's Centre, does such a good job and want to be a part of it"

***Legal advice clinic***
Free legal advice clinics were delivered by Nottingham Law School students, supervised by qualified solicitors. They offered advice on Welfare Benefits, employment, housing, family law, crime and general civil/small claims matters.
"I felt empowered. I had wanted to cancel but told myself that doing that would not help and that even if the solicitor comes back with nothing that can be done, I'm proud of myself for at least taking the step to get help."

***Activities, courses and events***
• International Women's Day on 8th March 2024 had a footfall of 110 women. We had a talk on the history of the Women's Centre, banner making, a dance workshop, hand massage and badge making. The event was supported by Notts. SVSS, Nottingham Muslim Women's Network and 'When Women Gather'. There were also a range of stalls and information available
• Surviving to Thriving was a group for women who have survived domestic abuse, and who wanted a safe space to talk about their experiences, learn new coping skills and make positive changes
• Dance for Health and Wellbeing offered enjoyable exercise for everybody and was aimed at all abilities with no dance experience necessary
• EmPOhWER Yourself taught self-advocacy skills to people who face difficult issues and want to make their voice heard
• Life coaching was aimed at women who wanted to make changes in their lives but don't know where to start

• Own my Life was an innovative, creative and educational 12-week course that supported women to regain ownership of their lives when they have been subjected to abuse or violence by a partner. The course explored how women could regain ownership of their lives including owning their mind, body, choices, relationships, world and feelings
• Quilting and Textiles was a friendly informal group, where women could bring their sewing, knitting, textile projects and work on them in a warm, welcoming environment
• Recovery Room enjoyed creative mindfulness whilst exploring different techniques to combat anxiety. Different themes supported the group to build resilience and strength through positive relationships
• United Voices Choir sang a range of empowering songs as part of a choir! The choir worked towards regular performances at community events around Nottingham including 'Light Night'
• Women Write @ the Centre was a safe space where women are encouraged to explore their creativity to produce poetry, for all levels
• Conversational English is a class aimed at giving refugees and asylum seekers the opportunity to practice and improve their day-to-day English in a fun, relaxed and enriching environment
• Beauty Therapy, a Level 1 Diploma in Beauty Therapy course for beginners
• Well for Work Programme helped unemployed people facing health, language or financial barriers to improve their wellbeing and find work
• ESOL Speaking and Listening had an average of 10 attendees each week. The women who attended the ESOL classes are now starting to engage with the other activities and services within the Centre.
• Crafty Club continued to be a popular choice (50 clients are registered) and has a regular group of clients. We are looking at increasing the number of volunteers to support the group as it grows. The group works because it is an informal group and the women do not have to attend regularly so there isn't any pressure. Some women often come early to catch up before the group starts and friendships have been built.
• 212 women attended our courses and activities

***In house***
• We offered office space and meeting facilities for other women's groups and organisations
• Continued to host Nottinghamshire Sexual Violence Support Services and Juno Women's Aid
• Continued to support Heya and Nergiz groups
• Offered an accessible community space for women and groups
• Hosted visits from Police and Crime Commissioner and Probation Contract Managers
• Welcomed a new group 'Deaf-initely Women' a support group that brings deaf, deafblind and hard of hearing women together

***Feedback from funders/partners***
"Thank you for all your hard work, it has been really good joined up working"
"This is a perfect example of the work that NWC undertake - there have been some excellent interventions and support that my client has translated into action and maintained. She has spoken positively of her appointments and more importantly than any other thing - now has the confidence to live a fulfilled life and progress herself"

***A year in numbers***
• We had a footfall 11,202 which was an increase of 39% on the previous year
• 292 pieces of feedback received. 1 was negative
• 317 - number of women who reported that they had experienced domestic violence and/or sexual abuse
• 7746 - number of contacts with women
• 1588 number of attendances at courses and activities
• 79 signposts to other services/organisations

***How we assured the quality of the services and support we provided:***
• Casework dip dives
• Quality assurance by MoJ contract managers on a monthly basis
• Suitably trained and experienced staff
• Supervision and annual appraisals

***Looking after our staff***

• Safeguarding in Action training held for counselling and casework staff for reflective practice and support around boundaries

• Anti-racism and respect delivered by Anita Davies on Thursday 18th January 2024. Excellent feedback from staff and Trustees. Of those who completed an evaluation form, at the start 69% said they had good knowledge in the subject area. After the training 94% said it had increased their knowledge.

• We provided an employee assistance programme with BUPA. It provides staff with support and practical advice on issues that might be impacting their wellbeing and performance

• Supervisions and annual appraisals to develop and motivate staff, review their practice or behaviours and focus on professional development and working towards organisational goals

• Clinical supervision provided to provide professional support, reflection and learning that contributes to the individual's performance

***Staff demographics***

• Our staff: 55% of staff from Black or Minority Ethnic

• Nottingham: 42.7% of Nottingham's population are from Black or Minority Ethnic groups

• Sexual Orientation

• Our staff: 15 (52%) as straight or heterosexual

• Nottingham: (85.3%) identified as straight or heterosexual*

• Gender identity

• Our staff: 26 (90%) identify as gender assigned at birth

• Nottingham: (90.6%) answered "Yes", indicating that their gender identity was the same as their sex registered at birth*

• Our staff: 9 (31%) disability

• Nottingham has the joint 16th highest proportion of people who are disabled and limited a lot, out of all Local Authorities in England, at 10.4% compared to 7.5% in England overall.

*- in census this question only asked of people aged 16 and over and was optional. So not all people answered question

***Data collection - looking forward:***

• Tracking unmet need

• Identifying emerging issues

• Counting people who were on a waiting list before they accessed services

• Number of people we turn away due to capacity

# Nottingham Women's Centre

## Trustees' Report

**Financial review**

Financially the charity continues to rely on a combination of income from room and office rentals, contracts to deliver specific services, fees for services and donations.

We would like to thank all our supporters who supported the organisation and our service users during the year through small grants and donations. These include the Architectural Heritage Fund, MOJ, AB Charitable Trust, Lloyds Bank Foundation, Local Giving, Nottingham Soroptimists, private family donation, Taras Angels/Womens United, Hellfire Harlots, Notts Ladies Golf, John Lewis and other individual donors and fundraisors. We would also like to thank all the partners we work with and funders who provide income for our direct charitable activities which are detailed under note 20 within the accounts.

The financial year showed a surplus of £225,992. The balance of reserves (less fixed assets) at 31 March 2024 was £825,810 made up of £73,735 restricted funds and £752,075 of unrestricted reserves including £128,690 designated reserves for future costs of maintaining the current premises and funds carried forward for core contingencies and activities not yet completed.

We aim for full-cost recovery from our projects but this isn't always possible so our donations and fundraising efforts really are crucial to minimise any budget deficits.

***Policy on reserves***

We currently hold £623,385 in free reserves.

Why have Reserves?
Assist cash-flow: The system of receipt of Grant Income differs for each Funder. Funding which is in arrears or simply late must be covered from Reserves. Whilst the expenditure of Nottingham Women's Centre is fairly steady, fluctuation in expenditure may not coincide with fluctuations in income.

Honour commitments: Nottingham Women's Centre is particularly vulnerable to cuts in funding. Any sudden cuts will leave Nottingham Women's Centre with commitments to honour, not least Contracts of Employment, property leases and agreements to provide services. The reserves level is reviewed yearly and will fluctuate depending on the future plans and risks to the organisation. This is essential to enable us to meet our known liabilities if the organisation or a service were to close unexpectedly.

Fund new projects: This enables the charity to pilot new ideas and gather evidence of its impact to apply for longer term funding.

One off pieces of work: to fund/part-fund a standalone piece of work. eg our building move.

Contingency fund: to call on if a project overspends or unexpectedly needs more funds.

Improve terms and conditions for staff: to fund our enhanced maternity pay and cost of living increases which aren't covered by funders.

Due to being landlords of a large building housing paying tenants the trustees feel it is essential to allocate some of the charity's unrestricted reserves to cover expected future costs such as emergency repairs. There is currently £100,000 in the designated repairs fund going forward to cover this liability.

The current building lease we have with the city council is being reviewed and discussions are being held around the future premises of the organisation. Possible relocation or building renovation will require its own specific funding and the Trustees have decided any remaining free reserves not allocated as above will be designated for this purpose alongside efforts to source future specific funding.

***Principal risks and uncertainties***

It is one of the Trustees' roles to ensure that risks to the charity, in particular those relating to the operations and finances of the charity, are managed, minimised and mitigated. To achieve this, the Trustees work to identify and review the major risks that the charity faces. These are assessed against their possible likelihood of occurring and their possible impact on the organisation and, where appropriate, systems or procedures are established to mitigate these risks. An annual review of the Risk Register is carried out by the Trustees.

**Plans for future periods**

In looking ahead at 2024-25 - this is a year of transition for NWC. We are mindful of the our operating environment with the Government's appointed Commissioners to Nottingham City Council to oversee the medium and long term financial stability of the authority.

We will advance and accelerate our plans to secure and find a long term solution to our building situation. We will lodge a nomination to register NWC as an Asset of Community Value - as this will give us an opportunity to express an interest to purchase the building and to put together a bid to buy it if the Council decides to sell the site.

We have been described as a 'key institution' by elected members of Nottingham City Council reflecting both our longevity and the importance and quality of the services that we provide to women. We have consulted women and our partners have been encouraged us to press for recognition and potentially purchase of 30 Chaucer Street as a Community Asset Transfer, with the option to purchase if available to us.

We have taken the opportunity following the appointment of Vandna Gohil, as CEO to revisit our various strategy and planning documents and refreshed our Strategic Plan 2024-2027.

Our Vision is a world where there is social equity and justice for all women to lead safe, just and happy lives free from inequality, violence and oppression.

We will strive for a women's community space dedicated to helping women to overcome barriers, have their voices heard and seeking solutions that create a better future for themselves.

Everything we do at Nottingham Women's Centre is underpinned by our pillars that shape, inform and guide our activities.

Pillar 1 - Resilience and Resources: we provide support and activities focussed on women's needs, hopes and aspirations across all areas of their lives - safety, health, economic, education, family, community, self-esteem, and self-efficacy.

Pillar 2 - Space and Connection: we offer a safe space for women to be in, find community, and come together to socialise, share experiences, forge friendships and bring about change.

Pillar 3- Voice and Influence: we ensure women's voices and lived experiences are heard in social action, representation and decision making. We take an intersectional approach to bring about systems change, raising awareness to champion change with our partners, professionals, communities, institutions, government policies and laws - speaking truth to power.

# Nottingham Women's Centre

## Trustees' Report

Our Values

***1. Led 'by and for' women***

NWC is committed to being a women's organisation providing support and activities in a safe space led by and for women which responds to their needs. We recognise women's intersectional identities in a way that they want, in response to the systematic inequalities faced by them.

***2. Feminist, Anti- Racist, Intersectional and Transformational.***

We are feminist and anti-racist working intersectionally and understand that women experience discrimination and inequalities under patriarchal and racist structures and systems in different ways based on different elements of their identities. We work towards transformational and substantive political, class, economic and social equality for all women. We raise awareness of the different inequalities experienced by women in society and provide interventions to redress the balance.

***3. Person centred, Responsive and Strength based approach***

We operate in a trauma informed, gender responsive way that is person centred and responsive - we listen without judgement, supporting women to openly express themselves to better understand their experiences and support them to make informed decisions so that they can lead the lives they choose, and we respect their choices.

***4. Inclusive, Accountable and Accessible.***

We take action to ensure we are inclusive, accountable and accessible, welcoming to all women by delivering high quality services through our expertise and a collaborative approach with partners which will enable better outcomes for women. We seek feedback and say sorry and put things right if something has gone wrong.

***5. Collaboration and partnerships***

NWC believes in partnership and collaborative working recognising that more is achieved through collaboration and co-operation than competition. We will work with other organisations which share our values to achieve more for women.

Our Strategic Objectives for the year ahead have been streamlined and refined with a focus on 4 key priorities.

Our People 1: To harness and invest in our staff and volunteers, take care of their well-being and ensure that women with lived experience are at the centre of our workplace.

1. We will seek to attract, retain, and nurture talented individuals and women that have lived experience.
2. We will cultivate a culture that promotes collaboration, innovation, and empowerment, ensuring that everyone feels valued and motivated.
3. We will model a feminist, inclusive workplace and be an exemplar for workplace practices.

Our Services 2 : To provide holistic support, services, and activities for women through a trauma informed, gender responsive way.

1. We will provide high quality one to one wraparound support for women to improve their resilience and circumstances empowering them to fulfil their potential.
2. We will continue to develop and deliver well-being and mental health support to women.
3. We will offer a range of activities and other opportunities for women to come together, invest in themselves, socialise and build networks.

Our Building 3: To create a safe, secure and welcoming space for women and women's organisations, fostering learning, personal growth, connections, and mutual inspiration.

1. We will provide a place for women to come together for co-production, collaboration and collective action.
2. We will continue to curate and be the home of heritage Women's library
3. We will work towards an accessible space for all women.

Our Voice and Influence 4 : To champion women's expression powerfully so that they have a stronger voice to influence policies and plans.

1. We will empower women from all sub-sectors to participate, have a voice & influence change
2. We will strengthen advocacy efforts by uniting with partners to address systemic issues so that women's needs are better met
3. We will support women's activism and political participation at different levels.

# Nottingham Women's Centre

## Trustees' Report

**Chair's Report April 2023 - March 2024**

Our AGM in January 2024 marked a major milestone for the Nottingham Women's Centre. We were able to come together at the Centre with Staff, Volunteers and many local stakeholders, report on a successful year and celebrate **50 years** of the Centre! This was a great chance to mark the occasion and reflect on the transforming impact we have had over the decades on the lives of women in the city.

During our celebration Val Wood, our archive volunteer, took us on a fascinating journey on the history of the Centre and the Chaucer Street building. She used information mined from the archives to paint the picture of five decades' feminist activism. She covered the factors that have shaped the lives of Nottingham's women and the role that the Centre has played. The chance on the evening to hear stories of lived experience from several Centre users was a transformational moment for all who had gathered to mark the occasion.

Looking back on the 2023-2024 year there is a lot we can be proud of. The team have made great progress in seeking to secure the Chaucer Street building to be our permanent home. Our NWC history lesson at the AGM reminded us that we can deliver our purpose from anywhere in the city but, after careful consideration, we are all aligned that we would like to stay in this iconic building. We aim to transform it into a modern, accessible, safe welcoming space that has the flexibility to house the huge range of services we provide and be a home for both NWC and our partner organisations - a real 'women's hub and anchor for our work! This ambition has been supported throughout the year with lots of hard work; connecting with our stakeholders, exploring funding opportunities, drawing up plans and taking all possible steps to maximise the chances of us securing the building for the long term.

July 2023 we welcomed a new CEO to the Centre. Vandna Gohil joined us from Voluntary Action Leicestershire, she has been key in bringing a broad perspective from her extensive experience in the sector and boosting our network in Nottingham. Paula Black, Sian Caulfield and Claire Eden joined as new Trustees in January and throughout the year many new fantastic women have joined the staff team. In March, Zaimal Azad as the new Head of Policy and Communications.

As ever the year saw a rich and varied calendar of events that demonstrates our commitment to issues that matter to women. We enjoyed our history being told in a visually impactful way at the Bonnington Gallery exhibition, we marked International Women's Day and Black History month with vibrant and well attended events at the Centre.

Throughout the year we have been proud of our service delivery, supporting almost 500 women with very strong positive feedback through our Ministry of Justice service provision and completing the work to establish Changing Futures; a new programme designed to help women at risk of entering the criminal justice system. We provided around 2500 hours of clinical therapy through our Renew programme and provided many other initiatives that make a difference to different groups of women. This work coupled with our wide-ranging activity programme delivered by volunteers leaves us in no doubt that we have made a difference!

A massive thanks from myself and the other Trustees to all our staff, volunteers, partners, funders and all the women who make NWC what it is today!

**Here's to the next 50 years!**

Justine Weston
Board Chair

# Nottingham Women's Centre

## Trustees' Report

**Statement of Responsibilities**

The trustees (who are also the directors of Nottingham Women's Centre for the purposes 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 charitable company will continue in business.

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

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

**Disclosure of information to auditor**

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

**Small companies provision statement**

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 11/07/24 and signed on its behalf by:

.....

Justine Weston
Trustee

## Independent Auditor's Report to the Members of Nottingham Women's Centre

**Opinion**
We have audited the financial statements of Nottingham Women's Centre (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet 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 Charities Act 2011.

**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 responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

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

## Independent Auditor's Report to the Members of Nottingham Women's Centre

**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 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; 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 trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor 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:

- Ensuring that the Audit Team has the appropriate competence and capabilities to identify or recognise non compliance with laws and regulations, with specific susceptible areas (e.g. expense authorisation) having been outlined at the planning stage.
- Enquiry of management and those charges with governance around actual and potential litigation and claims and fraudulent transactions.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

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

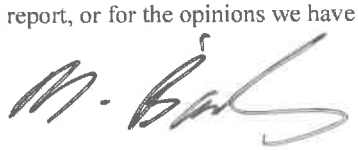
A further description of our responsibilities is available on the FRC's website at:
https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2
This description forms part of our auditor's report.

## Independent Auditor's Report to the Members of Nottingham Women's Centre

**Other Matters**
Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended) in preferences to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting practise.

**Use of our report**
This report is made solely to the charitable company'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 charitable company'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 charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Melvin Bailey FCCA DChA (Senior statutory auditor)

Rogers Spencer
Chartered Accountants
Statutory Auditor
Newstead House
Pelham Road
Nottingham
NG5 1AP

Date: 18/7/24

Rogers Spencer 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.

## Nottingham Women's Centre

## Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

| | Note | Unrestricted funds £ | Restricted funds £ | Total 2024 £ | Total 2023 £ |
|---|---|---|---|---|---|
| **Income and Endowments from:** | | | | | |
| Donations and legacies | 3 | 64,670 | 1,250 | 65,920 | 71,074 |
| Charitable activities | 4 | 97,320 | 1,083,810 | 1,181,130 | 806,581 |
| Investment income | 2 | 10,586 | - | 10,586 | 3,500 |
| Total income | | 172,576 | 1,085,060 | 1,257,636 | 881,155 |
| **Expenditure on:** | | | | | |
| Charitable activities | 6 | (42,209) | (989,435) | (1,031,644) | (891,644) |
| Total expenditure | | (42,209) | (989,435) | (1,031,644) | (891,644) |
| Net income/(expenditure) | | 130,367 | 95,625 | 225,992 | (10,489) |
| Transfers between funds | | 43,736 | (43,736) | - | - |
| Net movement in funds | | 174,103 | 51,889 | 225,992 | (10,489) |
| **Reconciliation of funds** | | | | | |
| Total funds brought forward | | 601,708 | 21,846 | 623,554 | 634,043 |
| Total funds carried forward | 20 | 775,811 | 73,735 | 849,546 | 623,554 |

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 20.

## Nottingham Women's Centre

## Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

**These are the figures for the previous accounting period and are included for comparative purposes**

| | Note | Unrestricted funds General £ | Restricted funds £ | Total 2023 £ |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Donations and legacies | 3 | 71,074 | - | 71,074 |
| Charitable activities | 4 | 62,553 | 744,028 | 806,581 |
| Investment income | 2 | 3,500 | - | 3,500 |
| Total Income | | 137,127 | 744,028 | 881,155 |
| **Expenditure on:** | | | | |
| Charitable activities | 6 | (133,095) | (758,549) | (891,644) |
| Total Expenditure | | (133,095) | (758,549) | (891,644) |
| Net income/(expenditure) | | 4,032 | (14,521) | (10,489) |
| Transfers between funds | | (10,153) | 10,153 | - |
| Net movement in funds | | (6,121) | (4,368) | (10,489) |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 607,829 | 26,214 | 634,043 |
| Total funds carried forward | 20 | 601,708 | 21,846 | 623,554 |

The notes on pages 25 to 36 form an integral part of these financial statements.

## Nottingham Women's Centre

## (Registration number: 5113835)
## Balance Sheet as at 31 March 2024

| | Note | 2024 £ | 2023 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 10 | 23,736 | 11,114 |
| **Current assets** | | | |
| Debtors | 11 | 49,496 | 34,285 |
| Cash at bank and in hand | 12 | 795,376 | 609,510 |
| | | 844,872 | 643,795 |
| **Creditors: Amounts falling due within one year** | 13 | (19,062) | (31,355) |
| **Net current assets** | | 825,810 | 612,440 |
| **Net assets** | | 849,546 | 623,554 |
| **Funds of the charity:** | | | |
| **Restricted income funds** | | | |
| Restricted funds | 20 | 73,735 | 21,846 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 775,811 | 601,708 |
| **Total funds** | 20 | 849,546 | 623,554 |

For the financial year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 21 to 36 were approved by the trustees, and authorised for issue on 11/07/24 and signed on their behalf by:

Justine Weston
Trustee

The notes on pages 25 to 36 form an integral part of these financial statements.

## Nottingham Women's Centre

## Statement of Cash Flows for the Year Ended 31 March 2024

| | Note | 2024 £ | 2023 £ |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net cash income/(expenditure) | | 225,992 | (10,489) |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | | 9,386 | 3,705 |
| Investment income | 2 | (10,586) | (3,500) |
| | | 224,792 | (10,284) |
| **Working capital adjustments** | | | |
| (Increase)/decrease in debtors | 11 | (15,211) | 48,484 |
| Increase/(decrease) in creditors | 13 | 14,007 | (2,358) |
| Decrease in deferred income | 13 | (26,300) | (70,495) |
| Net cash flows from operating activities | | 197,288 | (34,653) |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 2 | 10,586 | 3,500 |
| Purchase of tangible fixed assets | 10 | (22,008) | - |
| Net cash flows from investing activities | | (11,422) | 3,500 |
| Net increase/(decrease) in cash and cash equivalents | | 185,866 | (31,153) |
| Cash and cash equivalents at 1 April | | 609,510 | 640,663 |
| Cash and cash equivalents at 31 March | | 795,376 | 609,510 |
| **Reconciliation of net cash flow to movement in net funds** | | | |
| Increase/(decrease) in cash | | 185,866 | (31,153) |
| Net funds at 1 April 2023 | | 609,510 | 640,663 |
| Net funds at 31 March 2024 | | 795,376 | 609,510 |

All of the cash flows are derived from continuing operations during the above two periods.

