

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

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 14
Independent Examiner's Report	15
Statement of Financial Activities	16
Balance Sheet	17
Statement of Cash Flows	18
Notes to the Financial Statements	19 to 30

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
	NOTTINGHAM
	NG1 5LP
Independent Examiner	John O'Brien, employee of
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Solicitors:	NG1 5GL
	Hopkins Solicitors
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	Nottingham
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Bankers	Royal Bank of Scotland
	Bramcote Lane
	Wollaton
	Nottingham
	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.

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

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"

Nottingham Women's Centre

Trustees' Report

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.

Nottingham Women's Centre

Trustees' Report

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.

Nottingham Women's Centre

Trustees' Report

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.

Nottingham Women's Centre

Trustees' Report

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 Adebajo-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.

Nottingham Women's Centre

Trustees' Report

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.

Nottingham Women's Centre

Trustees' Report

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 accessibility 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 out with Black African and Caribbean 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.

Nottingham Women's Centre

Trustees' Report

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 particularly 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 enthusiasm 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 1:1 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.

Nottingham Women's Centre

Trustees' Report

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:

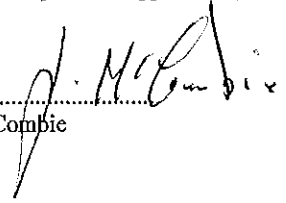
- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed 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.

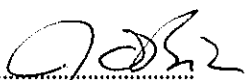
Independent examiner's statement

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		<u>461,585</u>	<u>480,833</u>	<u>942,418</u>	<u>789,950</u>
Expenditure on:					
Charitable activities	6	<u>(380,566)</u>	<u>(484,248)</u>	<u>(864,814)</u>	<u>(685,510)</u>
Total expenditure		<u>(380,566)</u>	<u>(484,248)</u>	<u>(864,814)</u>	<u>(685,510)</u>
Net income/(expenditure)		<u>81,019</u>	<u>(3,415)</u>	<u>77,604</u>	<u>104,440</u>
Net movement in funds		81,019	(3,415)	77,604	104,440
Reconciliation of funds					
Total funds brought forward		<u>526,810</u>	<u>29,629</u>	<u>556,439</u>	<u>451,999</u>
Total funds carried forward	18	<u>607,829</u>	<u>26,214</u>	<u>634,043</u>	<u>556,439</u>

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.

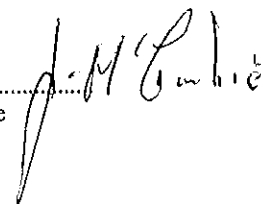
Directors' responsibilities:

- 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



The notes on pages 19 to 30 form an integral part of these financial statements.

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.

The notes on pages 19 to 30 form an integral part of these financial statements.

Nottingham Women's Centre

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.

Nottingham Women's Centre

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

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

Nottingham Women's Centre

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

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.

Nottingham Women's Centre

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

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
	<u>18,441</u>	<u>18,441</u>	<u>104,124</u>

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
	<u>145,060</u>	<u>433,253</u>	<u>345,009</u>	<u>923,322</u>	<u>684,942</u>

Nottingham Women's Centre

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

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
	<u>408,580</u>	<u>465,925</u>	<u>874,505</u>

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

Nottingham Women's Centre

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

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
	<u>139,575</u>	<u>365,378</u>	<u>359,861</u>	<u>864,814</u>	<u>685,510</u>

Nottingham Women's Centre

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

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
	<u>79,847</u>

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2022 £	2021 £
Depreciation of fixed assets	<u>4,942</u>	<u>6,587</u>

Nottingham Women's Centre

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

8 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
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
	<u>581,771</u>	<u>453,796</u>

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

	2022 No	2021 No
Average number of employees	<u>27</u>	<u>24</u>

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

Nottingham Women's Centre

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

10 Debtors

	2022 £	2021 £
Trade debtors	73,573	80
Prepayments	1,232	1,305
Other debtors	7,964	40,493
	<u>82,769</u>	<u>41,878</u>

11 Cash and cash equivalents

	2022 £	2021 £
Cash on hand	252	478
Cash at bank	640,411	525,867
	<u>640,663</u>	<u>526,345</u>

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
	<u>104,208</u>	<u>31,545</u>

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	-
	<u>3,350</u>	<u>2,150</u>

Nottingham Women's Centre

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

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.

Nottingham Women's Centre

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

18 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
<i>General</i>					
General fund	404,101	459,085	(325,003)	15,130	553,313
<i>Designated</i>					
Building fund	70,000	-	(18,225)	-	51,775
Activities not yet completed	52,709	2,500	(37,338)	(15,130)	2,741
	<u>122,709</u>	<u>2,500</u>	<u>(55,563)</u>	<u>(15,130)</u>	<u>54,516</u>
Total unrestricted funds	<u>526,810</u>	<u>461,585</u>	<u>(380,566)</u>	<u>-</u>	<u>607,829</u>
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)	-	-
	<u>29,629</u>	<u>480,833</u>	<u>(484,248)</u>	<u>-</u>	<u>26,214</u>
Total restricted funds	<u>29,629</u>	<u>480,833</u>	<u>(484,248)</u>	<u>-</u>	<u>26,214</u>
Total funds	<u>556,439</u>	<u>942,418</u>	<u>(864,814)</u>	<u>-</u>	<u>634,043</u>

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.

Nottingham Women's Centre

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

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			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	<u>553,313</u>	<u>54,516</u>	<u>26,214</u>	<u>634,043</u>

	Unrestricted			2021
	General £	Designated £	Restricted £	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	<u>404,101</u>	<u>122,709</u>	<u>29,629</u>	<u>556,439</u>

20 3rd party funds

	Opening balances £	Incoming resources £	(Resources expended) £	Total £
Nottingham Muslim Womens Network	-	39,000	(39,000)	-
	<u>-</u>	<u>39,000</u>	<u>(39,000)</u>	<u>-</u>