

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

## 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 32

## Nottingham Women's Centre

### Reference and Administrative Details

**Trustees**

Justine Weston, Chair  
June McCombie  
Deborah Gordon-Brown  
Diana Ali  
Laura Breach  
Louisa Matthews  
Angelina Bartoli  
Balbinder Watkins  
Nichola McTaggart  
Maria Pearson  
Shazia Nazir

**Senior Management Team**

Helen Voce, CEO  
Jayne Cotton, Head of Finance  
Karen Feely, Head of Quality and Compliance  
Sara Garton, Head of Client Services  
Kate Lewin, Head of External Relations

**Charity Registration Number**

1105837

**Company Registration Number**

5113835

**Registered Office**

30 Chaucer Street  
NOTTINGHAM  
NG1 5LP

**Independent Examiner**

John O'Brien, employee of  
Community Accounting Plus  
Units 1 & 2 North West  
41 Talbot Street  
Nottingham  
NG1 5GL

**Solicitors:**

Hopkins Solicitors  
27 Regent Street  
Nottingham  
NG1 5BS

**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 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.



# **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 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**

#### *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.



# Nottingham Women's Centre

## Trustees' Report

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.



# Nottingham Women's Centre

## Trustees' Report

- 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.



# Nottingham Women's Centre

## Trustees' Report

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 Women's Centre

## Trustees' Report

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



# Nottingham Women's Centre

## Trustees' Report

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 Sorooptimists, Left Lion, private family donation and other individual donors and fundraisers. 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.

# Nottingham Women's Centre

## Trustees' Report

### *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.



# Nottingham Women's Centre

## Trustees' Report

### 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.



# Nottingham Women's Centre

## Trustees' Report

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 brought 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 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.

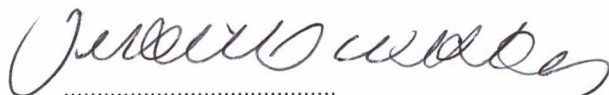
The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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').

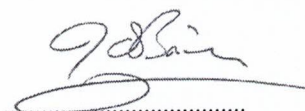
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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 £
<b>Income and Endowments from:</b>					
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		<u>137,127</u>	<u>744,028</u>	<u>881,155</u>	<u>942,418</u>
<b>Expenditure on:</b>					
Charitable activities	6	<u>(133,095)</u>	<u>(758,549)</u>	<u>(891,644)</u>	<u>(864,814)</u>
Total expenditure		<u>(133,095)</u>	<u>(758,549)</u>	<u>(891,644)</u>	<u>(864,814)</u>
Net income/(expenditure)		4,032	(14,521)	(10,489)	77,604
Transfers between funds		<u>(10,153)</u>	<u>10,153</u>	<u>-</u>	<u>-</u>
Net movement in funds		(6,121)	(4,368)	(10,489)	77,604
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>607,829</u>	<u>26,214</u>	<u>634,043</u>	<u>556,439</u>
Total funds carried forward	19	<u><u>601,708</u></u>	<u><u>21,846</u></u>	<u><u>623,554</u></u>	<u><u>634,043</u></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 19.

The notes on pages 19 to 32 form an integral part of these financial statements.

**Nottingham Women's Centre**  
**(Registration number: 5113835)**  
**Balance Sheet as at 31 March 2023**

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


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

The notes on pages 19 to 32 form an integral part of these financial statements.



## Nottingham Women's Centre

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

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

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

The notes on pages 19 to 32 form an integral part of these financial statements.

# Nottingham Women's Centre

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

### 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 2023

#### *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:

<b>Asset class</b>	<b>Depreciation method and rate</b>
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 2023**

#### **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.



## Nottingham Women's Centre

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

#### 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
	<u>3,500</u>	<u>3,500</u>	<u>655</u>

#### 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
	<u>71,074</u>	<u>71,074</u>	<u>18,441</u>

#### 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	-
	<u>110,602</u>	<u>416,173</u>	<u>279,806</u>	<u>806,581</u>	<u>923,322</u>



## Nottingham Women's Centre

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

#### 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
	<u>71,074</u>	<u>742,393</u>	<u>813,467</u>

#### Deferred income note

Received but deferred to 23/24:

Private donation £26,300

## Nottingham Women's Centre

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

#### 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
	<u>143,530</u>	<u>415,206</u>	<u>332,908</u>	<u>891,644</u>	<u>864,814</u>



## Nottingham Women's Centre

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

#### 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
	<u>63,250</u>

#### 7 Net incoming/outgoing resources

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

	2023 £	2022 £
Depreciation of fixed assets	<u>3,705</u>	<u>4,942</u>

## Nottingham Women's Centre

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

#### 8 Staff costs

The aggregate payroll costs were as follows:

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

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

	2023 No	2022 No
Average number of employees	<u>28</u>	<u>27</u>

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



# Nottingham Women's Centre

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

### 10 Debtors

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

### 11 Cash and cash equivalents

	2023 £	2022 £
Cash on hand	390	252
Cash at bank	609,120	640,411
	<u>609,510</u>	<u>640,663</u>

### 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
	<u>31,355</u>	<u>104,208</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:

	2023 £	2022 £
Independent examination	1,575	1,500
Other financial services	1,758	1,850
	<u>3,333</u>	<u>3,350</u>

## Nottingham Women's Centre

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

#### 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	<u>541,247</u>	<u>60,461</u>	<u>21,846</u>	<u>623,554</u>

	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>



## Nottingham Women's Centre

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

#### 19 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
<b>Unrestricted funds</b>					
<i>General</i>					
General fund	553,313	123,631	(132,219)	(3,478)	541,247
<i>Designated</i>					
Building fund	51,775	13,455	-	(5,230)	60,000
Activities not yet completed	2,741	41	(876)	(1,445)	461
	<u>54,516</u>	<u>13,496</u>	<u>(876)</u>	<u>(6,675)</u>	<u>60,461</u>
<b>Total unrestricted funds</b>	<u>607,829</u>	<u>137,127</u>	<u>(133,095)</u>	<u>(10,153)</u>	<u>601,708</u>
<b>Restricted funds</b>					
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)	-	-
<b>Total restricted funds</b>	<u>26,214</u>	<u>744,028</u>	<u>(758,549)</u>	<u>10,153</u>	<u>21,846</u>
<b>Total funds</b>	<u>634,043</u>	<u>881,155</u>	<u>(891,644)</u>	<u>-</u>	<u>623,554</u>

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.

## **Nottingham Women's Centre**

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

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).



## Nottingham Women's Centre

### 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 £
<b>Unrestricted funds</b>					
<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>
<b>Total unrestricted funds</b>	<u>526,810</u>	<u>461,585</u>	<u>(380,566)</u>	<u>-</u>	<u>607,829</u>
<b>Restricted</b>					
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)	-	-
	<u>29,629</u>	<u>480,833</u>	<u>(484,248)</u>	<u>-</u>	<u>26,214</u>
<b>Total restricted funds</b>	<u>29,629</u>	<u>480,833</u>	<u>(484,248)</u>	<u>-</u>	<u>26,214</u>
<b>Total funds</b>	<u>556,439</u>	<u>942,418</u>	<u>(864,814)</u>	<u>-</u>	<u>634,043</u>

## Nottingham Women's Centre

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