## 1 Accounting policies

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

**Statement of compliance**
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Basis of preparation**
Nottingham Women's Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going concern**
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

**Income and endowments**
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

**Expenditure**
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**Governance costs**
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

**Taxation**
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Tangible fixed assets**
Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

**Depreciation and amortisation**
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Equipment | 25% on a reducing balance basis |
| Library | 20% on a straight line basis |
| Computer equipment | 33.33% on a straight line basis |

**Trade debtors**
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

**Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## 2 Investment income

| | Unrestricted funds General £ | Total 2024 £ | Total 2023 £ |
|---|---|---|---|
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 10,586 | 10,586 | 3,500 |

## 3 Income from donations and legacies

| | Unrestricted funds General £ | Restricted funds £ | Total 2024 £ | Total 2023 £ |
|---|---|---|---|---|
| Donations and legacies; | | | | |
| Donations from companies, trusts and similar proceeds | 57,860 | - | 57,860 | 71,074 |
| Gift aid reclaimed | 6,810 | 1,250 | 8,060 | - |
| | 64,670 | 1,250 | 65,920 | 71,074 |

## 4 Income from charitable activities

| | Therapeutic services £ | Client support £ | Other £ | Total 2024 £ | Total 2023 £ |
|---|---|---|---|---|---|
| Grants & donations | 124,025 | 707,934 | 271,977 | 1,103,936 | 742,393 |
| Rent & room hire | - | - | 37,708 | 37,708 | 44,867 |
| Counselling donations/fees | 38,360 | - | - | 38,360 | 14,252 |
| Other income | - | - | 1,126 | 1,126 | 2,069 |
| Partner contributions | - | - | - | - | 3,000 |
| | 162,385 | 707,934 | 310,811 | 1,181,130 | 806,581 |

## 5 Grants & donations

| | Unrestricted funds £ | Restricted funds £ | Total £ |
|---|---|---|---|
| Architectural Heritage Fund | - | 61,068 | 61,068 |
| HMRC Gift aid | 6,810 | 1,250 | 8,060 |
| AB Charitable Trust | 20,000 | - | 20,000 |
| Lloyds Bank Foundation | - | 25,000 | 25,000 |
| Local Giving | 13,172 | - | 13,172 |
| Ministry of Justice | - | 768,933 | 768,933 |
| Nottingham City Council | - | 114,910 | 114,910 |
| Nottingham Crime & Drug Partnership (NCC) | - | 67,590 | 67,590 |
| Nottingham Soroptimist Trust | 2,500 | - | 2,500 |
| Notts Police & Crime Commissioner | - | 36,308 | 36,308 |
| Notts SVS Services | - | 5,000 | 5,000 |
| Private donation | 30,111 | - | 30,111 |
| Legacy | - | 5,000 | 5,000 |
| Sundry donations | 12,204 | - | 12,204 |
| | 84,797 | 1,085,059 | 1,169,856 |

## 6 Expenditure on charitable activities

| | Therapeutic services £ | Client support £ | Other £ | Total 2024 £ | Total 2023 £ |
|---|---|---|---|---|---|
| Activities | 49 | - | 269 | 318 | 404 |
| Affiliations & subscriptions | - | 3,593 | 346 | 3,939 | 1,863 |
| Bank charges | - | 182 | 543 | 725 | 685 |
| Centre events & workshops | 47 | 1,349 | 472 | 1,868 | 2,033 |
| Communications | 1,444 | 6,214 | 3,603 | 11,261 | 10,028 |
| Depreciation | 200 | 5,220 | 3,966 | 9,386 | 3,705 |
| EDI/staff and service users | 1,509 | 859 | - | 2,368 | 6,980 |
| Equipment | 738 | 1,451 | 452 | 2,641 | 3,002 |
| Access fund/Access to work | - | - | (2,882) | (2,882) | - |
| Grants paid (note 6.1) | - | - | 49,676 | 49,676 | 63,250 |
| Hardship fund | - | 1,878 | 5,652 | 7,530 | 16,107 |
| Insurance | - | 3,537 | - | 3,537 | 3,220 |
| Audit fee | - | 8,100 | - | 8,100 | - |
| IT support & maintenance | 200 | 11,746 | 3,821 | 15,767 | 13,856 |
| Maintenance & refurbishment | 191 | 3,521 | 201 | 3,913 | 7,939 |
| Marketing & fundraising costs | - | 4,835 | 578 | 5,413 | 1,349 |
| New building project | - | - | 68,850 | 68,850 | 6,980 |
| Office & cleaning supplies | 175 | 7,917 | 3,978 | 12,070 | 3,480 |
| Organisational development | - | 15,092 | 1,034 | 16,126 | 11,196 |
| Other expenditure | 974 | 320 | 1,265 | 2,559 | 13,419 |
| Printing & postage | 223 | 2,293 | 127 | 2,643 | 2,381 |
| Professional fees, payroll & supervision | 5,958 | 6,721 | 10,496 | 23,175 | 16,539 |
| Recruitment | 615 | 279 | 150 | 1,044 | 8,126 |
| Rent & utilities | 1,355 | 7,241 | 11,061 | 19,657 | 16,854 |
| Salaries, NI & pension | 90,446 | 515,550 | 135,385 | 741,381 | 669,585 |
| Staff training, travel & wellbeing | 2,193 | 14,574 | 1,188 | 17,955 | 7,791 |
| Trustee training & other expenses | - | 330 | - | 330 | 79 |
| Volunteer costs | 1,658 | 392 | 244 | 2,294 | 793 |
| | 107,975 | 623,194 | 300,475 | 1,031,644 | 891,644 |

Governance costs of £10,530 (2023 - £1,969) See note 9 for further details.

### 6.1 Grants paid

| | £ |
|---|---|
| An nisa | 2,211 |
| Base 51 | 7,367 |
| Breaking Barriers, Building Bridges | 2,211 |
| Heya | 300 |
| Kairos | 2,433 |
| Muslim Women's Organisation | 2,211 |
| Nottingham Muslim Womens Network | 7,373 |
| Menopause Handbook | 300 |
| Nottingham Lesbian and Gay Network | 6,704 |
| Nyasa Daughters of Nottingham | 1,401 |
| POW Nottingham | 7,313 |
| Sisters of Noor | 1,106 |
| Trans Space Nottingham | 3,678 |
| TRANS4ME | 2,212 |
| Vanclaron | 1,106 |
| Others | 1,750 |
| | 49,676 |

### 7 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

| | 2024<br>£ | 2023<br>£ |
|---|---|---|
| Audit fees | 8,100 | - |
| Depreciation of fixed assets | 9,386 | 3,705 |

## 8 Staff costs

The aggregate payroll costs were as follows:

| | 2024 £ | 2023 £ |
|---|---|---|
| **Staff costs during the year were:** | | |
| Wages and salaries | 672,213 | 605,328 |
| Social security costs | 49,072 | 44,601 |
| Pension costs | 20,096 | 19,656 |
| | 741,381 | 669,585 |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

| | 2024 No | 2023 No |
|---|---|---|
| Average number of employees | 29 | 28 |

28 (2023 - 22) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £20,096 (2023 - £19,656).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £178,862 (2023 - £179,535).

## 9 Analysis of governance and support costs

Support costs have not been separately allocated and disclosed as the Trustees believe they are immaterial to the financial statements.

**Governance costs**

| | Restricted funds £ | Total 2024 £ | Total 2023 £ |
|---|---|---|---|
| Audit fees | | | |
| Audit of the financial statements | 8,100 | 8,100 | - |
| Independent examiner fees | | | |
| Examination of the financial statements | - | - | 1,890 |
| Other governance costs | 2,430 | 2,430 | 79 |
| | 10,530 | 10,530 | 1,969 |

## 10 Tangible fixed assets

| | Library £ | Equipment £ | Computer equipment £ | Total £ |
|---|---|---|---|---|
| **Cost** | | | | |
| At 1 April 2023 | 24,991 | 77,827 | - | 102,818 |
| Additions | - | 8,748 | 13,260 | 22,008 |
| At 31 March 2024 | 24,991 | 86,575 | 13,260 | 124,826 |
| **Depreciation** | | | | |
| At 1 April 2023 | 24,991 | 66,713 | - | 91,704 |
| Charge for the year | - | 4,966 | 4,420 | 9,386 |
| At 31 March 2024 | 24,991 | 71,679 | 4,420 | 101,090 |
| **Net book value** | | | | |
| At 31 March 2024 | - | 14,896 | 8,840 | 23,736 |
| At 31 March 2023 | - | 11,114 | - | 11,114 |

## 11 Debtors

| | 2024 £ | 2023 £ |
|---|---|---|
| Trade debtors | 47,225 | 33,165 |
| Prepayments | 2,271 | 1,120 |
| | 49,496 | 34,285 |

## 12 Cash and cash equivalents

| | 2024 £ | 2023 £ |
|---|---|---|
| Cash on hand | 381 | 390 |
| Cash at bank | 794,995 | 609,120 |
| | 795,376 | 609,510 |

## 13 Creditors: amounts falling due within one year

| | 2024 £ | 2023 £ |
|---|---|---|
| Other creditors | 2,778 | 1,939 |
| Accruals | 16,284 | 3,116 |
| Deferred income | - | 26,300 |
| | 19,062 | 31,355 |

### 14 Auditor's remuneration

During the period, the fees payable (excluding VAT) to the charity's auditor, Roger Spencer was as follows:

| | 2024 | 2023 |
|---|---|---|
| | £ | £ |
| Audit fee | 6,750 | - |
| | 6,750 | - |

### 15 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

### 16 Taxation

The charity is a registered charity and is therefore exempt from taxation.

### 17 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

### 18 Related party transactions

During the year the charity made the following related party transactions:

**Louisa Matthews - Staward Advisory Ltd**
(During the period the charity paid consultancy fees totalling £3,000 to Staward Advisory Ltd, a company in which Louisa Matthews is a director.)
At the balance sheet date the amount due to/from Louisa Matthews - Staward Advisory Ltd was £Nil (2023 - £Nil).

**19 Analysis of net assets between funds**

| | Unrestricted | | | 2024 |
|---|---|---|---|---|
| | General £ | Designated £ | Restricted £ | Total funds £ |
| Tangible fixed assets | 23,736 | - | - | 23,736 |
| Current assets | 642,447 | 128,690 | 73,735 | 844,872 |
| Current liabilities | (19,062) | - | - | (19,062) |
| Total net assets | 647,121 | 128,690 | 73,735 | 849,546 |

| | Unrestricted | | | 2023 |
|---|---|---|---|---|
| | General £ | Designated £ | Restricted £ | Total funds £ |
| Tangible fixed assets | 11,114 | - | - | 11,114 |
| Current assets | 561,488 | 60,461 | 21,846 | 643,795 |
| Current liabilities | (31,355) | - | - | (31,355) |
| Total net assets | 541,247 | 60,461 | 21,846 | 623,554 |

## 20 Funds

| | Balance at 1 April 2023 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2024 £ |
|---|---|---|---|---|---|
| **Unrestricted funds** | | | | | |
| ***General*** | | | | | |
| General fund | 541,247 | 172,358 | (41,885) | (24,599) | 647,121 |
| ***Designated*** | | | | | |
| Building fund | 60,000 | - | - | 40,000 | 100,000 |
| Activities not yet completed | 461 | 218 | (324) | - | 355 |
| Core funding contingency | - | - | - | 28,335 | 28,335 |
| | 60,461 | 218 | (324) | 68,335 | 128,690 |
| **Total unrestricted funds** | 601,708 | 172,576 | (42,209) | 43,736 | 775,811 |
| **Restricted funds** | | | | | |
| MOJ New Changes (Prevent) | - | 141,241 | (132,873) | (8,368) | - |
| Juno, NSVSS & NWC collaborative work | 18,992 | 72,318 | (68,850) | - | 22,460 |
| Statutory duty (NCC) | 924 | 67,590 | (66,684) | (400) | 1,430 |
| MOJ Core | - | 61,000 | (61,000) | - | - |
| PCC MOJ DSV | 963 | 36,308 | (33,358) | - | 3,913 |
| MOJ CRS contract | 967 | 566,693 | (490,321) | (31,407) | 45,932 |
| COI NWC | - | 64,786 | (64,786) | - | - |
| COI Partners | - | 50,124 | (50,124) | - | - |
| Lloyds | - | 25,000 | (21,439) | (3,561) | - |
| **Total restricted funds** | 21,846 | 1,085,060 | (989,435) | (43,736) | 73,735 |
| **Total funds** | 623,554 | 1,257,636 | (1,031,644) | - | 849,546 |

The specific purposes for which the funds are to be applied are as follows:

Juno, NSVSS & NWC collaborative work - To source a new building.
Statutory Duty (NCC) - A therapeutic service providing support to survivors of domestic abuse and their children residing within safe accommodation.
COI (NWC) - Support for women and people from LGBT communities, delivered as part of our core functions.
PCC MOJ DSV funding - A therapeutic service providing support to survivors of domestic abuse and their children not residing in refuge accommodation.
Lloyds - Funds towards the organisation & core costs.
MOJ Core - Funds towards the organisation's core costs.
MOJ CRS contract - A service supporting women in the criminal justice system.
MOJ New Changes - A support service for women, aiming to prevent or reduce women's involvement in the criminal justice system.

Designated funds were set up to cover the future costs of maintaining current premises (Building fund) and for activities not yet completed.

Core funding contingency - funding we have ring fenced for core funding should this be required in future years.

The transfer from the Statutory Duty (NCC), MOJ New Changes (Prevent), and Lloyds fund to the General fund represents the net book value of fixed assets, the use of which is not subject to any restriction.
The transfer from the MOJ CRS Contract (£31,407) - £28,335 to the Core funding contingency represents an agreed 5% contribution towards overheads and £3,072 transfer to the General fund represents the net book value of fixed assets, the use of which is not subject to any restriction.
The transfer from the General fund to the designated Building fund represents an additional designated amount to this fund as agreed by the Trustees.

***These are the figures for the previous accounting period and are included for comparative purposes***

| | Balance at 1 April 2022 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2023 £ |
|---|---|---|---|---|---|
| **Unrestricted funds** | | | | | |
| ***General*** | | | | | |
| General fund | 553,313 | 123,631 | (132,219) | (3,478) | 541,247 |
| ***Designated*** | | | | | |
| Building fund | 51,775 | 13,455 | - | (5,230) | 60,000 |
| Activities not yet completed | 2,741 | 41 | (876) | (1,445) | 461 |
| | 54,516 | 13,496 | (876) | (6,675) | 60,461 |
| **Total unrestricted funds** | 607,829 | 137,127 | (133,095) | (10,153) | 601,708 |
| **Restricted** | | | | | |
| RENEW (Lottery) | 2,277 | 1,635 | (8,835) | 4,923 | - |
| Juno, NSVSS & NWC collaborative work | 10,000 | 10,842 | (7,080) | 5,230 | 18,992 |
| COI (NCC) | - | 132,240 | (132,240) | - | - |
| Labyrinth Project | 10,736 | 22,500 | (33,236) | - | - |
| Statutory duty (NCC) | 3,201 | 65,621 | (67,898) | - | 924 |
| MOJ Core | - | 10,027 | (10,027) | - | - |
| PCC MOJ DSV | - | 30,730 | (29,767) | - | 963 |
| MOJ CRS contract | - | 416,173 | (415,206) | - | 967 |
| Cycling grant | - | 2,010 | (2,010) | - | - |
| Garfield Weston | - | 25,000 | (25,000) | - | - |
| Lloyds | - | 27,250 | (27,250) | - | - |
| **Total restricted funds** | 26,214 | 744,028 | (758,549) | 10,153 | 21,846 |
| **Total funds** | 634,043 | 881,155 | (891,644) | - | 623,554 |

**NOTTINGHAM WOMEN'S CENTRE LIMITED**

England & Wales - Charity number 1105837

# Accounts

Company registration number: 5113835
Charity registration number: 1105837

# Nottingham Women's Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

# Nottingham Women's Centre

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## Nottingham Women's Centre

## Reference and Administrative Details

| | |
|---|---|
| **Trustees** | Justine Weston, Chair<br>June McCombie<br>Deborah Gordon-Brown<br>Diana Ali<br>Laura Breach<br>Louisa Matthews<br>Angelina Bartoli<br>Balbinder Watkins<br>Nichola McTaggart<br>Maria Pearson<br>Shazia Nazir |
| **Senior Management Team** | Helen Voce, CEO<br>Jayne Cotton, Head of Finance<br>Karen Feely, Head of Quality and Compliance<br>Sara Garton, Head of Client Services<br>Kate Lewin, Head of External Relations |
| **Charity Registration Number** | 1105837 |
| **Company Registration Number** | 5113835 |
| **Registered Office** | 30 Chaucer Street<br>NOTTINGHAM<br>NG1 5LP |
| **Independent Examiner** | John O'Brien, employee of<br>Community Accounting Plus<br>Units 1 & 2 North West<br>41 Talbot Street<br>Nottingham<br>NG1 5GL |
| **Solicitors:** | Hopkins Solicitors<br>27 Regent Street<br>Nottingham<br>NG1 5BS |
| **Bankers** | Royal Bank of Scotland<br>Bramcote Lane<br>Wollaton<br>Nottingham<br>NG8 2QT |

# Nottingham Women's Centre

## Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2023.

### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Justine Weston, Chair (appointed 11 October 2022)
June McCombie
Deborah Gordon-Brown
Diana Ali
Laura Breach
Louisa Matthews
Angelina Bartoli
Balbinder Watkins
Nichola McTaggart
Maria Pearson
Shazia Nazir (appointed 11 October 2022)
Rosemary Horsley (resigned 11 October 2022)
Samantha Alder (resigned 11 October 2022)
Emma Foody (resigned 11 October 2022)
Melanie Duffill-Jeffs (resigned 7 April 2022)

### Structure, governance and management

#### *Nature of governing document*

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 27/04/2004 and most recently amended 13/10/2021. It has no share capital and the liability of each member in the event of winding-up is limited to £10.

#### *Recruitment and appointment of trustees*

We advertise on our social media platforms and interested potential trustees are invited to meet a couple of Board members for an informal information session, they are then asked to submit their CV and shortlisted candidates are invited in for an interview with a panel of Trustees. The panel make recommendations to the full board about whether to co-opt the applicants. At the following AGM the co-opted members stand for election and members of the charity vote.
New trustees receive an induction pack, complete a skills audit and are offered training materials on their roles and responsibilities.
All Trustees give their time voluntarily and receive no benefits from the charity, other than expenses reclaimed, as set out in the accounts.

# Trustees' Report

*Organisational structure*

The organisation is a charitable company limited by guarantee and has been in existence since 1971. The organisation was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The charity continues to be governed by a Board of Directors, known as Trustees under charity law, made up of volunteers from a range of professional sectors. Trustees are elected at the Annual General Meeting.

The charity's day-to-day provision of services is managed by the Chief Executive Officer who reports directly to the Trustees. The Trustees meet monthly to discuss the strategic direction and policy of the charity.

The trustees review salary levels across the charity each year, paying due attention to increases in the Real Living Wage and the cost of living, with any changes taking effect in April.

## Objectives and activities

*Objects and aims*

The charity's objects ('Objects') are specifically restricted to the following:
To promote the benefit of the women of Nottinghamshire (hereinafter called "the area of benefit") without distinction of race, religious or other opinions by associating the Local Authorities, Voluntary Organisations and in a common effort to advance education and training and to provide services for women by women in the interest of social welfare for recreation and leisure time occupation with the object of improving the conditions of life for the said person.
To establish or to secure the establishment of a Community Centre (hereinafter called "the Centre") and to maintain and manage, and as appropriate to work in association with any local authority in the maintenance and management of such a Centre for activities promoted by the Charity and its constituent bodies in furtherance of the above objects.
The Charity shall be non-party in politics and non-sectarian in religion and non-discriminatory of women's protected characteristics including race, disability, age, religion, sexual orientation and pregnancy. The Centre shall be trans inclusive welcoming all self-identifying women.
The Charity shall have power to affiliate to the National Federation of Community Organisations and to other organisations with similar charitable objects.

This translates into our vision of a world where women take their rightful place in a just and fair society, free from inequality, violence and oppression.

*Public benefit*

We are run by women for women and aim to help women in Nottingham and Nottinghamshire to gain the confidence and skills to achieve their potential and become stronger and more independent. We provide a safe and supportive environment in which women can do this, either by taking part in training or activities, getting support and services, or campaigning and becoming active in bringing about change. We bring women and women's organisations together at our base in Chaucer Street, online and with partners at other venues in the city and county.

We operate within our values
• We are feminist, working intersectionally towards transformational and substantive political, economic and social equality for all women; through our activities, we will raise awareness of the inequalities experienced by all women in society and provide interventions to redress the balance;
• we are inclusive, taking action to ensure we are accessible, welcoming and relevant to all women;
• we are responsive, listening to the needs of women and targeting services and resources to meet the needs of the women who need us the most;
• we believe in person-centred solutions, recognising that each woman has unique needs and a unique background, and we tailor our services as a result;
• we are partners, recognising that more is achieved through collaboration and co-operation than competition; we will work with other organisations which share our values to achieve more for women;
• we are stewards, taking great care of the resources entrusted to us by others, whether this is money, time or trust, and we are open and transparent in our reporting;
• we listen, learn and adapt, involving our stakeholders in what we do and how we do it; we seek feedback and say sorry and put things right if something has gone wrong;
• we are professional, aiming for excellence in everything we do.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

*Grant making policies*

We administer grants to women and LGBT+ organisations. There is a decision making panel, that includes outside agencies, that allocates the grants. SLA's are in place for grants over £1,000 and quarterly monitoring information is collected from recipients.

**Achievements and performance**

*Supporting women*

*Counselling*
Our generic counselling service - Renew - launched as a self-funded project in June following the end of a four year grant from The National Lottery Community Fund. We have had a large increase in volunteer counsellor numbers, taking placement counsellors from a wider variety of training providers bringing diversity to the team which means that we are now able to offer multiple Asian and European languages. Thanks to a large public donation, the counselling rooms have been redecorated and furnished to provide better therapy spaces. We supported 83 women with long term, low cost counselling.
Through a contract with the Victim Reduction Partnership we were able to offer therapeutic support to Equation's research participants as they shared their experiences of domestic and sexual assault/abuse with Equation staff. 5 young women were supported through this contract with 4 sessions of counselling. This was really successful with very positive feedback and signposting for further support where needed.

In the second year of our N.C.C. commissioned domestic abuse counselling service we made adjustments to delivery to offer 6 weeks counselling to all women before referral to longer term services thus enabling a greater number of women to be supported. Because of the increase in numbers of counsellors, we have been able to reduce the waiting list for the service. We have sourced and provided training to upskill all staff to work with domestic abuse, including bespoke 'Safeguarding in Action' training delivered in house.
We began a project funded by the Police and Crime Commissioner to support women who have experienced domestic abuse and severe, multiple disadvantage and developed a therapeutic group to promote recovery and foster community connections and support.
We supported 104 women with specialist domestic abuse counselling, multi-disciplinary support and therapeutic group work.
After receiving domestic abuse counselling one woman said: "This is my second time having counselling with The Women's Centre, the service at the Centre is outstanding, I'm so thankful and grateful. Thank you so much.... you helped me find myself again when I felt so lost". Another woman said: "... completely different, this was a holistic approach, person-centred. Not just domestic abuse but everything around it. Targeted every aspect of my life and helped me to understand how/why I got into the situation...."

***Warmer Women***
To tackle the cost of living crisis and fuel poverty we secured a grant of £9,671 from National Grid - Community Matters Fund Fuel Poverty Plus (through local giving), and supported 50 women over the winter with energy saving and keeping warm resources including blankets, curtains, microwaves and radiators. One woman said: "I've just left care and I've got nothing except the bare minimum. Not even curtains. So to get this help is going to make such a big difference to me. I'm new to Nottingham and don't have any support here. Now I feel that I have somewhere I can go if I'm ever in any difficulties. Everyone here is so nice and didn't feel like I was begging for stuff, more like I was being given some gifts. It's so sick"

***Casework***
Our caseworker service received 476 referrals from probation and 89 women self-referred for intensive support services in these areas:
• Accommodation. We worked with the woman from the situation she is in towards securing safe accommodation. Offered support with the completion of essential forms to secure a tenancy, support with grants for household essentials, worked with the woman to enable tenancies to be sustained and the risk of eviction to be mitigated. Where required a referral to tenancy support services. One woman said: "My caseworker is one in a million. She never judged me or made me feel bad about myself. I really felt like she cared and really listened to me. She kept me on when she didn't have to when I was in prison. She lifted me up when I was down. She has been there for me when I needed someone and didn't have anyone else. She saved my life."
• Education, training, volunteering and work. Offered personalised information, advice and guidance sessions to identify skills, raise aspirations and overcome barriers to employment, sourced appropriate training courses and referral routes to other services.
• Finance, benefit and debt offering support with food and clothing, income maximisation sessions, support and advocacy to apply for benefits including Universal Credit. Budgeting skills courses which include listing all outgoings - some service users get confused about what they are supposed to pay and how and end up building debt. Signposting to specialist debt services. One woman said: "I can't believe that you don't have to fill out loads of forms to get this support. It is so degrading when you have to explain how you spend the little money you get and it feels like you are being judged. Or when you have to bring receipts back in. It's like there's no trust. This is the first time I've had support and felt totally ok with it. I may not have money but I have my dignity."
• Family and Significant others. We delivered healthy relationships courses, support to manage relationship breakdown, support to re-build family relationships e.g. by supporting to write a letter to a family member they may have lost touch with and support to develop additional support networks e. g. women's groups.
• Lifestyle and associates. Support and encouragement to become a member of the centre, support and encouragement to improve social lives e.g joining groups. Support to identify positive people in their lives and encourage service users to build on these relationships and support and encourage service users to reduce their contact with negative peer groups.

• Dependency and recovery. We supported women to manage issues that will impact on their substance misuse recovery e.g. identifying potential stressors such as moving home and putting interventions in place to minimise the impact.
• Emotional wellbeing. We offered a range of groups e.g peer support, crafty club, confidence building to build emotional resilience, one to one person centred counselling to help to recognise worsening well-being and how to manage it and further support to engage with mental health services.
• Social inclusion. We supported women to develop and sustain social networks by offering support and advocacy to assist them to attend activities both inside and outside of the centre, range of social support groups help service users develop a sense of community. We offered one off volunteering opportunities such as 'Meet and greet' person at our events to further foster the sense of community involvement. One woman said: "the help I get from here is absolutely amazing. You have supported me in every single way. If it wasn't for you lot I don't know where I'd be. I used to be very stubborn but I've learnt that it's okay to say I need help."
• Digital poverty. We have supported women to have a broadband service, long term loan of digital equipment and the provision of basic IT training.

***Courses and activities and events***
This year 1,680 women received support and/or accessed our wide range of courses and activities including:
• Nail services and Complementary Therapies
• Star Conversation Class
• Photo art group
• Trauma Informed Yoga
• Life Coaching
• Feel Good Families
• Computers for Beginners
• Women Write
• ESOL
• CV support
• Crafty club
• Self Esteem
• Brave Project
• Women's Choir
• Vocal Tuition
• Film club
• Surviving Christmas' workshops

***Events***
The Centre has hosted a lot of events over the past year, as well as attending external ones to raise our profile. This has been a fantastic way to reconnect with the community after Covid.
Our Open Day in September 2022 was really successful. During the 4 hour event we had 91 women attending, and for 32 of them it was their first visit to NWC. A format of inviting other groups to do sessions worked really well, and all of them were really well-attended. It was an amazing group effort with loads of cross-team working, and just a really great example of what NWC is all about. Feedback from staff: "It truly was a fantastic day. Every woman and partner agency I spoke with really enjoyed the event. For some, it was their first time at the Centre and were amazed at what we do here with supporting women and the courses we run. I had a few saying, how can they get a job here? That says it all, doesn't it."
Reclaim the Night event was a real success - approximately 500 women joined the march, and the workshops and after party were well attended. Despite some inevitable issues en-route (e.g. drunk / aggressive men proving our point about women not feeling safe at night!). The atmosphere was fantastic and we generally had a great reception from the public. This year Freedom for Iran were protesting in the market square on the same night, and we managed to co-ordinate to pick the women up along the way and merge our demonstrations, which was really powerful. At the end of the march we had a rally, where we had speakers from NTU and UoN, Rose Khoshirat (founder of Freedom for Iran), Nadia Whittome (MP for Nottingham East), and more.

Alongside the above, we also marched at Notts Pride in July 2022 and had a very well visited stall at Nottingham Green Festival in September 2022. In March 2023 we hosted an International Women's Day Open Day which was attended by 76 women and our former CEO, Helen Voce, gave a speech at the citywide IWD celebration in Market Square too.
Our exhibition at Bonnington Art Gallery helped us reach and reconnect with new and old communities of women and as a result of all the above actions, we've noticed an increase in organisations fundraising for us. Recently this has included Castle Rock Brewery, Nottingham Real Ale festival and more!

***Marketing***
We launched a brand new website and branding this year. The website is a much more engaging and easy-to-read format than previous and helps the Centre explain fully what it does whilst also encouraging people to donate and support us. The Counselling team have been able to use it to increase referrals and because it's now translatable into 5 different languages we can reach many more women who don't have English as a first language, than previously. We also launched a new inclusive branding identity, designed to more fully represent the communities of women we serve. We've had lots of good feedback on the illustrations we commissioned and the general look and feel.

***Policy work***
It's been a year of continued dedication to campaigning for change for women in Nottingham.
Politics: Labour hosted their Women's Manifesto consultation at the Centre on International Women's Day 2023 and we fed into that with the most recent issues we've seen impacting our community, as well as inviting Centre partners and sister organisations to attend and share theirs.
Healthcare: We ran a mini campaign for Endometriosis Awareness Month and have an event with healthcare professionals upcoming to round off this piece of work. We also met with the Director of Communications and Engagement at the Notts CCG to discuss how women's voices and feedback of experiences can be more directly fed into the improvement work underway at Nottingham's maternity services.
Childcare: We worked with Nottingham City Council on making Nottingham a more flexible city for parents. We designed and ran an open survey (completed by 75 people) to get feedback which was then fed into the Families Information Service to help their outreach. We wrote a guide for employers on how to recruit inclusively and implement flexible working practices that will support parents in the workplace and we ran two focus groups with Nottingham Muslim Women's Network and Heya Arabic women's group - the outcomes of which were then used to compile evidence for a government enquiry submission into unaffordable childcare.
Women's Perceptions of the Police: We completed our final Women's Perceptions of the Police report based on focus groups and an anonymous survey completed by over 80 women. With the final report, we made positive contact with the Police to hear their response as well as looking into the ways the learnings from it can be fed back into their future policy work when considering the specific needs of women.
Our CEO attended the One Nottingham Board. This a useful forum to raise policy issues and keep a high profile for the Centre. Recent additional work has included shortlisting for the Nottingham Award, speaking at the Remembering the Queen event.

***Partnerships & Outreach***
We've remained a steadfast ally to the trans-community in Nottingham in the face of increased trolling and public demonization of gender fluid people. Lynn from Nottingham Chameleons sent this lovely feedback: "The Trans positive stance you and the team have.... well, it makes a huge difference. I know that's easy to type and read, but I cannot state how much impact that has, knowing a big city like Nottingham has the Trans community's back. "I was going to make a self-deprecating joke about "get the violins out", but in seriousness, the attacks trans people and the parents of trans kids have to just, well, ignore or tolerate; it is so draining and impacts our mental health. But, knowing you and the team do all you can, that's absolutely a ray of sunshine in a typically stormy day."
It was a difficult year trying to manage further Council cuts to the 'Communities of Interest' Gender and Sexual Orientation funding we receive and oversee on behalf of the city. Proudly, we managed to minimise the cuts in such a way that partners actually only received a further 3% cut and we had lots of positive feedback about all our work in this area:

Nottingham Muslim Women's Network - Thank you! I'm happy and not happy about the cut but the money will mean we can continue to fund the outreach service. Notts Trans Hub -Thanks so much for changing a 13% cut to just a 3% one! That is enough for us to continue our baseline activities for the year. Which is great! We can continue to offer services to our community. Kairos - Thanks and well done for limiting the impact to community organisations. Muslim Women's Organisation - Thank you this is great. Our ladies are very happy the activities can continue.

A new Outreach Strategy was created mapping our existing and potential reach in the city. We also worked to support other women's organisations to move into the building and are now home to Nottingham Muslim Women's Network, Heya for Arabic women and Nergiz for Kurdish women. This has significantly increased footfall in the building and brought a more diverse mix of women through the doors.
We also supported Heya and Nergiz with some funding applications to help them have more revenue for projects in 2023.
This past year, we awarded small grants from our Labyrinth funding from Solace Women's Aid to 13 groups led by and/or supporting Black women or women from minoritised ethnic backgrounds. They're grants of between £200-£500 awarded for projects in one of 5 priority areas (Economic Support; Finance Support; Legal Support; Tackling Violence Against Women & Girls; Supporting Mental Health).
The first in-person Women's Organisations Network meeting since the pandemic took place in November 2022. We had 32 attendees, and Mel Barrett (CEO of Nottingham City Council) came along to meet groups and answer questions. The energy of the in-person meeting was great, and it gave women more of a chance to more informally network with each other before and after the session. We worked on improving information sharing within the group, so building a contact list and working with the Information Officers to create a resource bank on our Google Drive.
We hosted a focus group for Public Health to hear women's experiences of services and opinions to inform the new substance misuse services strategy and tendering process which was a great success and resulted in the Director of Public Health coming to ask how they could support our work going forward.
We started a Women's Sector Senior Leader's Network. It's an informal group convened as a way to strengthen our relationships, have a collective voice and be a source of support. It includes Juno, Notts SVSS, Muslim Women's Network, Jericho Road and POW. It's open to any local women's group that has a paid management post.
Started Coffee and Chat which is a drop in session for women (and agencies) to come and find out about the centre.

***Looking after our staff and volunteers***
Survey results show that we are still all proud to be working for NWC, feel appreciated and thanked when we do a good job and supported by our manager. We could improve cross team working and internal communications. Many of us haven't been asked about our personal development over the last 6 months. We asked what more we could be doing to improve wellbeing. We'll be following up on some of the ideas. To ensure staff wellbeing we reviewed our Employee assistance programme and clinical supervision and changed both services to meet changing needs. LIMA (Line Managers meeting) met for first time in July. This should help improve consistency across the line management team at the centre. We publicised the annual rhythm of the organisation to help staff feel less like we are firefighting, shifting from being reactive to taking a more proactive approach. We also held a planning session for Board of Trustees and the Senior Leadership Team. For volunteer week we had a cream tea. We had a wonderful delayed volunteers' week celebration. Lots of volunteers' were meeting for the first time. We currently have a team of 49 volunteers.

***Business Development***
We formalised a new Senior Business Development Officer role which means the Centre now has a dedicated focus on financial and funding security. Within this role this year we have created a Fundraising Strategy Action Plan which details all the key development actions to be undertaken throughout the next financial year including:
o Embedding funder intelligence into NWC planning
o Working to secure more corporate/major donor/ Charity of the Year donations

Alongside this, we have also created a brand new fundraising policy and an acceptance, refusal, returns of donations policy. Within this role we also submitted a successful grant application for funding core costs to AB Charitable Trust and we are working with a Lloyds consultant on research to help shape a women's network (involving service users with lived experience in Centre planning) which we'll then identify suitable funding for.
We had successful His Majesty's Prison and Probation Service (HMPPS) assurance visits and regular meetings with senior Probation staff to ensure good information sharing and appropriate referrals from their teams. We have made new links with Women's leads in the City and County from Probation and had meetings with their whole team. We achieved The IASME Cyber Assurance standard which allows small and medium enterprises in a supply chain (Working with MoJ), to demonstrate their level of cyber security and indicates that Staff have completed a raft of training including workshop facilitation; honour based violence; PREVENT; safeguarding; Equality, Diversity and respect; working with autistic adults.
Reviewed Risk register system - now much more active management tool.
Implementing the recommendations from our EDI listening and learning exercise.
In other news

- The Information Officers have gathered so much useful info on local and national services which we will be making more readily available to women's groups and individuals and to support caseworkers and counsellors to make good referrals.
- Women's history group have done lots of work on our archives.
- Juno back office moved out to alternative premises. Their Drop in remains at NWC 2 days per week.

**Financial review**

Financially the charity continues to rely on a combination of income from grant aid, room and office rentals, contracts to deliver specific services, fees for services and donations.

We would like to thank all our supporters who supported the organisation and our service users during the year through small grants and donations. These include the Architectural Heritage Fund, MOJ, Garfield Weston, Lloyds Bank foundation, Local Giving, Nottingham Soroptimists, Left Lion, private family donation and other individual donors and fundraisors. We would also like to thank all the partners we work with and funders who provide income for our direct charitable activities which are detailed under note 19 within the accounts.

The financial year showed a small deficit of £10,489. The balance of reserves at 31 March 2023 was £623,554 made up of £21,846 restricted funds and £601,708 of unrestricted reserves including £60,461 designated reserves for future costs of maintaining the current premises and funds carried forward for activities not yet completed.

We aim for full-cost recovery from our projects but this isn't always possible so our donations and fundraising efforts really are crucial to minimise any budget deficits.

*Policy on reserves*

We currently hold £530,133 in free reserves.

Why have Reserves?

Assist cash-flow: The system of receipt of Grant Income differs for each Funder. Funding which is in arrears or simply late must be covered from Reserves. Whilst the expenditure of Nottingham Women's Centre is fairly steady, fluctuation in expenditure may not coincide with fluctuations in income.

Honour commitments: Nottingham Women's Centre is particularly vulnerable to cuts in funding. Any sudden cuts will leave Nottingham Women's Centre with commitments to honour, not least Contracts of Employment, property leases and agreements to provide services. The reserves level is reviewed yearly and will fluctuate depending on the future plans and risks to the organisation. This is essential to enable us to meet our known liabilities if the organisation or a service were to close unexpectedly.

Fund new projects: This enables the charity to pilot new ideas and gather evidence of its impact to apply for longer term funding.

One off pieces of work: to fund/part-fund a standalone piece of work. eg our building move.

Contingency fund: to call on if a project overspends or expectedly needs more funds.

Improve terms and conditions for staff: to fund our enhanced maternity pay and cost of living increases which aren't covered by funders.

Due to being landlords of a large building housing paying tenants the trustees feel it is essential to allocate some of the charity's unrestricted reserves to cover expected future costs such as emergency repairs. There is currently £60,000 in the designated repairs fund going forward to cover this liability.

The current building lease we have with the city council is being reviewed and discussions are being held around the future premises of the organisation. Possible relocation or building renovation will require its own specific funding and the Trustees have decided any remaining free reserves not allocated as above will be designated for this purpose alongside efforts to source future specific funding.

***Principal risks and uncertainties***

It is one of the Trustees' roles to ensure that risks to the charity, in particular those relating to the operations and finances of the charity, are managed, minimised and mitigated. To achieve this, the Trustees work to identify and review the major risks that the charity faces. These are assessed against their possible likelihood of occurring and their possible impact on the organisation and, where appropriate, systems or procedures are established to mitigate these risks. An annual review of the Risk Register is carried out by the Trustees.

**Plans for future periods**

Theme 1: Support and sustain accessible women-only spaces and services, run by women for women

We'll be launching a campaign to improve the facilities of the centre. We'll be involving women in shaping the space. We'll continue to support the other amazing, local organisations and services for women and to champion the essential role women play in creating a successful city.

SO1: Sustain and develop the Nottingham Women's Centre as a women-only space

- Explore options to improve the facilities at the Centre to sustain service delivery in the long term.

SO2: Support women's services and networks across Nottingham

- Co-ordinate the Women's Organisations Network to improve collaboration between groups.
- Support the development of existing and emerging women's organisations to ensure a strong sector.
- Champion the voice of women in Nottingham to improve gender responsiveness of decisions.
- Publicise the work of our sister organisations so women are aware of their work.

Theme 2: Increase awareness and accessibility of Nottingham Women's Centre services

We need to make sure more people know what we do so that more women benefit from our services. We'll be getting out and about to publicise our offer. We want to make sure we're relevant to as many women as possible so we'll be working on our Equality, Diversity and Inclusion Strategy and building on the anti-racism work we have started.

SO 3a: Increase awareness of services provided by the centre

- Develop a marketing and communications action plan informed by our Outreach Strategy.

SO 3b: Increase accessibility of services provided at the centre

- Maintain some evening opening hours.
- Work in partnership with external groups and organisations to bring in specialist activities and expertise.
- Use noticeboards to celebrate EDI themed issues/events.
- Use picture based signage in the centre wherever possible.
- Create a library space in the quiet waiting area.

SO 4: Increase accessibility of services outside of the centre

- Deliver services by telephone and via the internet when this works for women.
- Work with partners to deliver Centre services in the county.

Theme 3: Provide services that encourage women to recognise and build on their strengths

We provide a range of services to support women including welfare benefits advice, healthy relationships and emotions work, confidence building, counselling and support into employment. We will aim to continue to provide services that women tell us they need and work with partners to bring other agencies into the centre to expand our offer. We aim to be trauma informed and will take a strength based approach as we work alongside women to enable them to overcome barriers and get to where they want to be.

SO 5: Ensure that women have access to the information they need

- Provide free Wi-Fi and access to appropriate IT.
- Provide books and resources in the library.
- Run regular Coffee and Chat sessions to introduce women to the Centre.
- Provide robust signposting to services and activities in the wider community, including links to existing information hubs.
- Introduce peer support to help women access services and activities in the wider community.

SO 6: Encourage women to recognise and build on their strengths

- Provide a casework service to women in the criminal justice system to work on a one to one basis with women to develop action plans.
- Deliver group work activity to help women build on their skills.

SO 7: Actively promote positive mental and emotional health for women

- Deliver a counselling service.
- Broaden activities that promote mental health and emotional well-being.

Theme 4: Provide opportunities for women to come together and make change
We bring women together to learn new skills, make friends, campaign for change, help each other and be more active. However, there is a perception that we only work with women who are in crisis so we need to promote these activities more to widen the range of women who see us as relevant to them.
SO 8: Ensure that women have opportunities to learn and develop their skills
• Deliver a range of courses leading to a qualification.
• Continue to provide a range of tailored volunteering opportunities.
SO 9: Engage women in fun, social activity that builds confidence and community
• Provide sports and physical activities that are inclusive and accessible for all women.
• Schedule activities that promote community cohesion and tackle social isolation.
SO 10: Empower women to have a strong voice and to support one another
• Use women's lived experience to initiate and contribute to campaigns that seek to change public policy.
• Provide educational activities to promote understanding of politics, how politics affects women and how to engage in activism.
• Empower women to help one another, through promoting the use of the centre by self-help groups.

Theme 5: Create a sustainable organisation that continually evolves, values its staff and volunteers and is fit for the future
We have a range of funding sources in place but many are short term so we need to continually submit bids to sustain our services. We have a strong and diverse staff team and we have a focus on staff wellbeing to ensure we retain them. We have always based our service development on the needs of local women and we want to make sure this continues. We need to get even better at demonstrating the difference our work makes and women will be involved in gathering stories to help us do this. We have a number of quality marks and we will seek to maintain these high standards by constantly reviewing and improving how we operate. We will minimise our environmental impact.
SO 11: Strengthen financial stability
• Pilot a Senior Business Development Officer post to implement the Action Plan in the Fundraising Strategy.
SO 12: Support staff wellbeing
• Maintain the Employee Forum with Unison.
• Share wellbeing resources and ideas on the intranet.
• Maintain the Line Managers group meeting.
• Provide regular supervision and set annual goals for individual staff consistently across the organisation.
• Provide an annual training programme.
• Subscribe to an employee assistance programme.
• Bring a person centred approach to wellbeing.
• Conduct an annual staff survey.
• Encourage individual flexible working requests to enable a healthy work life balance.
SO13: Improve Service user involvement
• Develop a Women's Panel to strengthen opportunities for consultation and co-production.
• Consider service user feedback each time we review current services or seek funding for new ones.
SO14: Ensure we provide good quality services that have a positive impact
• Further develop monitoring and evaluation practice in order to ensure a robust evidence base for all activities.
• Maintain IASME and consider other relevant quality marks.
SO15: Improve our Equality, Diversity and Inclusion work
• Include EDI as part of all meeting agendas.
• Carry out an annual review of the EDI plan.
SO16: Consider our environmental impact
• Review our sustainability policy and create an accompanying action plan.

# Nottingham Women's Centre

## Trustees' Report

**Chair's report** - Justine Weston

At our AGM in October 2022, we marked the end of an exciting year as post pandemic we were able to fully open the Centre and resume a full programme for our staff and service users. At the meeting we said, 'goodbye and thank you' to our outgoing Chair, June McCombie. I was honoured to be nominated and confirmed as the new Chair. I would like to thank June for her ongoing engagement and involvement at the Centre and thank her, and all members of the Staff and Board teams, for making me feel so welcome.

The 2022/23 year has seen us adapting to a changing world and has offered many new opportunities for us to help women in Nottingham. We have adjusted to a 'hybrid' world where both face to face and online services can operate side by side. This has given us the chance to evolve our offering and hopefully reach more women in need, it has also given us the chance to offer staff some flexibility on how they work. Our 'Coffee and Chat' and 'Open Day' sessions have been successful in encouraging existing and new service users to reconnect with the Centre and learn about what we offer.

To support our aims in this hybrid world we have invested in redesigning and relaunching our website. This great project has given us an amazing platform to engage with women, signpost service users to our broad range of services and provide a platform for future outreach and campaigning.

The whole NWC team are proud to have made some significant progress on our EDI journey culminating in the EDI strategy to be incorporated in the strategic plan. We have seen great progress on our numbers of minority ethnic representation on the staff team. Going forward we hope that, in addition to specific initiatives to drive inclusion, that we will be successful in embedding this thinking into our everyday way of working.

Partnerships with other charities and organisations across the city remain fundamental to us delivering our purpose. Although the Juno team moved to other premises during the year our connection with them remains strong, as do our deepening links with other organisations such as Nergiz, Heya, Nottingham Muslim Women's Network. All of whom have moved elements of their operations to Chaucer Street.

Reclaim the Night 2022 was a great success with approximately 500 women joining the march. The workshops and afterparty were well attended. This year 'Freedom for Iran' were protesting in the market square on the same night, and we managed to co-ordinate to and merge our demonstrations. This was a powerful demonstration of our unity with the women of Iran.

The national cost of living crisis has brough great hardship to women and families across the city. We have sought ways to help to alleviate this where we can and in January, we secured almost £10,000 from National Grid, Community Matters Fund Fuel Poverty Plus. We used this money to support women over the winter with energy saving and keeping warm resources. This initiative received very positive feedback.

February saw us say farewell to Helen Voce, our CEO of 6 years. Helen left the Centre after making a huge contribution to its evolving success and left the charity in a strong financial and strategic health ready to face the challenges and opportunities that lie ahead. The search to find her replacement has started and, in the meantime, Sara Garton has stepped up to cover critical elements of the CEO role.

March 2022 saw the launch of a fantastic exhibition at the Nottingham Trent's Bonington Gallery curated by trustee Diana Ali. The exhibition explored the rich history of Nottingham Women's Centre and the fight for women's rights in the city. Items on display included material from the library archives, protest placards from Reclaim the Night marches, and much more. On the opening night the guests enjoyed a breath-taking performance from the United Voices Choir. The exhibition was open for over three months and was a wonderful opportunity to build the profile of the Centre and to remind us of all its heritage, legacy and great importance to the women of Nottingham.

Work to establish the future home of the Centre, either in a refurbished Chaucer Street or elsewhere in the city continues. A Trustee Building Sub-committee has invested significant time scoping out possible options and funding sources. We are excited at the opportunities this work will offer to us to continue to expand and strengthen our offering to the Women of Nottingham, while providing a welcoming, accessible and vibrant working environment for of our staff teams.

## Nottingham Women's Centre

## Trustees' Report

**Statement of Responsibilities**

The trustees (who are also the directors of Nottingham Women's Centre for the purposes 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 charitable company will continue in business.

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

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

**Small companies provision statement**

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 06/07/23 and signed on its behalf by:

.....

Justine Weston
Trustee

## Nottingham Women's Centre

## Independent Examiner's Report to the trustees of Nottingham Women's Centre ('the Company')

**Independent examiner's report to the trustees of Nottingham Women's Centre ('the Company')**
I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023.

**Responsibilities and basis of report**

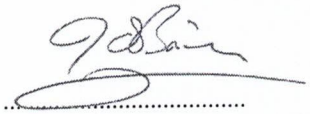
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....
John O'Brien MSc, FAIA, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date: 18/08/23

## Nottingham Women's Centre

## Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

| | Note | Unrestricted funds £ | Restricted funds £ | Total 2023 £ | Total 2022 £ |
|---|---|---|---|---|---|
| **Income and Endowments from:** | | | | | |
| Donations and legacies | 3 | 71,074 | - | 71,074 | 18,441 |
| Charitable activities | 4 | 62,553 | 744,028 | 806,581 | 923,322 |
| Investment income | 2 | 3,500 | - | 3,500 | 655 |
| Total income | | 137,127 | 744,028 | 881,155 | 942,418 |
| **Expenditure on:** | | | | | |
| Charitable activities | 6 | (133,095) | (758,549) | (891,644) | (864,814) |
| Total expenditure | | (133,095) | (758,549) | (891,644) | (864,814) |
| Net income/(expenditure) | | 4,032 | (14,521) | (10,489) | 77,604 |
| Transfers between funds | | (10,153) | 10,153 | - | - |
| Net movement in funds | | (6,121) | (4,368) | (10,489) | 77,604 |
| **Reconciliation of funds** | | | | | |
| Total funds brought forward | | 607,829 | 26,214 | 634,043 | 556,439 |
| Total funds carried forward | 19 | 601,708 | 21,846 | 623,554 | 634,043 |

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 19.

## Nottingham Women's Centre

## (Registration number: 5113835)
## Balance Sheet as at 31 March 2023

| | Note | 2023 £ | 2022 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 9 | 11,114 | 14,819 |
| **Current assets** | | | |
| Debtors | 10 | 34,285 | 82,769 |
| Cash at bank and in hand | 11 | 609,510 | 640,663 |
| | | 643,795 | 723,432 |
| **Creditors: Amounts falling due within one year** | 12 | (31,355) | (104,208) |
| **Net current assets** | | 612,440 | 619,224 |
| **Net assets** | | 623,554 | 634,043 |
| **Funds of the charity:** | | | |
| **Restricted income funds** | | | |
| Restricted funds | 19 | 21,846 | 26,214 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 601,708 | 607,829 |
| **Total funds** | 19 | 623,554 | 634,043 |

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 16 to 32 were approved by the trustees, and authorised for issue on 06/07/23 and signed on their behalf by:

.....
Justine Weston
Trustee

## Nottingham Women's Centre

## Statement of Cash Flows for the Year Ended 31 March 2023

| | Note | 2023 £ | 2022 £ |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net cash (expenditure)/income | | (10,489) | 77,604 |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | | 3,705 | 4,942 |
| Investment income | 2 | (3,500) | (655) |
| | | (10,284) | 81,891 |
| **Working capital adjustments** | | | |
| Decrease/(increase) in debtors | 10 | 48,484 | (40,891) |
| Decrease in creditors | 12 | (2,358) | (3,089) |
| (Decrease)/increase in deferred income | 12 | (70,495) | 75,752 |
| Net cash flows from operating activities | | (34,653) | 113,663 |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 2 | 3,500 | 655 |
| Net (decrease)/increase in cash and cash equivalents | | (31,153) | 114,318 |
| Cash and cash equivalents at 1 April | | 640,663 | 526,345 |
| Cash and cash equivalents at 31 March | | 609,510 | 640,663 |
| **Reconciliation of net cash flow to movement in net funds** | | | |
| (Decrease)/increase in cash | | (31,153) | 114,318 |
| Net funds at 1 April 2022 | | 640,663 | 526,345 |
| Net funds at 31 March 2023 | | 609,510 | 640,663 |

All of the cash flows are derived from continuing operations during the above two periods.

## 1 Accounting policies

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

**Statement of compliance**
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Basis of preparation**
Nottingham Women's Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going concern**
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

**Income and endowments**
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

*Deferred income*

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

**Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

*Charitable activities*

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**Government grants**

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

**Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Tangible fixed assets**

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

**Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Equipment | 25% on a reducing balance basis |
| Library | 20% on a straight line basis |

**Trade debtors**
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

**Cash and cash equivalents**
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Fund structure**
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

**Pensions and other post retirement obligations**
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## 2 Investment income

| | Unrestricted funds General £ | Total 2023 £ | Total 2022 £ |
|---|---|---|---|
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 3,500 | 3,500 | 655 |

## 3 Income from donations and legacies

| | Unrestricted funds General £ | Total 2023 £ | Total 2022 £ |
|---|---|---|---|
| Donations and legacies; | | | |
| Donations from companies, trusts and similar proceeds | 71,074 | 71,074 | 18,279 |
| Grants, including capital grants; | | | |
| Government grants | - | - | 162 |
| | 71,074 | 71,074 | 18,441 |

## 4 Income from charitable activities

| | Therapeutic services £ | Client support £ | Other £ | Total 2023 £ | Total 2022 £ |
|---|---|---|---|---|---|
| Grants & donations | 96,350 | 416,173 | 229,870 | 742,393 | 856,064 |
| Rent & room hire | - | - | 44,867 | 44,867 | 50,944 |
| Counselling donations/fees | 14,252 | - | - | 14,252 | 14,908 |
| Other income | - | - | 2,069 | 2,069 | 1,406 |
| Partner contributions | - | - | 3,000 | 3,000 | - |
| | 110,602 | 416,173 | 279,806 | 806,581 | 923,322 |

## 5 Grants & donations

| | Unrestricted funds £ | Restricted funds £ | Total £ |
|---|---|---|---|
| Architectural Heritage Fund | 13,455 | - | 13,455 |
| Cycling UK | - | 2,010 | 2,010 |
| Garfield Weston | - | 25,000 | 25,000 |
| Lloyds Bank Foundation | - | 27,250 | 27,250 |
| Local Giving | 20,423 | - | 20,423 |
| Ministry of Justice | - | 426,200 | 426,200 |
| NGED - Community Matters Fund | 9,692 | - | 9,692 |
| Nottingham City Council | - | 132,240 | 132,240 |
| Nottingham Crime & Drug Partnership (NCC) | - | 65,621 | 65,621 |
| Nottingham Soroptimist Trust | 3,000 | - | 3,000 |
| Notts Police & Crime Commissioner | - | 30,730 | 30,730 |
| Notts SVS Services | - | 5,000 | 5,000 |
| Private donation | 24,127 | - | 24,127 |
| Solace Women's Aid | - | 22,500 | 22,500 |
| Sundry donations | 377 | 5,842 | 6,219 |
| | 71,074 | 742,393 | 813,467 |

**Deferred income note**
Received but deferred to 23/24:
Private donation £26,300

## 6 Expenditure on charitable activities

| | Therapeutic services £ | Client support £ | Other £ | Total 2023 £ | Total 2022 £ |
|---|---|---|---|---|---|
| Activities | 6 | 20 | 378 | 404 | 276 |
| Affiliations & subscriptions | 72 | 364 | 1,427 | 1,863 | 2,777 |
| Bank charges | - | 312 | 373 | 685 | 769 |
| Building consultancy | - | - | - | - | 18,225 |
| Centre events & workshops | 50 | 47 | 1,936 | 2,033 | 2,923 |
| Communications | 1,518 | 5,402 | 3,108 | 10,028 | 8,539 |
| Depreciation | - | - | 3,705 | 3,705 | 4,942 |
| EDI/staff and service users | 4,828 | 140 | 2,012 | 6,980 | - |
| Equipment | - | 363 | 2,639 | 3,002 | 700 |
| Evaluation | - | - | - | - | 5,177 |
| Grants paid (note 6.1) | - | - | 63,250 | 63,250 | 79,847 |
| Hardship fund | - | 174 | 15,933 | 16,107 | 4,130 |
| Implementation | - | - | - | - | 59,686 |
| Insurance | - | 2,467 | 753 | 3,220 | 2,934 |
| Independent examination fee | - | - | 1,890 | 1,890 | 1,800 |
| IT support & maintenance | 3,377 | 4,660 | 5,819 | 13,856 | 12,259 |
| Maintenance & refurbishment | - | 4,992 | 2,947 | 7,939 | 5,786 |
| Marketing & fundraising costs | 239 | 563 | 547 | 1,349 | 1,027 |
| Money subcontracted to POW | - | - | - | - | 5,804 |
| New building project | - | - | 6,980 | 6,980 | - |
| Office & cleaning supplies | 670 | 1,805 | 1,005 | 3,480 | 4,386 |
| Organisational development | - | 2,400 | 8,796 | 11,196 | - |
| Other expenditure | - | - | 13,419 | 13,419 | 2,001 |
| Printing & postage | 24 | 1,177 | 1,180 | 2,381 | 2,078 |
| Professional fees, payroll & supervision | 7,398 | 4,661 | 2,590 | 14,649 | 23,136 |
| Recruitment | 460 | 1,161 | 6,505 | 8,126 | 2,037 |
| Rent & utilities | 1,959 | 7,647 | 7,248 | 16,854 | 22,399 |
| Salaries, NI & pension | 117,765 | 374,339 | 177,481 | 669,585 | 581,771 |
| Staff training, travel & wellbeing | 4,793 | 2,407 | 591 | 7,791 | 7,418 |
| Trustee training & other expenses | - | - | 79 | 79 | 1,007 |
| Volunteer costs | 371 | 105 | 317 | 793 | 980 |
| | 143,530 | 415,206 | 332,908 | 891,644 | 864,814 |

### 6.1 Grants paid

| | £ |
|---|---|
| An nisa | 2,280 |
| Base 51 | 7,596 |
| Breaking Barriers, Building Bridges | 2,772 |
| Diversify Education | 500 |
| Heya | 500 |
| Kairos | 3,008 |
| Muslim Women's Organisation | 2,280 |
| NCVS | 2,052 |
| Nottingham Muslim Womens Network | 7,600 |
| Nottingham Lesbian and Gay Network | 6,912 |
| Nyasa Daughters of Nottingham | 1,444 |
| POW Nottingham | 7,539 |
| Singing Proud | 500 |
| Sisters of Noor | 1,140 |
| Trans Space Nottingham | 3,792 |
| TRANS4ME | 2,280 |
| Vanclaron | 1,140 |
| Others | 9,915 |
| | 63,250 |

### 7 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Depreciation of fixed assets | 3,705 | 4,942 |

## 8 Staff costs

The aggregate payroll costs were as follows:

| | 2023<br>£ | 2022<br>£ |
|---|---|---|
| **Staff costs during the year were:** | | |
| Wages and salaries | 605,328 | 530,196 |
| Social security costs | 44,601 | 34,148 |
| Pension costs | 19,656 | 17,427 |
| | 669,585 | 581,771 |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

| | 2023<br>No | 2022<br>No |
|---|---|---|
| Average number of employees | 28 | 27 |

22 (2022 - 27) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £19,656 (2022 - £17,427).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £179,535 (2022 - £182,158).

## 9 Tangible fixed assets

| | Library<br>£ | Equipment<br>£ | Total<br>£ |
|---|---|---|---|
| **Cost** | | | |
| At 1 April 2022 | 24,991 | 77,827 | 102,818 |
| At 31 March 2023 | 24,991 | 77,827 | 102,818 |
| **Depreciation** | | | |
| At 1 April 2022 | 24,991 | 63,008 | 87,999 |
| Charge for the year | - | 3,705 | 3,705 |
| At 31 March 2023 | 24,991 | 66,713 | 91,704 |
| **Net book value** | | | |
| At 31 March 2023 | - | 11,114 | 11,114 |
| At 31 March 2022 | - | 14,819 | 14,819 |

## 10 Debtors

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Trade debtors | 33,165 | 73,573 |
| Prepayments | 1,120 | 1,232 |
| Other debtors | - | 7,964 |
| | 34,285 | 82,769 |

## 11 Cash and cash equivalents

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Cash on hand | 390 | 252 |
| Cash at bank | 609,120 | 640,411 |
| | 609,510 | 640,663 |

## 12 Creditors: amounts falling due within one year

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Other creditors | 1,939 | 1,199 |
| Accruals | 3,116 | 6,214 |
| Deferred income | 26,300 | 96,795 |
| | 31,355 | 104,208 |

## 13 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner are analysed as follows:

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Independent examination | 1,575 | 1,500 |
| Other financial services | 1,758 | 1,850 |
| | 3,333 | 3,350 |

### 14 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

### 15 Taxation

The charity is a registered charity and is therefore exempt from taxation.

### 16 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

### 17 Related party transactions

There were no related party transactions in the year.

### 18 Analysis of net assets between funds

| | Unrestricted | | | 2023 |
|---|---|---|---|---|
| | General | Designated | Restricted | Total funds |
| | £ | £ | £ | £ |
| Tangible fixed assets | 11,114 | - | - | 11,114 |
| Current assets | 561,488 | 60,461 | 21,846 | 643,795 |
| Current liabilities | (31,355) | - | - | (31,355) |
| Total net assets | 541,247 | 60,461 | 21,846 | 623,554 |

| | Unrestricted | | | 2022 |
|---|---|---|---|---|
| | General | Designated | Restricted | Total funds |
| | £ | £ | £ | £ |
| Tangible fixed assets | 14,819 | - | - | 14,819 |
| Current assets | 642,702 | 54,516 | 26,214 | 723,432 |
| Current liabilities | (104,208) | - | - | (104,208) |
| Total net assets | 553,313 | 54,516 | 26,214 | 634,043 |

## 19 Funds

| | Balance at 1 April 2022 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2023 £ |
|---|---|---|---|---|---|
| **Unrestricted funds** | | | | | |
| ***General*** | | | | | |
| General fund | 553,313 | 123,631 | (132,219) | (3,478) | 541,247 |
| ***Designated*** | | | | | |
| Building fund | 51,775 | 13,455 | - | (5,230) | 60,000 |
| Activities not yet completed | 2,741 | 41 | (876) | (1,445) | 461 |
| | 54,516 | 13,496 | (876) | (6,675) | 60,461 |
| **Total unrestricted funds** | 607,829 | 137,127 | (133,095) | (10,153) | 601,708 |
| **Restricted funds** | | | | | |
| RENEW (Lottery) | 2,277 | 1,635 | (8,835) | 4,923 | - |
| Juno, NSVSS & NWC collaborative work | 10,000 | 10,842 | (7,080) | 5,230 | 18,992 |
| COI (NCC) | - | 132,240 | (132,240) | - | - |
| Labyrinth Project | 10,736 | 22,500 | (33,236) | - | - |
| Statutory duty (NCC) | 3,201 | 65,621 | (67,898) | - | 924 |
| MOJ Core | - | 10,027 | (10,027) | - | - |
| PCC MOJ DSV | - | 30,730 | (29,767) | - | 963 |
| MOJ CRS contract | - | 416,173 | (415,206) | - | 967 |
| Cycling grant | - | 2,010 | (2,010) | - | - |
| Garfield Weston | - | 25,000 | (25,000) | - | - |
| Lloyds | - | 27,250 | (27,250) | - | - |
| **Total restricted funds** | 26,214 | 744,028 | (758,549) | 10,153 | 21,846 |
| **Total funds** | 634,043 | 881,155 | (891,644) | - | 623,554 |

The specific purposes for which the funds are to be applied are as follows:

RENEW (Lottery) - Offering counselling and therapeutic activities to women experiencing mental health problems.
Juno, NSVSS & NWC collaborative work - To source a new building.
Labyrinth Project- A fund from Solace Women's Aid as part of funding from the Department for Digital, Culture, Media and Sport (DCMS). The Labyrinth Project aims to support women's spaces and services to help them, and the women they support, to emerge stronger from the impact of the pandemic.
Statutory Duty (NCC) - A therapeutic service providing support to survivors of domestic abuse and their children residing within safe accommodation.

COI (NCC) - Support for women and people from LGBT communities, delivered as part of our core functions. and through grants to other local organisations.
PCC MOJ DSV funding - A therapeutic service providing support to survivors of domestic abuse and their children not residing in refuge accommodation.
Cycling grant - A grant for women in tandem to run workshops for women.
Garfield Weston - Funds towards the organisation's core costs.
Lloyds - Funds towards the organisation's core costs.
MOJ Core - Funds towards the organisation's core costs.
MOJ CRS contract - A service supporting women in the criminal justice system.

Designated funds were set up to cover the future costs of maintaining current premises (Building fund) and for activities not yet completed.

The transfer from the General fund to the RENEW (Lottery) fund is to cover the deficit on this activity.
Transfer from the Building fund to the Juno, NSVSS & NWC collaborative work fund represents NWC money that should have been restricted in prior year (£10,000 less £4,770 expenditure incurred).

## Notes to the Financial Statements for the Year Ended 31 March 2023

*These are the figures for the previous accounting period and are included for comparative purposes*

| | Balance at 1 April 2021 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2022 £ |
|---|---|---|---|---|---|
| **Unrestricted funds** | | | | | |
| ***General*** | | | | | |
| General fund | 404,101 | 459,085 | (325,003) | 15,130 | 553,313 |
| ***Designated*** | | | | | |
| Building fund | 70,000 | - | (18,225) | - | 51,775 |
| Activities not yet completed | 52,709 | 2,500 | (37,338) | (15,130) | 2,741 |
| | 122,709 | 2,500 | (55,563) | (15,130) | 54,516 |
| **Total unrestricted funds** | 526,810 | 461,585 | (380,566) | - | 607,829 |
| **Restricted** | | | | | |
| Help through Crisis (Lottery) | 10,582 | 24,688 | (35,270) | - | - |
| Framework HA | (52) | 20,926 | (20,874) | - | - |
| RENEW (Lottery) | - | 73,060 | (70,783) | - | 2,277 |
| Juno, NSVSS & NWC collaborative work | 10,000 | - | - | - | 10,000 |
| COI (NCC) | 9,099 | 174,000 | (183,099) | - | - |
| Labyrinth Project | - | 56,250 | (45,514) | - | 10,736 |
| Statutory duty (NCC) | - | 60,000 | (56,799) | - | 3,201 |
| MOJ Core | - | 59,909 | (59,909) | - | - |
| PCC MOJ DSV | - | 12,000 | (12,000) | - | - |
| **Total restricted funds** | 29,629 | 480,833 | (484,248) | - | 26,214 |
| **Total funds** | 556,439 | 942,418 | (864,814) | - | 634,043 |

## Notes to the Financial Statements for the Year Ended 31 March 2023

**These are the figures for the previous accounting period and are included for comparative purposes**

| | Note | Unrestricted funds General £ | Restricted funds £ | Total 2022 £ |
|---|---|---|---|---|
| **Income and Endowments from:** | | | | |
| Donations and legacies | 3 | 18,441 | - | 18,441 |
| Charitable activities | 4 | 442,489 | 480,833 | 923,322 |
| Investment income | 2 | 655 | - | 655 |
| Total Income | | 461,585 | 480,833 | 942,418 |
| **Expenditure on:** | | | | |
| Charitable activities | 6 | (380,566) | (484,248) | (864,814) |
| Total Expenditure | | (380,566) | (484,248) | (864,814) |
| Net income/(expenditure) | | 81,019 | (3,415) | 77,604 |
| Net movement in funds | | 81,019 | (3,415) | 77,604 |
| **Reconciliation of funds** | | | | |
| Total funds brought forward | | 526,810 | 29,629 | 556,439 |
| Total funds carried forward | 19 | 607,829 | 26,214 | 634,043 |

**NOTTINGHAM WOMEN'S CENTRE LIMITED**

England & Wales - Charity number 1105837

# Accounts

Company registration number: 5113835
Charity registration number: 1105837

# Nottingham Women's Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2022

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

# Nottingham Women's Centre

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## Nottingham Women's Centre

## Reference and Administrative Details

| | |
|---|---|
| **Trustees** | June McCombie, Chair |
| | Deborah Gordon-Brown |
| | Diana Ali |
| | Rosemary Horsley |
| | Laura Breach |
| | Louisa Matthews |
| | Angelina Bartoli |
| | Emma Foody |
| | Balbinder Watkins |
| | Nichola McTaggart |
| | Samantha Alder |
| | Maria Pearson |
| **Senior Management Team** | Helen Voce, CEO |
| | Jayne Cotton, Head of Finance |
| | Karen Feely, Head of Quality and Compliance |
| | Sara Garton, Head of Client Services |
| | Sophie Turner, Head of Communications and Campaigns |
| **Charity Registration Number** | 1105837 |
| **Company Registration Number** | 5113835 |
| **Registered Office** | 30 Chaucer Street<br>NOTTINGHAM<br>NG1 5LP |
| **Independent Examiner** | John O'Brien, employee of<br>Community Accounting Plus<br>Units 1 & 2 North West<br>41 Talbot Street<br>Nottingham<br>NG1 5GL |
| **Solicitors:** | Hopkins Solicitors<br>27 Regent Street<br>Nottingham<br>NG1 5BS |
| **Bankers** | Royal Bank of Scotland<br>Bramcote Lane<br>Wollaton<br>Nottingham<br>NG8 2QT |

# Nottingham Women's Centre

## Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2022.

**Trustees and officers**

The trustees and officers serving during the year and since the year end were as follows:

| | |
|---|---|
| Trustees: | June McCombie, Chair |
| | Deborah Gordon-Brown |
| | Diana Ali |
| | Rosemary Horsley |
| | Laura Breach (appointed 13 October 2021) |
| | Louisa Matthews (appointed 13 October 2021) |
| | Angelina Bartoli (appointed 13 October 2021) |
| | Emma Foody (appointed 13 October 2021) |
| | Balbinder Watkins (appointed 13 October 2021) |
| | Nichola McTaggart (appointed 13 October 2021) |
| | Samantha Alder (appointed 13 October 2021) |
| | Maria Pearson (appointed 13 October 2021) |
| | Melanie Duffill-Jeffs (resigned 7 April 2022) |
| | Alison Bromberg (resigned 2 December 2021) |
| | Zaqia Ghafoor (resigned 13 October 2021) |
| | Vivienne Pearson (resigned 13 October 2021) |
| | Wendy Rouse (resigned 13 October 2021) |

**Structure, governance and management**

*Nature of governing document*

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 27/04/2004 and most recently amended 13/10/2021. It has no share capital and the liability of each member in the event of winding-up is limited to £10.

*Recruitment and appointment of trustees*

We advertise on our social media platforms and interested potential trustees are invited to meet a couple of Board members for an informal information session, they are then asked to submit their CV and shortlisted candidates are invited in for an interview with a panel of Trustees. The panel make recommendations to the full board about whether to co-opt the applicants. At the following AGM the co-opted members stand for election and members of the charity vote.
New trustees receive an induction pack, complete a skills audit and are offered training materials on their roles and responsibilities.
All Trustees give their time voluntarily and receive no benefits from the charity, other than expenses reclaimed, as set out in the accounts.

# Nottingham Women's Centre

## Trustees' Report

*Organisational structure*

The organisation is a charitable company limited by guarantee and has been in existence since 1971. The organisation was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The charity continues to be governed by a Board of Directors, known as Trustees under charity law, made up of volunteers from a range of professional sectors. Trustees are elected at the Annual General Meeting.

The charity's day-to-day provision of services is managed by the Chief Executive Officer who reports directly to the Trustees. The Trustees meet monthly to discuss the strategic direction and policy of the charity.

The trustees review salary levels across the charity each year, paying due attention to increases in the Real Living Wage and the cost of living, with any changes taking effect in April.

**Objectives and activities**

*Objects and aims*

The charity's objects ('Objects') are specifically restricted to the following:
To promote the benefit of the women of Nottinghamshire (hereinafter called "the area of benefit") without distinction of race, religious or other opinions by associating the Local Authorities, Voluntary Organisations and in a common effort to advance education and training and to provide services for women by women in the interest of social welfare for recreation and leisure time occupation with the object of improving the conditions of life for the said person.
To establish or to secure the establishment of a Community Centre (hereinafter called "the Centre") and to maintain and manage, and as appropriate to work in association with any local authority in the maintenance and management of such a Centre for activities promoted by the Charity and its constituent bodies in furtherance of the above objects.
The Charity shall be non-party in politics and non-sectarian in religion and non-discriminatory of women's protected characteristics including race, disability, age, religion, sexual orientation and pregnancy. The Centre shall be trans inclusive welcoming all self-identifying women.
The Charity shall have power to affiliate to the National Federation of Community Organisations and to other organisations with similar charitable objects.

This translates into our vision of a world where women take their rightful place in a just and fair society, free from inequality, violence and oppression.

*Public benefit*

We are run by women for women and aim to help women in Nottingham and Nottinghamshire to gain the confidence and skills to achieve their potential and become stronger and more independent. We provide a safe and supportive environment in which women can do this, either by taking part in training or activities, getting support and services, or campaigning and becoming active in bringing about change. We bring women and women's organisations together at our base in Chaucer Street, online and with partners at other venues in the city and county.

We operate within our values
• We are feminist, working intersectionally towards transformational and substantive political, economic and social equality for all women; through our activities, we will raise awareness of the inequalities experienced by all women in society and provide interventions to redress the balance;
• we are inclusive, taking action to ensure we are accessible, welcoming and relevant to all women;
• we are responsive, listening to the needs of women and targeting services and resources to meet the needs of the women who need us the most;
• we believe in person-centred solutions, recognising that each woman has unique needs and a unique background, and we tailor our services as a result;
• we are partners, recognising that more is achieved through collaboration and co-operation than competition; we will work with other organisations which share our values to achieve more for women;
• we are stewards, taking great care of the resources entrusted to us by others, whether this is money, time or trust, and we are open and transparent in our reporting;
• we listen, learn and adapt, involving our stakeholders in what we do and how we do it; we seek feedback and say sorry and put things right if something has gone wrong;
• we are professional, aiming for excellence in everything we do.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

*Grant making policies*

We administer grants to women and LGBT+ organisations. There is a decision making panel, that includes outside agencies, that allocates the grants. SLA's are in place for grants over £1,000 and quarterly monitoring information is collected from recipients.

**Achievements and performance**
Although footfall is continually increasing (post lockdown), we have continued to deliver our services using a hybrid delivery model. Some women prefer to be seen face to face, whilst others prefer telephone or zoom contact. It reduces the need for travel and this is particularly relevant for women who experience social anxiety, for those for whom the cost of travel is difficult and for women with small children. Women have autonomy over how they receive our services wherever possible.

***Commissioned Rehabilitative Services***
This 5 year MoJ contract (from 30th June 2021) is aimed to support women in the Criminal Justice System. This is an expansion of the previous contract in which referrals increased from 85 in last 12 months to 126 in first 3 months. There was a Probation Service re-organisation at same time which resulted in significant operational changes including new systems and processes. The setting up of the project was so complex that there was a 3 month (behind the scenes) implementation period prior to it getting off the ground. During the early months it was difficult to ensure women still got a gender responsive and trauma informed service.

## Nottingham Women's Centre

## Trustees' Report

252 referrals were received this year, this is an increase of 141% for support in one or more of the following areas:

• **Accommodation**. We worked with women to help them to either secure accommodation prior to their release from prison or with women currently in the community but facing a range of issues, from not having accommodation, to support with reducing their risk of eviction and maintaining their accommodation. To further help women we have built excellent new working relationships with housing providers, some of whom have said that we would get 'first refusal' on spaces allocated for women. One provider said they would look into the possibility of a 'woman only' facility as they had not realised the additional complex issues that women without accommodation face. When asked after 12 weeks, 46% of women said they had an increase in their accommodation situation.

• **Employment, training, education.** We have offered personalised information, advice and guidance sessions to identify skills, raise aspirations and overcome barriers to employment. We have supported women to maintain their employment e.g. liaising with employers. In one case we worked with a woman who was dismissed by the NHS to get her job back. Alongside this support we also had 13 different face to face courses and activities which were aimed at building confidence and skills including: meditation, life coaching, self-defence, peer support, singing, yoga and ESOL which attracted a total of 585 women (note, some women will have attended several activities). 60% of women noted an increase in their skills. Some of these were also delivered remotely for those unable to attend the centre.

• **Family and significant others.** We have delivered healthy relationships courses. We have offered support to re-build family relationships e.g. by supporting women to write a letter to a family member they may have lost touch with and support to develop additional support networks e. g. women's groups. 62% said they had an improvement in their relationships.

• **Finances, benefits and debt.** We have delivered maximisation sessions which included checks that the correct benefits were in place. We offered Support and advocacy to apply for benefits including Universal Credit and improving budgeting skills so women could identify priority and non-priority debt. 52% of women said their financial situation had improved as a result of the support they received. We supported a total of 165 women with their finances. This included support to apply for benefits, support packages, clothing and debts resolved, totally a huge £130,798.69 over the year.

Feedback: "Thank you for your support. I just feel someone is on my side now, and I haven't got anyone else", "Thank you so much you have saved me so much money, I would give you a hug to appreciate if I could!"

• **Social inclusion and empowerment.** We have supported women to develop additional support networks e. g. women's groups. 74% of women said they felt less isolated and more empowered.

• **Dependency and recovery.** Using our up to date database of organisations and support groups we supported women to engage with organisations by making phone calls and appropriate referrals and to manage issues that could impact their recovery e.g. identifying potential stressors such as family breakdown and putting interventions in place to minimise the impact. Positive results have been achieved when we've supported women to identify what motivates and de-motivates them and using this information to support them. 50% of women said there had been an improvement in this area. 68% felt an increase in their emotional wellbeing.

• **Emotional wellbeing.** We offered a range of groups e.g. peer support, crafty club, yoga confidence building to build emotional resilience alongside one to one person centred counselling to help to recognise worsening well-being and how to manage it. We supported women to engage with mental health services and identified coping skills via problem solving workshops. Feedback: : it's been nice to know that I'm not on my own. It's hard to say that I've struggled and nice to be able to talk about it in an environment where everyone is on the same level and can relate to me.

Feedback from HMPPS Contract Management Board on 15.12.21:

"We recognize that your caseworkers have been very busy and it must have been very tough, with no breathing space in the last 6 months. We acknowledge their hard work and appreciate it"

Feedback from women:

"Your support has been fantastic. The impact was more than you could have imagined. I didn't realise how much I was struggling. As a result, I have put myself on a waiting list for grief counselling"

"Thank you for your support, you have guided me on a new path to a better future and made life on probation so much easier to bear"

Our volunteer development programme provides opportunities for women to gain skills through a range of volunteer roles. This year 77 volunteers donated 3,319 hours with an economic value of £47,893.
Tech support. As part of our work on digital inclusion a local company donated 10 laptops which we have added to our IT library for women to use. A team of volunteers were set up to support women to use the technology in various ways including accessing the internet, using Zoom, setting up and using email accounts.
During Volunteers' Week we held a Reflection and Poetry session which looked at what volunteering means to our volunteers. We also held some social activities to bring the volunteers together which included a Zoom 'bingo and a brew' session and a picnic in the park.
Our Delivery and Collections team collected and delivered dozens of support packages to women most in need.
We worked with the Leaders of Volunteers Network to discuss developing the Nottingham Volunteer Strategy to ensure that Nottingham has a good quality standard.
In February 2021 we were approached by a member of the Periodicals and Print Culture Research Group (PPCRG) at Nottingham Trent University. They were interested in collaborating on an Exhibition at the Castle showcasing some of our archive exploring themes around rebellion in Print Culture. It was a great opportunity to share what our extensive archive had to offer and make links within this community. This was on show as part of an exhibition at Nottingham Castle from 26th October to 29th November 2021.
Feedback:
"As a volunteer who only has a phone, I was finding it difficult to follow out my duties through this pandemic. Zooming was almost impossible on my phone as the picture was so small, the audio was terrible and it kept cutting out. Since using the tablet I have been able to do my duties successfully and keep everything running smoothly. I am very grateful that I was able to borrow this tablet"
"Thank you for all your support in recent times. It really has helped me to keep going!!! And for the support you give to the team at the library, the Centre and all the volunteers"
"I think the staff members have been incredible, extremely supportive and really positive. Always got some sort of drive behind them and very contagious. Centre overall, the most wholesome space and super important to exist in Nottingham"
"Always volunteering with lovely people. Good relationships, everyone friendly, no pressure"

Our counselling Service had Stat Duty funding from NCC to work with clients referred directly to us by other DA support agencies and funding from the Police and Crime Commissioner (PCC) funding to work with women who self referred to the centre with historic domestic violence. Paid therapists work alongside our volunteer counsellors. All of this funding is due to finish March 2022.
We received 121 referrals and have supported 75 women (85 have been contacted).
We have been able to support fewer women than we anticipated mainly due to a small staff team. Survivors are typically unable to attend weekly appointments on a regular basis due to an often-chaotic stage of change in their lives as they seek support for experiences of current domestic abuse.
We aim for 50% of survivors seeking therapy to have been offered commencement of therapy within 8 weeks of contact and all survivors to have been offered therapy within 4 months.

We have found throughout the year that women are referred at a time when they have a lot of practical instability alongside a sudden increase in engagement with a number of different agencies. This means that women are referred for counselling but not necessarily able to engage with us whilst managing life changing situations e.g. moving house; settling their children; sorting their benefits, wages, jobs, managing family court interactions and social care interactions.
We have taken a flexible approach due to the nature of survivors' difficulties and have begun sending referrals back to referring agencies when 3 attempts to carry out an assessment have been missed - with a reassurance that a return to the service is acceptable.
We aim for 80% of survivors who have a planned exit from the service to report improved outcomes.
Feedback:
It has proved difficult to gather outcome feedback. This is partly due to most clients engaging in 26 weeks therapy so they have not exited yet. In this instance we have asked some clients to complete feedback forms mid therapy so that we can review and provide some feedback at this stage.

Some of the difficulty with both the CORE10 distance travelled tool and the Outcome feedback has been the remote nature of much of our work due to the coronavirus pandemic and working over the phone/video. Several clients have expressed fear and anxiety around form filling, with some also finding the process difficult.
We were able to complete comparison CORE10 forms with 10 survivors out of 38 closed cases, 29% reported improved outcomes.
We have found that there are very few planned endings as survivors will often not attend towards the end of their therapy to complete the necessary paperwork. This seems to be indicative of the complex nature of these women's lives.
We also find that there is a tendency for scores to lower throughout therapy as survivors become more aware of how they are affected by their experiences.
It is worth noting that we received 8 end of therapy feedback forms, 100% of survivors showed improvement in the following areas:
• understanding of the effect of domestic violence and abuse;
• greater knowledge of where to go for help and support;
• improved confidence to connect with family and community where safe to do so.

88% showed improvement in:
• increased feelings of choice and autonomy;
• improved confidence.
75% showed improvement in:
• improved self-esteem;
• increased self-reliance and resilience;
• increased feelings of safety.
In many ways it is unsurprising that these areas are lower than 80% as they tend to be factors that take a longer amount of time to establish and sustain, particularly in women who have experienced traumatic events.

The Labyrinth project had 435 women engaged in the programme, 27 women's spaces/centres engaged and 92 women were supported by Navigators across Violence Against Women and Girls, economic, legal and employment areas. Progress has been made on our Policy and Influencing work around unaffordable childcare provision. We have progressed an action plan in collaboration with Nottingham City Council, and have agreed points to be taken forward around:
An awareness raising campaign to raise the profile of support already available to families and make sure this information is accessible to all.
We used International Women's Day as an opportunity to bring individuals and women's groups together, with many coming to the Centre in-person for the first time since the pandemic. We hosted a coffee morning, poetry trail, craft activities, and a photography project. We also provided free room hire for grassroots groups to put on their own events, including a Self-Advocacy workshop by POhWER, a presentation on Kurdish women's history by Nergiz, and a performance from our women's choir. 90 women came to the Centre for the event, and a further 25 were involved online. 9 NWC volunteers supported this event.
Our free legal advice clinic in partnership with Nottingham Trent University has run 5 sessions and we've also provided some sector specific accredited training for women in complementary therapies and nail services. These types of training courses can lead to jobs which are often able to be fitted around caring and other responsibilities are much in demand from our service users. We've also run conversational English sessions which help improve women's language skills - which further supports them around employment.
Promoting Women's Groups. Our Marketing and Communications Officer created some short videos (1 minute long) for local women's and LGBT+ groups. The aim of the videos was to communicate each group's key messages and areas of expertise, so that the video could be used when speaking to potential funders and donors. The Nottingham Muslim Women's Network used theirs in the annual AGM and Trans4Me have already posted theirs on Instagram. This is something that groups would struggle to produce themselves so they benefited from our expertise.

Women's Voices has continued to have conversations with migrant women in Nottingham on topics such as living a non-westernised lifestyle in the city, Ramadan and female genital mutilation (FGM). 31 women attended the discussions.

We terminated our contract with the Building Better Opportunities Opportunity and Change contract at the end September 2021. The post became vacant as the post holder was successful with an internal recruitment opportunity to cover maternity leave in a caseworker role in our MoJ contract. This new community rehabilitation services contract increased our capacity to support women facing multiple disadvantage into employment and training and we felt that Opportunity and Change no longer enhanced our offer. Other issues that the trustees considered when they made their decision were the fact that the project had never fully covered its costs and the paperwork and rigidity of the contract don't lend themselves to working in a trauma informed way with women.

***Policy, representation and campaigning work***

*Influencing decision makers*

We completed a Summer issues paper based on conversations with caseworkers and colleagues which identified a number of issues. As a result of issues raised in the paper, we met with:

- Cllr Langton, Portfolio Holder for Skills, Growth and Economic Development about the impact of unaffordable childcare and women's employment. She wants to develop a joint Employer's Charter together and wants to propose a joint Motion for the next Full Council Meeting about how to tackle the impact of unaffordable childcare in Nottingham, based on our policy recommendations.
- Nottinghamshire Healthwatch about long waiting times for GP appointments and lack of an endometriosis clinic in Nottingham. We are planning a joint meeting with Integrated Care System and women who have been impacted by these issues, and we are working together to have some joint communications around accessing healthcare.
- Alex Norris MP is arranging a meeting with Nottinghamshire Clinical Commissioning Group to discuss the lack of an endometriosis clinic in Nottingham based on our research. NWC will attend the meeting with the coordinator of Nottingham Endometriosis Support Group.
- We also welcomed Lilian Greenwood, MP to the Centre to meet with women who shared their experiences and asked questions on a broad range of issues including; support with visas, funding for community spaces, lack of endometriosis care and unaffordable childcare. We were delighted with the diversity of the women who attended to meet Lilian.
- We submitted evidence on Menopause in the Workplace to the Women and Equalities Select committee. https://www.nottinghamwomenscentre.com/news/evidence-submission-menopause-and-the-workplace. Much of this was based on research we did with women in 2020.

The Communities of Identity Partnership, which we have been commissioned to lead by Nottingham City Council, bringing together local organisations working with women and LGBT communities, to access funding opportunities, work in partnership and speak with a stronger local voice.

Notts LGBT+ Network. A Link Worker for patients in GP surgeries has a patient whose husband is transitioning at the moment. They wanted names of organisations that provide support for partners of transitioning people as his wife is finding it hard to deal with at the moment. We provided the details of three such organisations.

Base 51 have been working on a range of topics including homophobia, art, Pride, cooking, mental health, self-esteem and queer history. One of the volunteers delivered a session on Queer History which focused on using a timeline to highlight LGBTQ+ events and famous people. Young people found this fascinating and learnt something new. OutBurst juniors joined with the senior group to attend Nottingham Pride. We created a banner and dressed up and took part in the parade. Attending Pride gave us the opportunity to promote our group to the community. Young people said they felt a sense of belonging and acceptance and they really enjoyed the day.

Feedback: "I have really enjoyed making new friends in OutBurst"

TRANS4ME. One group member shared that their relationship with their biological mother has improved and that they came out to their cadets leader/peers last week, this was a huge step for them with their transition, they said they feel much more at ease with their true identity and feel the group has given them a space to consider 'coming out' and how to approach this. When this young person first arrived at the group, they were anxious and quite stressed with many personal issues. This young person attends every week, is more confident and really supportive of other group members who may be more introvert. Their own mental health has improved greatly and any risk behaviours have reduced significantly as they feel more settled, mature and understood. Their birth mum now fully accepts and acknowledges their gender difference.

Feedback: One member states that 'The monthly group is the only time I get to meet people who are unconditionally accepting of my gender identity. It is the only support in regards to being trans that I have face to face. It's a great place to discuss things. Everyone is friendly. Coming to the group has been a lifeline for me and I'm so glad I found it.

Kairos have been working with N who is a young devoutly Muslim woman from an African country. Her history includes beating, rape and forced marriage at the hands of her family and her husband. She was being supported with the legal aspects of her case but needed to talk and socialise with other lesbian women, something that was impossible in her home country. Kairos has helped her to make friends, access counselling, GU clinic, Pride, and education. N has made significant progress and is now employed and saving for the deposit on a house.

Muslim Women's Organisation arranged a trip for families to Hunstanton Beach to reduce the social isolation for the women. Their children said they had never seen a beach and were so happy to experience this. The women were able to connect with others during the trip and have a fun time.

Breaking Barriers, Building Bridges short case study -J was away for a year in hospital following a mental health breakdown, but is now back in her own home and getting support from social workers. We support her with regular phone calls at the moment as she is not ready to meet up in person yet.

Nyasa Daughters of Nottingham delivered 1,586 kg of food was distributed to members over a 12 week period, one woman said "thank you for making sure we have had food on the table every week". Speakers were invited in to talk about the process of registering with GPs and dentists. This year has been a difficult one as we had five members in intensive care due to COVID. These women had children and no extended families to support with childcare so the community stepped in to help. Unfortunately we lost one member and we have had to deal with funeral arrangements and burial.

POW (Prostitute Outreach Workers). S was referred to Progression by the Off-Street Worker. At a home visit she explained her current situation and a little bit about her history. She began sex working as her sister was a sex worker and although she had tried multiple different jobs in hospitality and factory work, she had not managed to keep these due to her long history of alcohol addiction. Following support from our services she has now been abstinent for over 1 year and is hoping to get a job in care work.

Nottingham CVS provided advice to these community groups:

- Brave - CiC registration. Met with the group to inform them of options, pros and cons of Charity versus CiC status.
- Singing Proud - Advice re bank accounts for Charities.
- Bambuu Domestic Abuse Support - Funding for IT, CRM systems, signposting to potential partners and partnerships, e-intros to faith based organisations, shared information regarding the Community Assets Assessment - e-intro to the VRU. Advised on necessary policies
- Empowerment for Heya - Funding advice and guidance re monitoring and evaluation. Advised regarding funding strategy. Critical eye on a funding bid.
- Igbo Womens Association - Funding support.
- NCBI - Volunteer opportunity development.
- Shalom Adebanjo-Akers - CiC registration for group who will create safe spaces for women and people from the LGBTQ+ community, where topics such as sex, consent and pleasure are freely discussed.

We offered office space and meeting facilities for other women's groups and organisations, including our key partners Nottinghamshire Sexual Violence Support Services and Juno Women's Aid; plus community space accessible to individual women for events.

**Financial review**

Financially the charity continues to rely on a combination of income from grant aid, room and office rentals, contracts to deliver specific services, fees for services and donations.

We would like to thank all our supporters who supported the organisation and our service users during the year through small grants and donations. These include the Architectural Heritage Fund, MOJ, Nottingham Building Society, Nottingham Soroptimists, Left Lion, private family donation and other individual donors. We would also like to thank all the partners we work with and funders who provide income for our direct charitable activities which are detailed under note 4 within the accounts.

The financial year showed a surplus of £77,604. The balance of reserves at 31 March 2022 was £634,043 made up of £26,214 restricted funds and £607,829 of unrestricted reserves including £54,516 designated reserves for future costs of maintaining the current premises and funds carried forward for activities not yet completed.

We aim for full-cost recovery from our projects but this isn't always possible so our donations and fundraising efforts really are crucial to minimise any budget deficits. Our overall financial position remains healthy; however, some of our sources of income end soon after March 2022 so we have been working hard to secure new contracts for this work.

*Policy on reserves*

We currently hold £538,494 in free reserves.

Why have Reserves?

Assist cash-flow: The system of receipt of Grant Income differs for each Funder. Funding which is in arrears or simply late must be covered from Reserves. Whilst the expenditure of Nottingham Women's Centre is fairly steady, fluctuation in expenditure may not coincide with fluctuations in income.

Honour commitments: Nottingham Women's Centre is particularly vulnerable to cuts in funding. Any sudden cuts will leave Nottingham Women's Centre with commitments to honour, not least Contracts of Employment, property leases and agreements to provide services. The reserves level is reviewed yearly and will fluctuate depending on the future plans and risks to the organisation. This is essential to enable us to meet our known liabilities if the organisation or a service were to close unexpectedly.

Fund new projects: This enables the charity to pilot new ideas and gather evidence of its impact to apply for longer term funding.

One off pieces of work: to fund/part-fund a standalone piece of work. eg our building move.

Contingency fund: to call on if a project overspends or expectedly needs more funds.

Improve terms and conditions for staff: to fund our enhanced maternity pay and cost of living increases which aren't covered by funders.

Due to being landlords of a large building housing paying tenants the trustees feel it is essential to allocate some of the charity's unrestricted reserves to cover expected future costs such as emergency repairs. There is currently £51,775 in the designated repairs fund going forward to cover this liability.

The current building lease we have with the city council is being reviewed and discussions are being held around the future premises of the organisation. Possible relocation or building renovation will require its own specific funding and the Trustees have decided any remaining free reserves not allocated as above will be designated for this purpose alongside efforts to source future specific funding.

***Principal risks and uncertainties***

It is one of the Trustees' roles to ensure that risks to the charity, in particular those relating to the operations and finances of the charity, are managed, minimised and mitigated. To achieve this, the Trustees work to identify and review the major risks that the charity faces. These are assessed against their possible likelihood of occurring and their possible impact on the organisation and, where appropriate, systems or procedures are established to mitigate these risks. An annual review of the Risk Register is carried out by the Trustees.

**Funds held as custodian trustee on behalf of others**

During the year we held £39,000 funds on behalf of Nottingham Muslim Womens Network, all of which was transferred over to them to carry out their own activities and did not form part of our income or expenditure.

**Plans for future periods**

***Aims and key objectives for future periods***

Our most significant project is the one to find a solution to our building situation. We hope to secure a long term lease on our current premises to enable us to attract funding to carry out improvements to accessability and functionality.
The other focus for the year is writing our EDI Strategy. We have carried out a Listening and Learning exercise with staff and volunteers to understand how we can improve the centre to be even more inclusive to women of all identities. This data alongside the consultation we carried our with Black African and Carribean women just before the pandemic will help inform the actions and focus of our Equality, Diversity and Inclusion work.

Our Strategic Objectives for the year
Theme 1: Support and sustain accessible women-only spaces and services, run by women for women
We'll be launching a campaign to improve the facilities of the centre. We'll be involving women in shaping the space. We'll continue to support the other amazing, local organisations and services for women and to champion the essential role women play in creating a successful city.
Theme 2: Increase awareness and accessibility of Nottingham Women's Centre services
We need to make sure more people know what we do so that more women benefit from our services so we'll be getting out and about to publicise our offer. We want to make sure we're relevant to as many women as possible so we'll be working on our Equality, Diversity and Inclusion Strategy and building on the anti-racism work we have started.
Theme 3: Provide services that encourage women to recognise and build on their strengths
We will provide a range of services to support women including welfare benefits advice, healthy relationships and emotions work, confidence building, counselling and support into employment. We will aim to continue to provide services that women tell us they need and work with partners to bring other agencies into the centre to expand our offer. We aim to be trauma informed and will take a strength based approach as we work alongside women to enable them to overcome barriers and get to where they want to be.
Theme 4: Provide opportunities for women to come together and make change
We will bring women together to learn new skills, make friends, campaign for change, help each other and be more active. However, there is a perception that we only work with women who are in crisis so we need to promote these activities more to widen the range of women who see us as relevant to them.

Theme 5: Create a sustainable organisation that continually evolves, values its staff and volunteers and is fit for the future

We have a range of funding sources in place but many are very short term so we will need to submit bids to continue our services. We have a strong and diverse staff team and we will have a focus on staff wellbeing to ensure we retain them. We have always based our service development on the needs of local women and we want to make sure this continues via a Service User Panel. We need to get even better at demonstrating the difference our work makes and women will be involved in gathering stories to help us do this. We have a number of quality marks and we will seek to maintain these by constantly reviewing and improving how we operate. We will continue to minimise our environmental impact.

## Nottingham Women's Centre

## Trustees' Report

**Chair's report** - Dr June McCombie MBE, FRSC, FInstP, FRAS

This is a particulalry difficult Chair's report to write as I believe that it will be my last as I will stand down from the role some time in the next few months. Having been Chair for some 5+ years it is now time for someone else to come in and bring new ideas and enthusiam to the role. At the time of writing this I can't say who you are yet (!); However, whoever you may be what I can say to you with certainty is that I have been privileged to have held this role with NWC , that I like the people I have worked with and, as is the case for any volunteer or staff at NWC, what you do will matter. In addition, the relationships built up have been incredibly important in supporting me over the past 5 years. Supporting me as an individual as much as in the role of Chair. My thanks to everyone at NWC.

So that is my egregiously personal start to this report. Now to comment as best I can on the last 12 months.

This past year has seen NWC open its doors again - fully. A year ago, I said that 2020-2021 was a year where volunteers, staff and trustees should all take immense pride in the fact that whilst we had to close our doors in mid-March 2020 we did so with an absolute commitment to continuing a service to the women of Nottingham. I pointed to the fact that during that very difficult year our caseworkers provided support by telephone to new and existing service users, and our counsellors trained to continue to work on-line whilst still providing face to face support for women in refuges.

Equally reopening our doors fully in 2022 has put demands on our staff and volunteers to make that transition from remote working and counselling to facing the concerns and fears over moving to more f2f encounters that both they and the women of Nottingham using our services will all have experienced. I would like here to formally thank staff and volunteers in managing that process with grace and sensitivity. Our staff and volunteers have shown a remarkable commitment to working flexibly and responding to the needs in front of them and looking at the individual. Specifically, we have seen an expansion in both our counselling services and the services that we can offer to women on probation. I have been warmed on returning to the Centre myself to see so many women in the welcome space that I recognise as volunteers from 2019 and earlier. It has been a pleasure to see you again and to know that you trust us enough to return.

As an organisation the premise that we should be an inclusive organisation and that all women of Nottingham deserve our support is the main ethos of our work. An important piece of work over the past year has been to hold ourselves to those values. Thus our recruitment policy has been reviewed with the aim of diversifying the team and as part of our internal EDI work we have carried out a 'Listening and Learning Exercise' and are working to respond to and reflect on the lessons learnt there.
Financially we have been and will be affected by the cuts in Nottingham City Council funding, as have many other organisations in Nottingham working with women in acute need. We do appreciate the efforts and support of NCC to mitigate the effect of those cuts on the services that we can offer and as ever our CEO and Senior Leadership Team have put time into applying for such funding streams as are available to cover any deficit. This has required a considerable additional effort by the team and inevitable this has an impact on the overall capacity of NWC. However, we have finished the year in surplus with most staff in post 22/23 confirmed and this is a considerable achievement in the current environment.

So that brings me to my thanks to all our funders, supporters, and sister organisations - we thank you immensely for the generosity and support you have shown us over the past year. Your support has been crucial. To our large grant funders - thank you! To the individuals who have donated to our crisis funds - the relief you have brought to the day to day existence of many women cannot be understated. The importance of our crisis fund is underlined for us every day that our doors are open.

I think no one can deny that we are (still) in the middle of a significant period where our external environment is changing and the demands and pressures on an organisation with our charitable aims are only going to increase over the foreseeable future. We must respond to that, but I am convinced that the team of staff and volunteers that I know will meet that challenge with determination and in doing so raise the profile of Nottingham Women's Centre within our community and do so in support of our community.

I will finish by reiterating what I have put in previous Chair's reports: Nottingham Women's Centre continues to offer hope to women in our community where perhaps that possibility is not often seen. It only takes one person to reach out and pull back the curtain to inspire and encourage a feeling of self-worth - and that is what we hope our many projects and caseworkers provide whilst also providing the practicalities of life.

**Statement of Trustees' Responsibilities**

The trustees (who are also the directors of Nottingham Women's Centre for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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 charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Small companies provision statement**

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 4/8/22 and signed on its behalf by:

.....

June McCombie
Trustee

## Nottingham Women's Centre

## Independent Examiner's Report to the trustees of Nottingham Women's Centre

**Independent examiner's report to the trustees of Nottingham Women's Centre ('the Company')**
I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022.

**Responsibilities and basis of report**
As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....

John O'Brien MSc, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date: 23/8/22

## Nottingham Women's Centre

### Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

| | Note | Unrestricted funds £ | Restricted funds £ | Total 2022 £ | Total 2021 £ |
|---|---|---|---|---|---|
| **Income and Endowments from:** | | | | | |
| Donations and legacies | 3 | 18,441 | - | 18,441 | 104,124 |
| Charitable activities | 4 | 442,489 | 480,833 | 923,322 | 684,942 |
| Investment income | 2 | 655 | - | 655 | 884 |
| Total income | | 461,585 | 480,833 | 942,418 | 789,950 |
| **Expenditure on:** | | | | | |
| Charitable activities | 6 | (380,566) | (484,248) | (864,814) | (685,510) |
| Total expenditure | | (380,566) | (484,248) | (864,814) | (685,510) |
| Net income/(expenditure) | | 81,019 | (3,415) | 77,604 | 104,440 |
| Net movement in funds | | 81,019 | (3,415) | 77,604 | 104,440 |
| **Reconciliation of funds** | | | | | |
| Total funds brought forward | | 526,810 | 29,629 | 556,439 | 451,999 |
| Total funds carried forward | 18 | 607,829 | 26,214 | 634,043 | 556,439 |

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 18.

## Nottingham Women's Centre

## (Registration number: 5113835)
## Balance Sheet as at 31 March 2022

| | Note | 2022 £ | 2021 £ |
|---|---|---|---|
| **Fixed assets** | | | |
| Tangible assets | 9 | 14,819 | 19,761 |
| **Current assets** | | | |
| Debtors | 10 | 82,769 | 41,878 |
| Cash at bank and in hand | 11 | 640,663 | 526,345 |
| | | 723,432 | 568,223 |
| **Creditors: Amounts falling due within one year** | 12 | (104,208) | (31,545) |
| **Net current assets** | | 619,224 | 536,678 |
| **Net assets** | | 634,043 | 556,439 |
| **Funds of the charity:** | | | |
| **Restricted income funds** | | | |
| Restricted funds | 18 | 26,214 | 29,629 |
| **Unrestricted income funds** | | | |
| Unrestricted funds | | 607,829 | 526,810 |
| **Total funds** | 18 | 634,043 | 556,439 |

For the financial year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 16 to 30 were approved by the trustees, and authorised for issue on 4/8/22 and signed on their behalf by:

.....
June McCombie
Trustee

## Nottingham Women's Centre

## Statement of Cash Flows for the Year Ended 31 March 2022

| | Note | 2022 £ | 2021 £ |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Net cash income | | 77,604 | 104,440 |
| **Adjustments to cash flows from non-cash items** | | | |
| Depreciation | | 4,942 | 6,587 |
| Investment income | 2 | (655) | (884) |
| | | 81,891 | 110,143 |
| **Working capital adjustments** | | | |
| Increase in debtors | 10 | (40,891) | (8,800) |
| Decrease in creditors | 12 | (3,089) | (22,704) |
| Increase in deferred income | 12 | 75,752 | 21,043 |
| Net cash flows from operating activities | | 113,663 | 99,682 |
| **Cash flows from investing activities** | | | |
| Interest receivable and similar income | 2 | 655 | 884 |
| Purchase of tangible fixed assets | 9 | - | (7,335) |
| Net cash flows from investing activities | | 655 | (6,451) |
| Net increase in cash and cash equivalents | | 114,318 | 93,231 |
| Cash and cash equivalents at 1 April | | 526,345 | 433,114 |
| Cash and cash equivalents at 31 March | | 640,663 | 526,345 |
| **Reconciliation of net cash flow to movement in net funds** | | | |
| Increase in cash | | 114,318 | 93,231 |
| Net funds at 1 April 2021 | | 526,345 | 433,114 |
| Net funds at 31 March 2022 | | 640,663 | 526,345 |

All of the cash flows are derived from continuing operations during the above two periods.

## Notes to the Financial Statements for the Year Ended 31 March 2022

### 1 Accounting policies

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

**Statement of compliance**
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Basis of preparation**
Nottingham Women's Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going concern**
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

**Income and endowments**
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

*Donations and legacies*

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

*Grants receivable*

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

*Deferred income*

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

**Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

*Charitable activities*

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**Government grants**

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

**Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Tangible fixed assets**

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

**Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|---|---|
| Equipment | 25% on a reducing balance basis |
| Library | 20% on a straight line basis |

**Trade debtors**
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

**Cash and cash equivalents**
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Trade creditors**
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

**Fund structure**
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

**Pensions and other post retirement obligations**
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## 2 Investment income

| | Unrestricted funds General £ | Total 2022 £ | Total 2021 £ |
|---|---|---|---|
| Interest receivable and similar income; | | | |
| Interest receivable on bank deposits | 655 | 655 | 884 |

## 3 Income from donations and legacies

| | Unrestricted funds General £ | Total 2022 £ | Total 2021 £ |
|---|---|---|---|
| Donations and legacies; | | | |
| Donations from companies, trusts and similar proceeds | 18,279 | 18,279 | 23,173 |
| Grants, including capital grants; | | | |
| Government grants | 162 | 162 | 80,951 |
| | 18,441 | 18,441 | 104,124 |

## 4 Income from charitable activities

| | Therapeutic services £ | Client support £ | Other £ | Total 2022 £ | Total 2021 £ |
|---|---|---|---|---|---|
| Grants & donations | 130,152 | 433,253 | 292,659 | 856,064 | 637,232 |
| Rent & room hire | - | - | 50,944 | 50,944 | 42,346 |
| Counselling donations/fees | 14,908 | - | - | 14,908 | - |
| Other income | - | - | 1,406 | 1,406 | 5,364 |
| | 145,060 | 433,253 | 345,009 | 923,322 | 684,942 |

## 5 Grants & donations

| | Unrestricted funds £ | Restricted funds £ | Total £ |
|---|---|---|---|
| Framework HA | - | 20,926 | 20,926 |
| National Lottery Community Fund | - | 82,540 | 82,540 |
| DLNR CRC | 34,832 | - | 34,832 |
| Ministry of Justice | 352,807 | 59,909 | 412,716 |
| Nottingham City Council | - | 174,000 | 174,000 |
| Notts Police & Crime Commissioner | - | 12,000 | 12,000 |
| Solace Women's Aid | - | 56,250 | 56,250 |
| Nottingham Crime & Drug Partnership (NCC) | - | 60,000 | 60,000 |
| Local Giving | 12,335 | - | 12,335 |
| Nottingham Soroptimist Trust | 2,000 | - | 2,000 |
| HMRC JRS | 162 | - | 162 |
| Sundry donations | 6,444 | 300 | 6,744 |
| | 408,580 | 465,925 | 874,505 |

**Deferred income note**
Received but deferred to 22/23:
Garfield Weston £25,000
Private donation £24,127
Ministry of Justice £42,668
Notts SVS £5,000

## 6 Expenditure on charitable activities

| | Therapeutic services £ | Client support £ | Other £ | Total 2022 £ | Total 2021 £ |
|---|---|---|---|---|---|
| Activities | - | - | 276 | 276 | 45 |
| Affiliations & subscriptions | 1,674 | 670 | 433 | 2,777 | 3,523 |
| Bank charges | - | 428 | 341 | 769 | - |
| Building consultancy | - | - | 18,225 | 18,225 | - |
| Centre events & workshops | 310 | 25 | 2,588 | 2,923 | - |
| Communications | 3,136 | 1,541 | 3,862 | 8,539 | 9,907 |
| Depreciation | - | - | 4,942 | 4,942 | 6,587 |
| Equipment | 700 | - | - | 700 | - |
| Evaluation | 2,900 | 2,277 | - | 5,177 | - |
| Grants paid (note 6.1) | - | - | 79,847 | 79,847 | 75,128 |
| Hardship fund | - | 1,503 | 2,627 | 4,130 | - |
| Implementation | - | 59,686 | - | 59,686 | - |
| Insurance | 753 | 2,055 | 126 | 2,934 | - |
| Independent examination fee | - | - | 1,800 | 1,800 | 2,706 |
| IT support & maintenance | 4,589 | 1,905 | 5,765 | 12,259 | - |
| Maintenance & refurbishment | 819 | 906 | 4,061 | 5,786 | 9,059 |
| Marketing & fundraising costs | 111 | 419 | 497 | 1,027 | - |
| Money subcontracted to POW | - | 5,804 | - | 5,804 | 23,045 |
| Office & cleaning supplies | 1,476 | 1,410 | 1,500 | 4,386 | - |
| Other expenditure | 805 | 61 | 1,135 | 2,001 | 48,023 |
| Printing & postage | 207 | 1,352 | 519 | 2,078 | 2,092 |
| Professional fees, payroll & supervision | 5,090 | 2,101 | 15,945 | 23,136 | 19,502 |
| Recruitment | 609 | 464 | 964 | 2,037 | - |
| Rent & utilities | 5,833 | 1,875 | 14,691 | 22,399 | 18,417 |
| Salaries, NI & pension | 105,195 | 278,532 | 198,044 | 581,771 | 453,796 |
| Staff training & travel | 5,025 | 1,811 | 582 | 7,418 | 11,567 |
| Trustee training & other expenses | - | 406 | 601 | 1,007 | - |
| Volunteer costs | 343 | 147 | 490 | 980 | 2,113 |
| | 139,575 | 365,378 | 359,861 | 864,814 | 685,510 |

### 6.1 Grants paid

| | £ |
|---|---|
| An nisa | 3,200 |
| Balm Womens Group | 1,500 |
| Base 51 | 9,994 |
| Breaking Barriers, Building Bridges | 3,000 |
| Diversify Education | 805 |
| Heya | 1,458 |
| Kairos | 3,500 |
| Muslim Women's Organisation | 3,000 |
| NCVS | 2,700 |
| Nottingham Muslim Womens Network | 10,000 |
| Nottingham Chameleons | 1,000 |
| Nottingham Lesbian and Gay Network | 9,095 |
| Nyasa Daughters of Nottingham | 1,900 |
| POW Nottingham | 9,920 |
| Singing Proud | 750 |
| Sisters of Noor | 1,500 |
| Trans Space Nottingham | 4,990 |
| TRANS4ME | 3,000 |
| Vanclaron | 2,000 |
| Others | 6,535 |
| | 79,847 |

### 7 Net incoming/outgoing resources

Net incoming resources for the year include:

| | 2022<br>£ | 2021<br>£ |
|---|---|---|
| Depreciation of fixed assets | 4,942 | 6,587 |

## 8 Staff costs

The aggregate payroll costs were as follows:

| | 2022<br>£ | 2021<br>£ |
|---|---|---|
| **Staff costs during the year were:** | | |
| Wages and salaries | 530,196 | 416,864 |
| Social security costs | 34,148 | 24,459 |
| Pension costs | 17,427 | 12,473 |
| | 581,771 | 453,796 |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

| | 2022<br>No | 2021<br>No |
|---|---|---|
| Average number of employees | 27 | 24 |

27 (2021 - 24) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £17,427 (2021 - £12,473).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £182,158 (2021 - £155,902).

## 9 Tangible fixed assets

| | Library<br>£ | Equipment<br>£ | Total<br>£ |
|---|---|---|---|
| **Cost** | | | |
| At 1 April 2021 | 24,991 | 77,827 | 102,818 |
| At 31 March 2022 | 24,991 | 77,827 | 102,818 |
| **Depreciation** | | | |
| At 1 April 2021 | 24,990 | 58,067 | 83,057 |
| Charge for the year | 1 | 4,941 | 4,942 |
| At 31 March 2022 | 24,991 | 63,008 | 87,999 |
| **Net book value** | | | |
| At 31 March 2022 | - | 14,819 | 14,819 |
| At 31 March 2021 | 1 | 19,760 | 19,761 |

## 10 Debtors

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Trade debtors | 73,573 | 80 |
| Prepayments | 1,232 | 1,305 |
| Other debtors | 7,964 | 40,493 |
| | 82,769 | 41,878 |

## 11 Cash and cash equivalents

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Cash on hand | 252 | 478 |
| Cash at bank | 640,411 | 525,867 |
| | 640,663 | 526,345 |

## 12 Creditors: amounts falling due within one year

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Trade creditors | - | 3,505 |
| Other taxation and social security | - | 1,812 |
| Other creditors | 1,199 | - |
| Accruals | 6,214 | 5,185 |
| Deferred income | 96,795 | 21,043 |
| | 104,208 | 31,545 |

## 13 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner are analysed as follows:

| | 2022 | 2021 |
|---|---|---|
| | £ | £ |
| Independent examination | 1,500 | 2,150 |
| Other financial services | 1,850 | - |
| | 3,350 | 2,150 |

### 14 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

### 15 Taxation

The charity is a registered charity and is therefore exempt from taxation.

### 16 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

### 17 Related party transactions

There were no related party transactions in the year.

**18 Funds**

| | Balance at 1 April 2021 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2022 £ |
|---|---|---|---|---|---|
| **Unrestricted funds** | | | | | |
| *General* | | | | | |
| General fund | 404,101 | 459,085 | (325,003) | 15,130 | 553,313 |
| *Designated* | | | | | |
| Building fund | 70,000 | - | (18,225) | - | 51,775 |
| Activities not yet completed | 52,709 | 2,500 | (37,338) | (15,130) | 2,741 |
| | 122,709 | 2,500 | (55,563) | (15,130) | 54,516 |
| **Total unrestricted funds** | 526,810 | 461,585 | (380,566) | - | 607,829 |
| **Restricted funds** | | | | | |
| Help through Crisis (Lottery) | 10,582 | 24,688 | (35,270) | - | - |
| Framework HA | (52) | 20,926 | (20,874) | - | - |
| RENEW (Lottery) | - | 73,060 | (70,783) | - | 2,277 |
| Juno Women's Aid | 10,000 | - | - | - | 10,000 |
| COI (NCC) | 9,099 | 174,000 | (183,099) | - | - |
| Labyrinth Project | - | 56,250 | (45,514) | - | 10,736 |
| Statutory duty (NCC) | - | 60,000 | (56,799) | - | 3,201 |
| MOJ Core | - | 59,909 | (59,909) | - | - |
| PCC MOJ DSV | - | 12,000 | (12,000) | - | - |
| **Total restricted funds** | 29,629 | 480,833 | (484,248) | - | 26,214 |
| **Total funds** | 556,439 | 942,418 | (864,814) | - | 634,043 |

The specific purposes for which the funds are to be applied are as follows:

COI (NCC) - Support for women and people from LGBT communities, delivered as part of our core functions and through grants to other local organisations.
Framework HA - An employability programme to unemployed and economically inactive women with multiple and complex needs in Nottingham and Nottinghamshire (subcontracted by Framework Housing Association).
Help Through Crisis (Lottery) - A programme offering tailored support, advice and advocacy to enable women facing financial exclusion to address difficulties in their lives.
RENEW (Lottery) - Offering counselling and therapeutic activities to women experiencing mental health problems.
Juno Women's Aid - To source a new building.
Labyrinth Project- A fund from Solace Women's Aid as part of funding from the Department for Digital, Culture, Media and Sport (DCMS). The Labyrinth Project aims to support women's spaces and services to help them, and the women they support, to emerge stronger from the impact of the pandemic.

Statutory Duty (NCC) - A therapeutic service providing support to survivors of domestic abuse and their children residing within safe accommodation.
PCC MOJ DSV funding - A therapeutic service providing support to survivors of domestic abuse and their children not residing in refuge accommodation.

Designated funds were set up to cover the future costs of maintaining current premises (Building fund) and for activities not yet completed.

**19 Analysis of net assets between funds**

| | Unrestricted | | | |
|---|---|---|---|---|
| | General £ | Designated £ | Restricted £ | 2022 Total funds £ |
| Tangible fixed assets | 14,819 | - | - | 14,819 |
| Current assets | 642,702 | 54,516 | 26,214 | 723,432 |
| Current liabilities | (104,208) | - | - | (104,208) |
| Total net assets | 553,313 | 54,516 | 26,214 | 634,043 |

| | Unrestricted | | | |
|---|---|---|---|---|
| | General £ | Designated £ | Restricted £ | 2021 Total funds £ |
| Tangible fixed assets | 19,761 | - | - | 19,761 |
| Current assets | 415,885 | 122,709 | 29,629 | 568,223 |
| Current liabilities | (31,545) | - | - | (31,545) |
| Total net assets | 404,101 | 122,709 | 29,629 | 556,439 |

**20 3rd party funds**

| | Opening balances £ | Incoming resources £ | (Resources expended) £ | Total £ |
|---|---|---|---|---|
| Nottingham Muslim Womens Network | - | 39,000 | (39,000) | - |
| | - | 39,000 | (39,000) | - |

**NOTTINGHAM WOMEN'S CENTRE LIMITED**

England & Wales - Charity number 1105837

# Accounts

**NOTTINGHAM WOMEN'S CENTRE**

**REPORT AND FINANCIAL STATEMENTS**
**FOR THE YEAR ENDED 31 MARCH 2021**
**COMPANY NO: 5113835**

**REGISTERED CHARITY NO. 1105837**

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**NOTTINGHAM WOMEN'S CENTRE**

**REPORT OF THE TRUSTEES (INCORPORATING THE DIRECTORS' REPORT) FOR THE YEAR ENDING 31 MARCH 2021**

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.
The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)

**Legal and Administrative Information**
Name of company: 'NOTTINGHAM WOMEN'S CENTRE'.

The company is incorporated under the 2006 Companies Act (number 5113835) and is governed by its Memorandum and Articles of Association which was amended on 19 October 2005, 20 June 2006 and 8 December 2011.

NOTTINGHAM WOMEN'S CENTRE is a registered charity (No. 1105837).

**Trustees**
The following persons have served as trustees during the year:

A Bromberg
D Ali
D Gordon-Brown
J McCombie
M Duffill-Jeffs
R Horsley
Z Ghafoor
V Pearson
W Rouse

**KEY MANAGEMENT PERSONNEL**

| | |
|---|---|
| Chief Executive Officer | : Helen Voce |
| Finance Manager | : Jayne Cotton |
| Comms and Campaigns Manager | : Sophie Turner |
| Operations Manager | : Karen Feely |
| Therapeutic Services Manager | : Sara Garton |

**REGISTERED OFFICE**
30 Chaucer Street
Nottingham
NG1 5LP

**INDEPENDENT EXAMINER:**
Mr N Burgin
HSKSG
3rd Floor
Butt Dyke House
33 Park Row
Nottingham
NG1 6EE

**BANKERS:**
Royal Bank of Scotland
Bramcote Lane
Wollaton
Nottingham
NG8 2QT

**NOTTINGHAM WOMEN'S CENTRE**

**REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31MARCH 2021**

**Chair's report** - Dr June McCombie MBE, FRSC, FInstP, FRAS

This has been a year where volunteers, staff and trustees should all take immense pride in the fact that whilst we had to close our doors in mid-March 2020 we did so with an absolute commitment to continuing a service to the women of Nottingham. This was a commitment on which NWC has been able to deliver. Our caseworkers provided support by telephone to new and existing service users, our work with women in the criminal justice system moved to a telephone service which led to a provision more tailored to women's needs, we saw an increase in requests for grants to cover the very basics for existence, and we established a crisis fund for women to supplement the resources that we already held. Our counsellors trained (rapidly!) to continue to work on-line whilst still providing face to face support for women in refuges. The peer support mental health group moved to Zoom meetings. The external relations team excelled at sending regular briefings to local decision makers on what support was needed at a policy level.

All the activities commented on above and more point to what can be achieved by a small (26) team of staff and volunteers (~50) who had the commitment to ensure that the women of Nottingham would continue to get the support that they needed during the circumstances of the past year. Instead of seeing a collapse in our services staff and volunteers showed a commitment to working flexibly and responded to the needs in front of them such that we expanded our services.

Expansion of services always comes at a cost and our CEO and Senior Leadership Team put their heads down and applied for the funding to cover both the increased costs due to COVID and the expansion in our services. Despite many grants and projects coming to an end during this period we have neither had to furlough or lose any staff member and in fact will be recruiting more staff over the next few months as a result of successful bids to expand both our counselling services and the services that we can offer to women on probation.

Nottingham Women's Centre continues to offer hope to women in our community where perhaps that possibility is not often seen. It only takes one person to reach out and pull back the curtain to inspire and encourage a feeling of self-worth – and that is what we hope our many projects and caseworkers provide whilst also providing the practicalities of life.

To all our funders, supporters and sister organisations - we thank you immensely for the generosity and support you have shown us over the past year. As an organisation the main ethos of our work over the past year has been support for women of Nottingham who have been in acute need. Your support both financial and in terms of policy commitments has been crucial. To our large grant funders – thank you! To the individuals who have donated to our crisis funds – the relief you have brought to the day to day existence of many women cannot be understated.

As an organisation the premise that we should be an inclusive organisation and that all women of Nottingham deserve our support is the main ethos of our work. Looking back on our work over the last year and forwards to the next year it is this statement that fundamentally informs our strategy.

We are the middle of a significant period where our external environment is changing and we must adapt to that, but I am convinced that our team of staff and volunteers will take this as an opportunity to raise the profile of Nottingham Women's Centre within our community and do so in support of our community.

June McCombie

**NOTTINGHAM WOMEN'S CENTRE**

**REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31MARCH 2021**

**What are we here for?**

Our vision is a world where women take their rightful place in a just and fair society, free from inequality, violence and oppression.

Our mission is to enable women in Nottinghamshire to reach their full potential, have their voices heard and overcome barriers to creating a better future for themselves.

Our activities deliver short and medium term outcomes and have lasting impact in communities.

The trustees confirm that they have referred to the guidance contained in the Chairty Commission's general guidance on public benefit when reviewing the charity's aims and objectives.

**Activities**

Safe and supportive hub for women
Counselling and group therapy
Targeted support for vulnerable women
Training courses, activities, clubs and events
Lobby, advocacy and partnership working

Welcome meetings help a women step through the door and find out about what we do. She can then decide which services she would like to access. Each service or project is funded from a different source and for the purpose of this report will be described in a silo so it is clear how funds are used .

- Help Through Crisis – a 5 year project funded by the National Lottery Community Fund. This enables us to work with some of the most disadvantaged women in Nottinghamshire to support them to overcome financial hardship and debt, access training and other services they may need to gain self-confidence, better mental health and build resilience to cope with the issues they face. We work with five partner organisations across Nottingham and Nottinghamshire to deliver this project. Working together and sharing our experiences, we aim to improve the support we offer and give women a voice to better inform and influence the local and national policy decisions that affect them.

- CHANGES – a programme commissioned by Derbyshire, Leicestershire, Nottinghamshire and Rutland Community Rehabilitation Company, delivered in Nottingham and Nottinghamshire. This programme supports women with a recent history of offending and aims to reduce rates of reoffending (by focusing on the key drivers to women's offending behaviour.) We received some funding from the Ministry of Justice for a pilot project Jan-Mar to work one to one with women to help them engage with the project.

- RENEW+ – our National Lottery Community Funded mental health project. This project supports women with common mental health problems, through the provision of counselling, group work, peer support and creative activities.

- With funding from Mind and Agenda as part of the Women Side By Side project, our weekly mental health Peer Support group was attended by a total of 100 women. We reported increases in women's feelings of wellbeing, loneliness and isolation, as well as self-esteem, relationships and ability to make plans. The peer support group has grown into a warm and positive drop in space for any woman to attend and will continue to be led by a sessional worker and peer support volunteers.

- Building Better Opportunities Opportunity and Change. We are subcontracted as part of this national employability programme, funded by the National Lottery Community Fund and European Social Fund. We offer a woman-centered employment service which delivers a holistic package of support to help women facing multiple and complex barriers to work move closer to the job market.

- Safer for Women - our project to address misogynistic incidents affecting women in Nottinghamshire, including street harassment, sexual assault and unwanted sexual advances, cyber harassment and verbal and physical assault. This project is funded by the Office of Nottinghamshire Police and Crime Commissioner and delivered in partnership with key local agencies such as Nottinghamshire Police and the Safer Nottinghamshire Board.

- The Communities of Identity Partnership, which we have been commissioned to lead by Nottingham City Council, bringing together local organisations working with women and LGBT communities, to access funding opportunities, work in partnership and speak with a stronger local voice. Through this funding we are also able to sustain our core services

    - A safe base for a range of activities such as training courses like functional maths and English, confidence building and self-esteem (many of which are provided in partnership with the WEA);
    - A volunteer development programme, providing opportunities for women to gain skills through a range of volunteer roles;
    - A women's library, which holds a nationally significant archive of feminist writing and women's fiction and is an important resource for academics, as well as the women;
    - Office space and meeting facilities for other women's groups and organisations, including our key partners Nottinghamshire Sexual Violence Support Services and Women's Aid Integrated Services; plus community space accessible to individual women for events.

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit 'public benefit: running a charity' (PB2), including charging fees. We maintain a women-only service due to the nature of the trauma and abuse that many of our service users have experienced at the hands of men. Our services are available to all women without exclusion and we endeavour to shape our services to meet the highest needs in our local community.

Through supporting women to overcome barriers and reach their full potential, our work impacts not only on the women that we work with but also their children and families and the wider community. We review our work on an annual basis to ensure that our activities continue to contribute to our stated outcomes and impact.

**Outcomes/Impact**

Women in Nottinghamshire reach their full potential, have their voices heard and overcome barriers to creating a better future for themselves, their children and their communities through:

- Increased control over own accommodation, finance and employability
- Feeling empowered with a sense of purpose, ambition and an ability to set goals
- Increased ability to recognise and deal with issues before they reach crisis point and knowing where to go for support
- Improved relationships with others (including children), friendships and networks developed
- Improved physical health and mental wellbeing

**Achievements and performance**

**Service delivery**

- The onset of the covid-19 pandemic and subsequent national lockdown meant that the number of visitors to the Centre fell dramatically as we were forced to close our doors. We were immediately able to provide all staff with the equipment necessary to work from home to ensure continuity of service. Although our doors were closed our services were not, in fact there was an increase in demand. What we have seen this year is an increase of women who were in full time employment access our services. Some because they were made redundant and others because of the reduction in income due to furlough.

- We received 93 referrals from the probation service into our CHANGES project. The project, funded under contract by Derbyshire, Leicestershire, Nottinghamshire and Rutland Community Rehabilitation Company, enables us to provide a holistic package of support to women offenders in Nottingham and Nottinghamshire.

- RENEW+ engages 28 student and volunteer counsellors and specialises in providing one to one counselling for women experiencing domestic abuse and multiple disadvantages and trauma. This year we delivered 1,630 hours of one to one counselling.
- Through our BBO National lottery Community Fund and ESF funded projects we have supported women to overcome barriers to getting into education, training or employment through a range of skills based workshops, volunteering, accredited courses and 1 to 1 support including access to technology that they might not otherwise have had.
- The demand for our welfare rights service continued to grow. We were able to support 180 women to claim benefits and secure grants for individuals to help in times of hardship totalling a huge £272,833.40
- 219 women accessed training courses during the year, some of which were provided through our partnership with the WEA, a lower number than last year but bearing in mind that all were delivered remotely, it was a considerable number.
- Our volunteering service continued to support women to gain skills and confidence, as well as supporting the overall running of our organisation. We have supported 71 volunteers during the year. Volunteers have given us over 4,449 hours of their time which is incredible considering that the centre was closed for the whole year, with an amazing economic value of £81,460.39, not to mention the support they provided with the preparation of and delivery of food parcels to the most vulnerable in our society.
- Our library was closed for the year due to the pandemic.

**Partnerships and infrastructure support**

Partnership working is key to our ethos and our relationships with other organisations have enabled us to achieve far more for women than we would be able to alone. During the year we continued to work closely with our tenant organisations – Juno Women's Aid and Notts Sexual Violence Support Services - to provide a comprehensive women-only hub to those in crisis.

Our Women's Organisations Network held four meetings open to all women's organisations or groups and projects working with women and girls. This is a forum for women's groups to share support, advice and make contacts. Between 11 and 24 women attended each meeting.

We have continued to co-ordinate a partnership through Help through Crisis. This project enables us to fund a local organisation – POW – to employ a specialist Welfare Rights Advisor to work with women involved in sex work. Our own Peripatetic Welfare Right Advisor offers surgeries at 4 women's organisations across Nottingham and Nottinghamshire, and we offer further support to these organisations through buying in joint training programmes jointly.

We continue to be one of the delivery partners in the Response to Complexity project with Women's Aid, Muslim Women's Network and the Deaf Society. Working together we support women experiencing domestic violence who have multiple and complex needs. Our contribution is through our counselling service.

Most of our COI partners managed to continue some services during the pandemic including:

TRANS4ME. The group took place/met virtually but there was a significant drop in attendance as members did not feel comfortable with talking online. Continued support was offered by text and phone when required. Parent/carer virtual workshops offering guidance and support were offered and well attended.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31MARCH 2021

Trans Space Notts. The two biggest challenges that TSN faced were financial hardship and isolation. Some members lost their jobs or found it difficult to access benefits. A hardship fund was set up from money saved by not paying rent, to support people with provisions, food and fuel payments. Isolation was harder to address, particularly for those who lacked a reliable internet connection. Monthly Zoom meetings but the numbers were far fewer than they were in person.

POW (Prostitute Outreach Workers). A large percentage of the service user base at POW are homeless or sofa surfing/no fixed abode. COVID-19 and lockdowns meant they had no accommodation/no address to be able to comply with probation community orders Some of the most vulnerable people had to live in even more precarious situations than usual or with more dangerous individuals in order to survive. POW were in regular contact with Housing Aid and the organisers of the 'Everyone In' initiative to try to house a number of these very vulnerable individuals.

Nyasa. The community needs changed with a huge demand for financial hardship funds. NDN has since 2020 been helping with gas/electricity; food and essentials, sign posting to Women's Centre for legal clinic.

Base 51 – Outburst. More young people were signposted to Base51's counselling service, the programme was based on positive minds to help address mental health issues. Due to social media age restrictions some young people were excluded from having any interaction. Not all young people wanted to access the digital session because they prefer the face to face.

### Policy, representation and campaigning work

### Influencing decision makers

- Three online meetings with local MPs about issues impacting our service users, including housing and accessing health care, which led to a focus group about vaccine hesitation and a policy change regarding the way pharmacies communicate medication changes.

- Submitted substantial evidence to Women and Equalities Committee Inquiry about changes to the Gender Recognition Act. Worked closely with trans service users and local trans groups (Notts Trans Hub, TRANS4ME and Nottingham Chameleons) and shared NWC's experience of being a trans-inclusive women's organisation.

- Coordinated and drafted a letter to the three Nottinghamshire PCC candidates on behalf of NWC, Notts SVSS, Juno Women's Aid, Equation and Broxtowe Women's Project. The letter contained 5 questions (one from each organisation) and five questions from our collective service users, which we collated through an online form. Each PCC candidate responded to each question and the answers were published on NWC's website before the election so women could make an informed choice when voting.

- Led a meeting between Kim Johnson MP (who sits on Women & Equalities Committee) and NWC trans service users and the coordinator of Notts Trans Hub in order to influence W&E Committee regarding the Gender Recognition Act (GRA) inquiry. Trans women shared their feedback about GRA process and experiences of being trans with the MP. It was a positive meeting for all.

- Coordinated a meeting between the Police and Crime Commissioner (PCC) Paddy Tipping and Shadow Policing Minister Sarah Jones MP, and women's organisations in Nottinghamshire. The meeting took place at Beeston Heritage Centre and created space where women's organisations could share their concerns and ideas with the PCC and the Shadow Policing Minister.

- Supported our partner POW to draft a statement in response to the Sexual Exploitation Bill and sent to relevant decision makers.

- Meeting between NWC and Nottingham City Homes CEO regarding flooring issues and substandard housing experienced by some of our service users, leading to further clarification about complaints process.

**Training and talks about campaigning**

- 30 women participated in the first part of the 'Get Your Voice Heard in Parliament' which was moved online due to the pandemic, which was coordinated by our policy officer and facilitated by the Parliamentary Outreach Team. A recording of the workshop has since been viewed 518 times. 20 women participated in a more advanced workshop about Parliament later in the year.

- Two 'Power to the Women' panels exploring women and activism were held. The first focused on anti-racism activism with speakers from Next Gen, Communities Inc and Nottingham Refugee Forum. The event was live streamed through NWC Facebook page and has been viewed over 2000 times. The second panel focused on environmentalism with speakers including Nadia Whittome MP, Cllr Sally Longford, Dr Sarah Gretton (associate professor at University of Leicester) and Emma Lewis Jones (coordinator Decarbonise Decolonise). The workshop has been viewed 971 times. Blogs were published about both events on NWC's website.

**Amplifying women's experiences and voices**

- Four 'Issues papers' and accompanying blogs were produced detailing 26 different issues that are impacting our service users and wider community of women connected to the centre. Issues are harvested from case workers, managers and relate to research by organisations such as the Women's Budget Group. The Issues Papers are sent to all Nottingham MPs, Council leaders and the new Policy mailing list, which currently consists of 44 professionals and decision makers.

- 103 women submitted their stories via interviews, a focus group and an online survey about menopause and the workplace. This led to the creation of an in-depth report (14 pages) highlighting the key problems that women face when experiencing menopause in the workplace and ideas for improvements. The final report was sent to decision makers, workplaces and all the participants who contributed.

**Feedback and outreach**

- 26 women have given feedback through two service user focus groups.

- We ran information talks about our Trans inclusion policy for Practise Development Unit and a national network of third sector organisations called Trans-inclusion Working Group.

- A new group, 'Women's Sector Policy Professionals Network' was instigated and facilitated by our Policy Officer with the Women's Resource Centre, Women in Prison, Women's Equality Party and the Domestic Abuse Commissioners office.

- We ran 12 'Information sessions' for professionals and community groups giving a general introduction to the services offered at the women's centre, our history and ethos and campaigning work.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31MARCH 2021

### Organisational development

- Following on from research we did into why some Black women were not accessing our services in significant numbers, we have set up an Anti-racism working group. Staff and trustees are working with a consultant, looking into equality, diversity and inclusion, working towards making the Centre a more inclusive place for all women.

- We are working towards us becoming a trauma informed service. Our Head of Client Services has been attending training in both this and in adopting PIE –Psychologically Informed Environments in partnership with local organisations and led by Opportunity Nottingham.

- The Senior Leadership team has been restructured to include a Head of Quality and Compliance.

- We have developed digital counselling and casework in response to Covid-19, and we intend to keep the offer as a hybrid delivery model.

### Trustee induction and training

Potential trustees are invited to meet a couple of Board members for an informal information session, they are then asked to submit their CV and are invited in for an interview with a panel of Trustees. They make recommendations to the full board about whether to co-opt the applicants. At the following AGM the co-opted members can stand for election and members of the charity vote.

New trustees receive an induction pack, complete a skills audit and are offered training materials on their roles and responsibilities.

All Trustees give their time voluntarily and received no benefits from the charity, other than expenses reclaimed, as set out in the accounts.

### Financial Review

### Principle funding sources and financial position

Financially the charity continues to rely on a combination of income from grant aid, room and office rentals, contracts to deliver specific services such as our women offenders project, fees for services and donations.

We would like to thank all our supporters who supported the organisation and our service users during the year through small grants and donations. These include the Jones Trust, MOJ, Nottingham City Robin Hood fund, Severn Trent Community Fund, Nottingham City, Soroptimists, Lloyds Bank foundation, Notts community foundation, private family donation and other individual donors. We would also like to thank all the partners we work with and funders who provide income for our direct charitable activities which are detailed under note 3 within the accounts

The financial year showed a surplus of £104,440. The balance of reserves at 31 March 2021 was £556,439 made up of £29,629 restricted funds and £526,810 of unrestricted reserves including £122,709 designated reserves for future costs of maintaining the current premises and funds carried forward for activities not yet completed.

We aim for full-cost recovery from our projects but this isn't always possible so our donations and fundraising efforts really are crucial to minimise any budget deficits. Our overall financial position remains healthy; however, some of our sources of income end soon after March 2021 so we have been working hard to secure new contracts for this work. We have been successful with a tender to the MoJ to expand our casework service to women in the criminal justice system and this 5 year contract will start in June 2021. This will provide a great deal of security going forwards.

**Reserves policy**

We currently hold £507,049 in free reserves.

**Why have Reserves?**

**Assist cash-flow**: The system of receipt of Grant Income differs for each Funder. Funding which is in arrears or simply late must be covered from Reserves. Whilst the expenditure of Nottingham Women's Centre is fairly steady, fluctuation in expenditure may not coincide with fluctuations in income.

**Honour commitments**: Nottingham Women's Centre is particularly vulnerable to cuts in funding. Any sudden cuts will leave Nottingham Women's Centre with commitments to honour, not least Contracts of Employment, property leases and agreements to provide services. Nottingham Women's Centre aims to have uncommitted reserves equivalent to between three and four months average expenditure. This is essential to enable us to meet our known liabilities if the organisation or a service were to close unexpectedly.

**Fund new projects**: This enables the charity to pilot new ideas and gather evidence of its impact to apply for longer term funding.

**One off pieces of work**: to fund/part-fund a standalone piece of work. eg our building move.

**Contingency fund:** to call on if a project overspends or expectedly needs more funds.

Due to being landlords of a large building housing paying tenants the trustees feel it is essential to allocate some of the charity's unrestricted reserves to cover expected future costs such as emergency repairs. There is currently £70,000 in the designated repairs fund going forward to cover this liability.

The current building lease we have with the city council is being reviewed and discussions are being held around the future premises of the organisation. Possible relocation or building renovation will require its own specific funding and the Trustees have decided any remaining free reserves not allocated as above will be designated for this purpose alongside efforts to source future specific funding.

**Structure, governance and management**

**Governance**

The organisation is a charitable company limited by guarantee and has been in existence since 1971. The organisation was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The charity continues to be governed by a Board of Directors, known as Trustees under charity law, made up of volunteers from a range of professional sectors, users and volunteers from the Centre.

Trustees are elected at the Annual General Meeting or appointed by the Board during the year. Under the requirements of the Memorandum and Articles of Association, one-third of Trustees retire from the Board each year but can then be re-elected at the Annual General Meeting.

The charity's day-to-day provision of services is managed by the Chief Executive Officer who reports directly to the Trustees. The Trustees meet monthly to discuss the strategic direction and policy of the charity.

The trustees review salary levels across the charity each year, paying due attention to increases in the Living Wage and the cost of living, with any changes taking effect in April.

## Risk management

It is one of the Trustees' roles to ensure that risks to the charity, in particular those relating to the operations and finances of the charity, are managed, minimised and mitigated. To achieve this, the Trustees work to identify and review the major risks that the charity faces. These are assessed against their possible likelihood of occurring and their possible impact on the organisation and, where appropriate, systems or procedures are established to mitigate these risks. An annual review of the Risk Register is carried out by the Trustees.

## Future plans

Nottingham Women's Centre is dealing with the impact of COVID-19 on its services and service users. The building was closed at the end of March 2020 on government advice, with staff moving to home working roles. The building has plans to re-open for appointments when guidance allows but most staff are still working remotely at this point. It is as yet unclear when we will be able to resume a 'normal' way of operating.

The pandemic is likely to have some impact on our future plans and has slowed our planning around a move of premises while we deal with more urgent matters. In response to the pandemic, we have stepped up our investment in online services, by bringing forward plans to develop an online counselling service, and have sought funding to enable us to support new and emerging needs that we are recognising in our community. Our core funding is unaffected by the closure of the centre, with funders being flexible to support our changing needs.

The move of premises is still the largest project that we face. We have support from our tenant organisations, JUNO Women's Aid and Notts SVSS, to work in partnership with us on this project and we are currently talking to our landlord, Nottingham City Council, to ascertain a realistic timeframe for a project of this scale in the current, challenging circumstances.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 MARCH 2021

### RESPONSIBILITIES OF THE TRUSTEES

The charity trustees (who are also directors of Nottingham Women's Centre for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently ;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

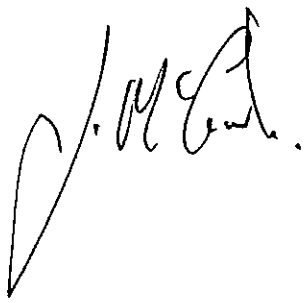
### INDEPENDENT EXAMINER

Mr N Burgin of HSKSG will continue in office as independent examiner for the ensuing year.

### BY ORDER OF THE BOARD

**J McComble**
**CHAIR**

5 August 2021



**NOTTINGHAM WOMEN'S CENTRE**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NOTTINGHAM WOMEN'S CENTRE**

To the trustees on my examination of the accounts of the charitable company.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021 which are set out on pages 13 to 25.

**Responsibilities and basis of report**

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act).

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act). In carrying out my examination I have followed the Directors given by the Charity Commission under section 145)5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination; I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act: or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts five a 'true an fair view' which is not a matter considered as part of any independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: N M A. Burgin

Mr N Burgin (FCA)
For and behalf of HSKSG
3rd Floor
Butt Dyke House
33 Park Row
Nottingham
NG1 6EE

Date 13/9/2021

NOTTINGHAM WOMEN'S CENTRE

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

| | Notes | Unrestricted funds £ | Designated funds £ | Restricted funds £ | 2021 Total £ | 2020 Total £ |
|---|---|---|---|---|---|---|
| **INCOME FROM** | | | | | | |
| **Donations and legacies:** | **2** | | | | | |
| • Grants receivable | | 80,951 | - | - | **80,951** | 11,053 |
| • Donations received | | 23,173 | - | - | **23,173** | 20,872 |
| | | 104,124 | - | - | **104,124** | 31,925 |
| **Charitable activities:** | **3** | 240,961 | - | 443,981 | **684,942** | 652,497 |
| **Investment Income:** | | | | | | |
| • Interest | | 884 | - | - | **884** | 883 |
| **TOTAL** | | 345,969 | - | 443,981 | **789,950** | 685,305 |
| **EXPENDITURE ON:** | **2** | | | | | |
| Charitable activities | **4** | 216,050 | - | 469,460 | **685,510** | 639,180 |
| **TOTAL** | | 216,050 | - | 469,460 | **685,510** | 639,180 |
| **NET INCOME** | **5** | 129,919 | - | (25,479) | **104,440** | 46,125 |
| **TRANSFER BETWEEN FUNDS** | | (77,775) | 52,709 | 25,066 | - | - |
| **MOVEMENT IN FUNDS** | | 52,144 | 52,709 | (413) | **104,440** | 46,125 |
| **TOTAL FUNDS BROUGHT FORWARD** | | 351,957 | 70,000 | 30,042 | **451,999** | 405,874 |
| **TOTAL FUNDS CARRIED FORWARD** | **13** | **404,101** | **122,709** | **29,629** | **556,439** | 451,999 |

The charitable company has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charitable company are classed as continuing.

The notes on pages **17 to 25** form part of these financial statements

## NOTTINGHAM WOMEN'S CENTRE – COMPANY NUMBER 5113835
## BALANCE SHEET AS AT 31 MARCH 2021

| | Notes | 2021 £ | 2020 £ |
|---|---|---|---|
| **FIXED ASSETS** | | | |
| Tangible assets | 8 | **19,761** | 19,013 |
| **CURRENT ASSETS** | | | |
| Debtors | 9 | **41,878** | 33,078 |
| Cash at bank and in hand | | **526,345** | 433,114 |
| | | **568,223** | 466,192 |
| **LIABILITIES**-Creditors: amounts falling due within one year | 10 | **31,545** | 33,206 |
| **NET CURRENT ASSETS** | | **536,678** | 432,986 |
| **TOTAL NET ASSETS** | | **556,439** | 451,999 |
| **THE FUNDS OF THE CHARITY** | | | |
| General | 13 | **404,101** | 351,957 |
| Designated | 13 | **122,709** | 70,000 |
| Restricted | 12/13 | **29,629** | 30,042 |
| | | **556,439** | 451,999 |

The trustees are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the accounts for the year by virtue of section 477 and that no member or members have requested an audit pursuant to section 476 of the Act.

The trustees acknowledge their responsibilities for:

(i) ensuring that the charitable company keeps proper accounting records which comply with section 386 of the Act, and

(ii) preparing accounts which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its surplus or deficiency for the financial period 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 charitable company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the FRS 102 (effective January 2019)

These financial statements were approved by the board of trustees on 5 August 2021 and signed on its behalf by:

June McCombie

Mel Duffill-Jeffs

The notes on pages **17 to 25** form part of these financial statements

**NOTTINGHAM WOMEN'S CENTRE**

**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021**

| | Notes | 2021 | 2020 |
|---|---|---|---|
| | | £ | £ |
| Cash provided by/(used in) operating activities | 1 | **99,682** | 92,661 |
| Cash flows from investing activities | | | |
| Interest income | | **884** | 883 |
| Capital expenditure | 2 | **(7,335)** | (9,383) |
| Cash used in investing activities | | **(6,451)** | (8,500) |
| Increase/(decrease) in cash and cash equivalents | | **93,231** | 84,161 |
| Cash and cash equivalents at 1 April 2020 | | **433,114** | 348,953 |
| Total cash and cash equivalents at 31 March 2021 | | **526,345** | 433,114 |

The notes on pages **17 to 25** form part of these financial statements

NOTTINGHAM WOMEN'S CENTRE

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

## 1. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FROM OPERATING ACTIVITIES

| | **2021** £ | 2020 £ |
|---|---|---|
| Net income/(expenditure) for the year before interest received and paid | **103,556** | 45,242 |
| Depreciation charges | **6,587** | 6,337 |
| (Increase)/Decrease in debtors | **(8,800)** | 46,426 |
| Increase/(Decrease) in creditors | **(1,661)** | (5,344) |
| **Net cash inflow from operating activities** | **99,682** | 92,661 |

## 2. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN THE CASH FLOW STATEMENT

| | **2021** £ | 2020 £ |
|---|---|---|
| Capital expenditure | | |
| Purchase of tangible fixed assets | **(7,335)** | ( 9,383) |
| Sale of tangible fixed assets | **-** | - |
| Net cash outflow for capital expenditure | **(7,335)** | ( 9,383) |

## 3. ANALYSIS OF CHANGES IN NET FUNDS

| | 1 April 2020 £ | Cash flow **£** | **31 March 2021 £** |
|---|---|---|---|
| Net cash | | | |
| Cash at bank and in hand | 433,114 | **93,231** | **526,345** |

## 1. STATUTORY INFORMATION

Nottingham Women's Centre is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office can be found on the company information page.

## 2. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) (Charities SORP (FRS 102)). The Financial Reporting and Standard applicable in the UK and Republic of Ireland (FRS 102) and Companies Act 2006.

Nottingham Women's Centre meets the definition of a public benefit under FRS 102. Assets and liabilities are initially recognised at historical cost.

The financial statements are prepared on a going concern basis as there are no material uncertainties about the charities ability to continue.

### INCOME

Income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. The following specific policies are applied to particular categories of income.

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

Donation and legacy income is received by way of gifts and is included when receivable.

Gifts are recognised when the charity becomes unconditionally entitled to the gift.

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

### EXPENDITURE AND IRRECOVERABLE VAT

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

- expenditure on charitable activities included the cost of services to women and other educational activities undertaken to further the purposes of the charity and their associated support costs; and
- other expenditure represents those items not falling into any other heading.

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

## TAXATION

The charity is exempt from tax on its charitable activities.

## FUND ACCOUNTING

Funds held by the charity are either:

- Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.
- Designated funds, these are unrestricted funds which have been set aside for the trustees for particular purposes. The aim of each fund is set out in the notes to the accounts.
- Restricted funds – these are funds that can only be used for particular restricted purpose within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Support costs are directly allocated to activities where possible and costs of indirect nature are allocated pro-rata based on staff time.

## FIXED ASSETS

Fixed assets are included in the balance sheet at costs less accumulated depreciation. Depreciation had been provided to write off the cost of fixed assets over their estimated useful lives at the following rates per annum:

Equipment – 25% on written down value
Library – 20% straight line basis

Assets costing less than £500 are not usually capitalised.

## DEBTORS

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

## CASH AT BANK AND IN KIND

Cash at bank and cash in kind includes cash and short term liquid investments with a short maturity of three months or less from the date of acquisition.

## CREDITORS

Creditors are recognised where the charity had a present obligation resulting from a past event that will probably result in the transfer of funds to a third part and the amount due to settle the obligations can reliably measured.

## PENSIONS

The company operates a defined contribution pension scheme. Contributions are charged to the income and expenditure account as they become payable and allocated to projects on a pro-rata basis using staff time.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 3. INCOME FROM CHARITABLE ACTIVITIES

| | Direct Services £ | Infrastructure & Partnership £ | Other £ | 2021 Total £ | 2020 Total £ |
|---|---|---|---|---|---|
| **Grants receivable** | | | | | |
| Nottingham City Council | 98,101 | 75,899 | - | **174,000** | 174,000 |
| Big lottery/ ESF-BBO (Opportunity & change) | 35,705 | - | - | **35,705** | 31,952 |
| National Lottery Community Fund (Reaching Communities) | 121,375 | - | - | **121,375** | 118,965 |
| National Lottery Community Fund (Help through Crises) | 100,357 | - | - | **100,357** | 105,506 |
| Ministry of Justice | | | | | - |
| DLNR CRC | 123,204 | - | - | **123,204** | 117,829 |
| National Lottery Fund/Capital (Toward Work) | - | - | 4,000 | **4,000** | - |
| Nottinghamshire Police and Crime Commissioner | - | - | 8,545 | **8,545** | 6,977 |
| Mind | | | | | 10,873 |
| NCC – R2C | | | 11,781 | **11,781** | 6,548 |
| Nottinghamshire Community Foundation | - | - | 5,000 | **5,000** | - |
| POW Nottingham Ltd | - | - | 6,000 | **6,000** | 6,000 |
| Film Bank | - | - | - | - | 2,785 |
| | 478,742 | 75,899 | 35,326 | **589,967** | 581,435 |
| Donations | - | - | - | - | 14,714 |
| Private donation | 47,265 | - | - | **47,265** | - |
| Rent and room hire | - | - | 42,346 | **42,346** | 47,748 |
| Other income | 5,295 | - | 69 | **5,364** | 8,600 |
| | **531,302** | **75,899** | **77,741** | **684,942** | 652,497 |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

### 4. EXPENDITURE ON CHARITABLE ACTIVITIES

| | Direct Services £ | Infrastructure & Partnership £ | Other £ | Total 2021 £ | Total 2020 £ |
|---|---|---|---|---|---|
| Grants paid | - | 75,128 | - | **75,128** | 80,392 |
| Individual women's grants | - | - | - | - | 5,079 |
| Other | 4,747 | - | 10,832 | **15,579** | 7,108 |
| Participants expenses | - | - | - | - | 638 |
| Salaries | 395,404 | - | - | **395,404** | 339,628 |
| Subcontract | 23,045 | - | - | **23,045** | 22,308 |
| Events and activities | 38 | - | 7 | **45** | 5,102 |
| Support costs (4a) | 134,459 | - | 34,581 | **169,040** | 171,967 |
| Governance costs (4b) | - | - | 7,269 | **7,269** | 6,958 |
| | **557,693** | **75,128** | **52,689** | **685,510** | 639,180 |

### 4a) Analysis of support costs

| | Total 2021 £ | Total 2020 £ |
|---|---|---|
| Rent and rates | **5,017** | 8,966 |
| Communications | **9,907** | 8,017 |
| Heat light and power | **13,400** | 16,228 |
| Printing and stationery | **2,092** | 3,203 |
| Professional fees | **19,502** | 29,564 |
| Repairs and maintenance | **9,059** | 9,469 |
| Training | **7,004** | 6,755 |
| Volunteers expenses | **2,113** | 3,456 |
| Depreciation | **6,587** | 6,337 |
| Subscriptions | **3,523** | 3,582 |
| Others | **32,444** | 19,886 |
| Wages | **58,392** | 56,504 |
| Total support costs | **169,040** | 171,967 |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

| 4b) Analysis of governance costs | 2021 £ | 2020 £ |
|---|---|---|
| Independent examination fees | **2,706** | 2,580 |
| Costs of Trustee travel and subsistence | **-** | - |
| Apportionment of staff costs | **4,563** | 4,378 |
| Total governance costs | **7,269** | 6,958 |

## 5. NET INCOMING RESOURCES FOR THE YEAR

| This is stated after charging: | 2021 £ | 2020 £ |
|---|---|---|
| Operating lease payments | **5,851** | 4,448 |
| Depreciation | **6,587** | 6,337 |
| Independent examiners remuneration | **2,706** | 2,580 |
| Defined pension contributions | **12,473** | 9,687 |

Travel costs amounting to £nil (2020 - £nil) were reimbursed to nil trustee (2020: nil trustee).

No members of the board of trustees received any remuneration during the year.

## 6. STAFF COSTS AND NUMBERS

| Staff costs were as follows: | 2021 £ | 2020 £ |
|---|---|---|
| Salaries and wages | **416,864** | 365,797 |
| Social security costs | **24,459** | 20,648 |
| Pension costs | **12,473** | 9,687 |
| | **453,796** | 396,132 |

No employee received emoluments of more than £60,000. The average weekly number of employees during the year was as follows:

| | 2021 No. | 2020 No. |
|---|---|---|
| | **24** | 20 |

Total key management personnel compensation for the year amounted to £93,468 (2020 £90,065)

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

### 7. ANALYSIS OF GRANT AWARDS

| | 2021 | | |
|---|---|---|---|
| | **Individuals** | **Institutions** | 2020 |
| | **£** | **£** | £ |
| Transpace | - | **4,990** | 4,990 |
| Base 51 | - | **9,994** | 9,994 |
| Breaking Barriers, Building Bridges | - | **3,000** | 3,000 |
| An nisa | - | **3,000** | 3,000 |
| Muslim Women's Organisation | - | **2,500** | 3,000 |
| NCVS | - | **2,700** | 2,700 |
| Nottinghamshire Lesbian & Gay Network | - | **9,095** | 9,095 |
| Nottingham Muslim Women's Network | - | **10,000** | 10,000 |
| Kairos | - | **3,300** | 3,300 |
| NYASA | - | **1,900** | 1,900 |
| Others | - | **11,729** | 15,493 |
| POW Nottingham Ltd | - | **9,920** | 9,920 |
| Trans 4 me | - | **3,000** | 3,000 |
| NCBI | - | - | - |
| Mojatu | - | - | 1,000 |
| | **-** | **75,128** | 80,392 |

Nottingham Women's Centre is the lead in a city wide consortium of organisations working with women and LGBT communities under "Communities of Identity" funded by Nottingham City Council. The funds are collected by Nottingham Women's Centre and distributed to its partners.

### 8. TANGIBLE FIXED ASSETS

| | **Library** | **Equipment** | **Total** |
|---|---|---|---|
| **COST** | £ | £ | **£** |
| At start of year | 24,991 | 70,492 | **95,483** |
| Additions at cost | - | 7,335 | **7,335** |
| Disposals | - | - | - |
| At 31March 2021 | 24,991 | 77,827 | **102,818** |
| **DEPRECIATION** | | | |
| At start of year | 24,990 | 51,480 | **76,470** |
| Provided during the year | - | 6,587 | **6,587** |
| Disposals | - | - | - |
| At 31 March 2021 | 24,990 | 58,067 | **83,057** |
| Net book value at 31 March 2021 | **1** | **19,760** | **19,761** |
| Net book value at start of year | 1 | 19,012 | 19,013 |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

### 9. DEBTORS

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Amounts falling due within one year: | | |
| Grants receivable | **40,493** | 30,957 |
| Trade debtors | **80** | 948 |
| Prepayments | **1,305** | 1,173 |
| | **41,878** | 33,078 |

### 10. CREDITORS

| | 2021 | 2020 |
|---|---|---|
| Amounts falling due within one year: | £ | £ |
| Trade creditors | **3,505** | 7,270 |
| Sundry creditors including taxation and social security | **1,812** | - |
| Accruals and deferred income | **5,185** | 6,479 |
| Deferred income | **21,043** | 19,457 |
| | **31,545** | 33,206 |

Deferred income relates to income received for service agreements that run into future years.

### 11. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid:

| | 2021 | 2020 |
|---|---|---|
| | £ | £ |
| Expiring: | | |
| Within one year | **1,710** | 1,710 |
| Between one and five years | **-** | - |
| Over five years | - | - |

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

### 12. RESTRICTED FUNDS

| | At 1April 2020 £ | Movements of Resources incoming £ | outgoing £ | Transfers £ | **At 31 March 2021 £** |
|---|---|---|---|---|---|
| Nottinghamshire Police and Crime Commissioner | (660) | 8,545 | (7,885) | - | **-** |
| National Lottery Community Fund (Help Through Crisis) | 14,972 | 100,356 | (104,746) | - | **10,582** |
| Framework HA | (476) | 35,705 | (35,281) | - | **(52)** |
| National Lottery Community Fund (renew) | (7,188) | 121,375 | (143,253) | 29,066 | - |
| Nottingham City Council | 13,394 | 174,000 | (178,295) | - | **9,099** |
| Juno Womens Aid | 10,000 | - | - | - | **10,000** |
| National Lottery Community Fund (Capital) | - | 4,000 | - | (4,000) | - |
| | 30,042 | 443,981 | (469,460) | 25,066 | 29,629 |

Nottingham City Council - Communities of Identity - Support for women and people from LGBT communities, delivered as part of our core functions and through grants to other local organisations.

Framework HA - An employability programme to unemployed and economically inactive women with multiple and complex needs in Nottingham and Nottinghamshire (subcontracted by Framework Housing Association).

National Lottery Community Fund (Help Through Crisis) - A programme offering tailored support, advice and advocacy to enable women facing financial exclusion to address difficulties in their lives.

National Lottery Community Fund Reaching Communities - The RENEW programme, offering counselling and therapeutic activities to women experiencing common mental health problems.

Nottinghamshire Police and Crime Commissioner (Community Safety Fund) - The Safer for Women project tackling misogynistic harassment experienced by women locally.

Juno Women's Aid to source a new building.

National Lottery Community Fund (Capital) – Funding for computer equipment.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

### 13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Tangible fixed assets £ | Net current assets £ | 2021 Total £ | 2020 Total £ |
|---|---|---|---|---|
| Unrestricted funds | | | | |
| General | 19,761 | 384,340 | **404,101** | 351,957 |
| Designated | - | 122,709 | **122,709** | 70,000 |
| | 19,761 | 507,049 | **526,810** | 421,957 |
| Restricted funds | - | 29,629 | **29,629** | 30,042 |
| Totals | **19,761** | 536,678 | **556,439** | 451,999 |

A designated fund for £70,000 has been set up to cover the future cost of maintaining the current premises and £52,709 designated funds carried forward for activities not yet completed.

### 14. RESERVE CAPITAL

The company is limited by guarantee with no authorised or issued share capital. The amounts guaranteed in the nature of the reserve capital are £50. These amounts are only capable of being called up for the purposes of the winding up of the company.

### 15. RELATED PARTY TRANSACTIONS

There were no related party transactions requiring disclosure undertaken during the year.

### 16. FUNDS RECEIVED AS AGENT

During the year the charity received £18,340 from Nottinghamshire Police and Crime Commissioner and £18,286 from Ministry of Justice on behalf of Nottingham Muslim Women's Network. These funds totalling £36,626 were paid to Nottingham Muslim Women's Network with no balance owing at 31 March 2021.